

MAN & BOY

England & Wales · Charity number 1153633

Details

Other names MAN&BOY;

Status Registered

Legal form CIO

Company number [CE000142](#)

Registered 2013-09-02

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

Contact

Address United Reformed Church
Richard Mayo Centre
Eden Street
Kingston upon Thames
KT1 1HZ

Phone 07894084234

Email info@manandboy.org

Website www.manandboy.org

Activities

Objects: TO HELP BOYS TO DEVELOP THEIR CAPABILITIES THAT THEY MAY GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY AND IN PARTICULAR BY PROVIDING OPPORTUNITIES FOR THEM TO DEVELOP A RELATIONSHIP WITH A RELATIVE OR OTHER SIGNIFICANT ADULT.

Activities: Provide fun/engaging activities for boys and a father figure, to build strong, positive and nourishing relationships. Through these activities we aim to support and encourage men in their role as mentors and to raise self-esteem in men & boys. Activities include Adventure Camps and 6-week Relationship (& Climbing) Building Courses. Aimed towards boys between 10 & 12 who are struggling with life.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£137,684	£118,054	-	-
2024-12-31	£109,806	£140,158	-	-
2023-12-31	£95,982	£128,102	-	-
2022-12-31	£142,414	£129,840	-	-
2021-12-31	£101,534	£122,126	-	-
2020-12-31	£81,470	£82,809	-	-

Trustees

Name	Role	Appointed
Paul Pickhaver	Chair	2025-11-25
David Balls		2025-11-25
Frederic Astier		2026-05-26
Martin Premm-Jones		2019-07-10
Marvin Barrios		2025-11-25
Paula Maria Rocque		2024-12-10
Peter Clifford Cory		2024-08-27
Sarah Goonetilleke		2025-11-25
Stephen Dennis Neale		2023-11-28

MAN & BOY

England & Wales - Charity number 1153633

Accounts

REGISTERED CHARITY NUMBER: 1153633

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2025
for
Man & Boy

Ark Accountancy Limited
Chartered Certified Accountant
56-58 High Street
Ewell
Epsom
Surrey
KT17 1RW

Man & Boy

Contents of the Financial Statements
for the Year Ended 31 December 2025

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Man & Boy

Report of the Trustees
for the Year Ended 31 December 2025

The trustees present their report with the financial statements of the charity for the year ended 31 December 2025. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To help young people to develop their capabilities that they may grow to full maturity as individuals and members of society and in particular by providing opportunities for them to develop a relationship with a relative or other significant adult.

OBJECTIVES AND ACTIVITIES

Significant activities

MAN&BOY will provide a supportive, safe and stimulating environment where young people can strengthen their relationship with an adult role model.

MAN&BOY will provide a variety of activities designed to jointly engage a young person and adult role model in understanding each other better, building trust, confidence and self-esteem in an atmosphere of praise and encouragement.

MAN&BOY will seek to support and encourage adults as role models and we will also facilitate activities to encourage the adults and young people to develop a network of support.

Many boys grow up in the UK with a lack of positive engagement with a father or positive male role model. This has an impact on them, their homes, schools and the wider community. MAN&BOY values family and the role of the father and seeks to raise self esteem in boys, support and encourage men as role models, and empower boys to reach their full potential in school, work, family and to contribute positively to their communities.

In 2025, MAN&BOY continued to provide fun and engaging activities for boys and an adult male role-model, building strong, positive, and nourishing relationships.

We continued to fulfil this work through camps, relationship building courses and events which offer challenging and enjoyable experiences for men (fathers or father figures) to work and play alongside their son (stepson, partner's son, grandson, younger brother, or nephew, etcetera) in environments which encourage collaborative working and offer opportunities to learn more about themselves and each other.

Throughout the MAN&BOY programme, men and boys have the opportunity to talk, and more importantly, listen to each other. Through this process, their understanding and appreciation of each other grows, and family bonds are strengthened. MAN&BOY helps create encouraging environments for positive memories to be created which men and boys can keep learning from, talking about, and building on into the future.

In 2025, we worked with 79 families (158 individuals) across our programme, including camps, activity days and relationship building courses. This was a very slight reduction of 2.5% increase on 2024, with a decrease in referrals too.

In 2025, MAN&BOY had:

- 77 referrals to the MAN&BOY Programme
- 4 MAN&BOY camps for 47 families
- 37 out of 47 families attending camps after booking on, 79% retention rate
- 9 families joined for a climbing session
- 42 families came to our activity days
- 23 volunteers helped deliver our events
- Families scored the camps 4.6 out of 5 when asked to rate their camp experience

Men said:

- I learned it's ok to divide the family unit up to give individual children what they need. Also, that my son can dig deep to find resilience he didn't know he had.
- I learned to be more patient and understanding
- I learned how to encourage him and deal with meltdowns better
- A good reminder that praise and encouragement is everything with children! Common sense really, but always good to keep at the front of your mind.
- This place is amazing. The staff are amazing. Myself and Ted had a brilliant time. Having something like this specifically for men and boys is something all fathers, step fathers or male role models should try and take part in. - - The chance to spend quality time, twinned with being able to speak to other dads is a great opportunity to learn about your child, and learn ways to make your relationship with your child better. Thank you so much.
- A structured time away full of positivity, encouragement, male role modelling, & shared experiences from people from all walks of life who have the same challenges & a commonality in potential solutions.

Boys said:

- I learned to control my feelings better

OBJECTIVES AND ACTIVITIES

- I learned that I am brave
- I learned how to build a raft (that floated!); to do things I am afraid of if I try hard enough
- I had a fun and enjoyable time at MAN AND BOY camp and would definitely do something like this again

*Participant names have been changed to protect the privacy of these individuals.

The slight reduction in referrals and participants in 2025 is a reflection on our reduced team capacity in the first 9 months of the year. Our referral numbers increased in the last quarter as a result of our raised visibility, both through our own efforts, plus that the challenges facing young boys and the need for positive male role models become a national focus in 2025.

Funding continued to be a challenge in the first half of 2025, requiring further in year adjustments to expenditure to ensure the organisations positive cashflow; this included the Executive Director accepting a salary reduction to 0.6FTE for four months whilst also covering the Engagement Coordinator role. Our focus on raising our visibility and diversifying our income streams began making an impact in the second half of the year. By the end of the year, we hit our original year income forecast, alongside our saved expenditure this resulted in an end of year surplus of £20k instead of flat year prediction.

MAN&BOY have managed to capitalise on the new attention brought to the challenges facing young boys. We have developed stronger links to policy influencers and in turn a wider understanding from potential funders of the impact of our work. Specifically following the publication of the Center for Social Justice's Lost Boys Report, we developed a positive working relationship with the CSJ, their associated foundation and networks, contributing to and being credited in the follow up report Lost Boys - Boyhood.

These foundations mean that in 2026 we have a strong base to secure more multi-year grant funding, whilst our first commissioned work with Surrey County Council gives us an opportunity to replicate this model with other Local Authorities.

The introduction of our three new subcommittees - Finance, Risk & Governance, Fundraising & Partnerships, and Storytelling & Impact - plus a new intake of Trustees towards the end of 2025 is part of our focus to continue to strengthen our governance and financial robustness.

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly, and risk assessments carried out.

The services of the trust are open to all boys and male adults irrespective of race, religion, or sexual orientation, our services indirectly have an impact on all members of the family.

Public benefit

At MAN&BOY we believe when positive role models are actively present; children, families, and communities thrive. We work alongside families by encouraging men to be a mentor to the boys in their life. We offer a diverse programme of opportunities for men and boys to have fun, take part in adventurous activities together, and enhance their own and wider family relationships."

Man & Boy

Report of the Trustees
for the Year Ended 31 December 2025

FINANCIAL REVIEW

Financial position

The charities income flows from grants, individual and corporate supporter donations and contributions made by referral agencies.

MAN&BOY were grateful to receive the following grants during the year -

The Royal Borough of Kingston Council (RBK multiple grants)
The Stolkin Foundation
The Richmond Foundation (formerly Richmond Parish Lands Trust)
Refinitive Charity - London Stock Exchange Group
Co-op Food Group - Community Fund
Hadley Trust
Paracletos
Benefact Group - Movement for Good Fund
Kingston Ex Table
The Leathersellers' Foundation

MAN&BOY received funds through local authority commissions during the year from the following:

Surrey County Council

MAN&BOY also gratefully acknowledges the donations and generous support it receives.

We would like to thank our supporters who make regular or one-off donations to the charity.

We would also like to thank Bloomberg, Patrick Ryan Associates, Falcon XL and the on-going support MAN&BOY receives from White Spider Climbing, Adam Byatt's Trinity Restaurant, Big Yellow Storage Kingston, and Premm Design Ltd.

We also thank our patrons, Steve Biddulph, who has continued to support MAN&BOY throughout 2025, plus Ed Stafford who joined us in early 2025. Special appreciation and gratitude is shared with Adam Byatt who, despite stepping down as patron after 6 years, has continued his support though hosting our annual Founders Lunch in 2025.

We would like to extend our continued gratitude and appreciation for the efforts of our dedicated team of staff and volunteers, led by our Executive Director, Jim Clements, who's leadership and role modelling provides an excellent example to those we serve.

Finally we would like to thank our outgoing Trustees, many of whom have served the maximum terms available to them and without whom MAN&BOY wouldn't have been able to succeed in its objectives, Deborah Quy, Mark Kluth, Simon Stockton, David Campanale and Venkat Akella. Plus an additional thank you to Harry McKeown for his service as Chair and has had to step back in early 2026.

The accounts for the year have been produced on an accruals basis.

FINANCIAL REVIEW

Reserves policy

The charity's reserves are held in support of the organisation's ongoing activities, recognising that there may arise unexpected needs for funds, unforeseen operational costs, reductions in income below our expectations and specific planned commitments that the charity expects to make.

Of these, the most significant factors for MAN&BOY are those relating to uncertainty around our income and planned commitments.

Regarding planned commitments for 2026, there are no significant plans outside of what should be considered standard organisational planning, outside of this our priority to raise our visibility in order to create opportunities to strengthen our financial robustness.

Regarding expected income, as a result of our increased confidence in the potential for multi-year grants and our commissioned work with Local Authority, we are forecasting a significant 50% increase in income compared with 2025. Approximately 25% of this income is related to commissioned work, if this isn't secured there will be a reduction in expenditure too, offering some protection to this ambitious growth.

Based on the above factors, the Trustees continue to adopt the commonly used approach within the charity sector of targeting reserves of three months of operating costs. With the increase in forecasted expenditure for 2026 this amounts to a target reserve level of c£42,000. This will be monitored and reviewed throughout 2026.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution, and constitutes a charitable incorporated organisation, company number CE000142, a charity registered as a body corporate under part 11 of the Charities Act 2011.

Recruitment and appointment of new trustees

The trustees are responsible for the recruitment of new and replacement trustees as the need arises. A new dual route has been introduced where the board will use an open recruitment process to attract a broader set of applicants when multiple new members are required, as per the Charity Commissions best practice guidance. Whilst retaining the option to recruit on an ad hoc basis when suitable candidates present themselves and/or they are identified, that would add value to the organisation.

The administration, control and provision of the services is undertaken by the Executive Director, who through the period of this report was Jim Clements.

Induction and training of new trustees

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly and risk assessments carried out.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1153633

Principal address

Room 23, United Reformed Church
Richard Mayo Centre
Eden Street
Kingston upon Thames
Surrey
KT1 1HZ

Man & Boy

Report of the Trustees
for the Year Ended 31 December 2025

Trustees

David Campanale Trustee (resigned 23.4.25)
Martin Premm-Jones Trustee
Simon Stockton Trustee (resigned 25.11.25)
Mark Joseph Kluth Trustee (resigned 25.11.25)
Deborah Quy Trustee (resigned 25.11.25)
Harry Charles McKeown Trustee (resigned 1.2.26)
Paula Maria Rocque Trustee
Peter Clifford Cory Trustee
Venkat Akella Trustee (resigned 7.5.25)
Sarah Goonetilleke (appointed 25.11.25)
Marvin Barrios (appointed 25.11.25)
David Balls (appointed 25.11.25)
Paul Warren Pickhaver Interim Chair of Trustees (appointed 25.11.25)

Independent Examiner

Mary E Ryan
Ark Accountancy Limited
Chartered Certified Accountant
56-58 High Street
Ewell
Epsom
Surrey
KT17 1RW

Approved by order of the board of trustees on *5 May 2026* and signed on its behalf by:



.....
Paul Warren Pickhaver - Trustee

Independent Examiner's Report to the Trustees of
Man & Boy

Independent examiner's report to the trustees of Man & Boy

I report to the charity trustees on my examination of the accounts of Man & Boy (the Trust) for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no 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 respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Mary E Ryan

Mary E Ryan

Ark Accountancy Limited
Chartered Certified Accountant
56-58 High Street
Ewell
Epsom
Surrey
KT17 1RW

6 May 2026

Man & Boy

Statement of Financial Activities
for the Year Ended 31 December 2025

	Notes	Unrestricted fund £	Restricted funds £	31.12.25 Total funds £	31.12.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		49,302	-	49,302	43,374
Charitable activities					
Charitable Activities		35,979	37,230	73,209	65,389
Investment income	2	16	-	16	18
Other income		15,157	-	15,157	1,025
Total		<u>100,454</u>	<u>37,230</u>	<u>137,684</u>	<u>109,806</u>
EXPENDITURE ON					
Raising funds		1,955	-	1,955	3,906
Charitable activities					
Charitable Activities		84,599	31,500	116,099	136,252
Total		<u>86,554</u>	<u>31,500</u>	<u>118,054</u>	<u>140,158</u>
NET INCOME/(EXPENDITURE)		13,900	5,730	19,630	(30,352)
RECONCILIATION OF FUNDS					
Total funds brought forward		16,584	16,000	32,584	62,936
TOTAL FUNDS CARRIED FORWARD		<u>30,484</u>	<u>21,730</u>	<u>52,214</u>	<u>32,584</u>

The notes form part of these financial statements

Man & Boy

Balance Sheet
31 December 2025

	Notes	Unrestricted fund £	Restricted funds £	31.12.25 Total funds £	31.12.24 Total funds £
CURRENT ASSETS					
Debtors	7	1,282	-	1,282	2,365
Cash at bank		35,085	21,730	56,815	32,485
		<u>36,367</u>	<u>21,730</u>	<u>58,097</u>	<u>34,850</u>
CREDITORS					
Amounts falling due within one year	8	(5,883)	-	(5,883)	(2,266)
		<u>30,484</u>	<u>21,730</u>	<u>52,214</u>	<u>32,584</u>
NET CURRENT ASSETS					
		<u>30,484</u>	<u>21,730</u>	<u>52,214</u>	<u>32,584</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>30,484</u>	<u>21,730</u>	<u>52,214</u>	<u>32,584</u>
NET ASSETS					
		<u>30,484</u>	<u>21,730</u>	<u>52,214</u>	<u>32,584</u>
FUNDS					
	9				
Unrestricted funds				30,484	16,584
Restricted funds				21,730	16,000
				<u>52,214</u>	<u>32,584</u>
TOTAL FUNDS					

The financial statements were approved by the Board of Trustees and authorised for issue on 5 May 2026 and were signed on its behalf by:



Paul Warren Pickhaver - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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.

Camp & IT equipment - 33% on cost

Taxation

The charity is exempt from 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2025

2. INVESTMENT INCOME

	31.12.25	31.12.24
	£	£
Interest on gift aid claims	16	18
	<u> </u>	<u> </u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2025 nor for the year ended 31 December 2024.

Trustees' expenses

Trustees expenses of £152 (2024 £120) were incurred in trustees' meeting expenses and gifts for trustees

4. STAFF COSTS

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

	31.12.25	31.12.24
Project co-ordinator	1	1
Fundraising & admin	1	2
	<u> </u>	<u> </u>
	2	3
	<u> </u>	<u> </u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	43,374	-	43,374
Charitable activities			
Charitable Activities	13,509	51,880	65,389
Investment income	18	-	18
Other income	1,025	-	1,025
Total	<u>57,926</u>	<u>51,880</u>	<u>109,806</u>
EXPENDITURE ON			
Raising funds	3,906	-	3,906
Charitable activities			
Charitable Activities	79,372	56,880	136,252
Total	<u>83,278</u>	<u>56,880</u>	<u>140,158</u>
NET INCOME/(EXPENDITURE)	(25,352)	(5,000)	(30,352)
RECONCILIATION OF FUNDS			
Total funds brought forward	41,936	21,000	62,936

Notes to the Financial Statements - continued
for the Year Ended 31 December 2025

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued			
	Unrestricted fund £	Restricted funds £	Total funds £
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD	16,584	16,000	32,584
	<u> </u>	<u> </u>	<u> </u>
6. TANGIBLE FIXED ASSETS			
			Camp & IT equipment £
COST			
At 1 January 2025 and 31 December 2025			8,143
			<u> </u>
DEPRECIATION			
At 1 January 2025 and 31 December 2025			8,143
			<u> </u>
NET BOOK VALUE			
At 31 December 2025			-
			<u> </u>
At 31 December 2024			-
			<u> </u>
7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		31.12.25	31.12.24
		£	£
Tax		1,282	2,365
		<u> </u>	<u> </u>
8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		31.12.25	31.12.24
		£	£
Taxation and social security		4,923	1,306
Other creditors		960	960
		<u> </u>	<u> </u>
		5,883	2,266
		<u> </u>	<u> </u>
9. MOVEMENT IN FUNDS			
		Net movement in funds	At
	At 1.1.25	£	31.12.25
	£	£	£
Unrestricted funds			
General fund	16,584	13,900	30,484
Restricted funds			
Community Action Sutton	3,000	(3,000)	-
RBK Surbiton Neighbourhood	-	2,000	2,000
RBK Payments (South of Borough)	3,000	(1,770)	1,230
Surrey Community Foundation	5,000	(5,000)	-
Refinitive Charity	5,000	6,000	11,000
Richmond Foundation	-	7,500	7,500
	<u> </u>	<u> </u>	<u> </u>
	16,000	5,730	21,730
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	32,584	19,630	52,214
	<u> </u>	<u> </u>	<u> </u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2025

9. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	100,454	(86,554)	13,900
Restricted funds			
RBK Kingston Neighbourhood	3,000	(3,000)	-
Community Action Sutton	-	(3,000)	(3,000)
RBK Surbiton Neighbourhood	6,000	(4,000)	2,000
RBK Payments (South of Borough)	2,230	(4,000)	(1,770)
Surrey Community Foundation	-	(5,000)	(5,000)
Refinitive Charity	11,000	(5,000)	6,000
Richmond Foundation	15,000	(7,500)	7,500
	<u>37,230</u>	<u>(31,500)</u>	<u>5,730</u>
TOTAL FUNDS	<u>137,684</u>	<u>(118,054)</u>	<u>19,630</u>

Comparatives for movement in funds

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	41,936	(25,352)	16,584
Restricted funds			
RBK Kingston Neighbourhood	3,000	(3,000)	-
Community Action Sutton	-	3,000	3,000
RBK Surbiton Neighbourhood	3,000	(3,000)	-
RBK Resilience Fund	15,000	(15,000)	-
RBK Payments (South of Borough)	-	3,000	3,000
Surrey Community Foundation	-	5,000	5,000
Refinitive Charity	-	5,000	5,000
	<u>21,000</u>	<u>(5,000)</u>	<u>16,000</u>
TOTAL FUNDS	<u>62,936</u>	<u>(30,352)</u>	<u>32,584</u>

9. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	57,926	(83,278)	(25,352)
Restricted funds			
Wimbledon Foundation	4,500	(4,500)	-
RBK Kingston Neighbourhood	-	(3,000)	(3,000)
City Bridge Trust	900	(900)	-
Community Action Sutton	3,000	-	3,000
RBK Surbiton Neighbourhood	-	(3,000)	(3,000)
RBK Resilience Fund	-	(15,000)	(15,000)
RBK Payments (New Malden)	3,000	(3,000)	-
Richmond Parish Land	10,000	(10,000)	-
RBK Payments (South of Borough)	6,000	(3,000)	3,000
The Men & Boys MB Coalition	880	(880)	-
City of London	2,700	(2,700)	-
Surrey Community Foundation	10,900	(5,900)	5,000
Refinitive Charity	10,000	(5,000)	5,000
	<u>51,880</u>	<u>(56,880)</u>	<u>(5,000)</u>
TOTAL FUNDS	<u>109,806</u>	<u>(140,158)</u>	<u>(30,352)</u>

10. RELATED PARTY DISCLOSURES

Donations totalling £nil (2024 £1800 from 5 trustees) were received in the year

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2025

	31.12.25	31.12.24
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations & contributions	13,061	12,572
Gift aided donations	34,975	28,541
Gift aid tax refunds	1,266	2,261
	<hr/>	<hr/>
	49,302	43,374
Investment income		
Interest on gift aid claims	16	18
Charitable activities		
Grants	73,209	65,389
Other income		
Other income	15,157	1,025
	<hr/>	<hr/>
Total incoming resources	137,684	109,806
EXPENDITURE		
Raising donations and legacies		
Marketing	125	250
Fundraising costs	1,830	3,656
	<hr/>	<hr/>
	1,955	3,906
Charitable activities		
Wages	40,125	57,201
Social security	1,020	1,918
Pensions	1,862	2,383
Courses, camps & events	34,194	29,096
Training & conferences	980	561
Memberships & subscriptions	577	1,460
Consultancy	9,940	13,458
	<hr/>	<hr/>
	88,698	106,077
Support costs		
Management		
Wages	18,351	24,127
Social security	340	427
Pensions	573	596
Storage & office rent	2,780	3,776
Insurance	801	637
Telephone	532	586
Postage and stationery	1,058	654
Sundries	1,133	81
Carried forward	25,568	30,884

This page does not form part of the statutory financial statements

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2025

	31.12.25	31.12.24
	£	£
Management		
Brought forward	25,568	30,884
Professional services	351	376
Recruitment	300	(2,200)
	<hr/>	<hr/>
	26,219	29,060
Governance costs		
Legal fees	-	35
Independent examination	960	960
Trustees expenses	222	120
	<hr/>	<hr/>
	1,182	1,115
Total resources expended	<hr/>	<hr/>
	118,054	140,158
Net income/(expenditure)	<hr/>	<hr/>
	19,630	(30,352)

This page does not form part of the statutory financial statements

MAN & BOY

England & Wales - Charity number 1153633

Accounts



IMPACT REPORT 2024/5

Empowering boys to reach their full potential



INTRODUCTION

At MAN&BOY, we have seen that when positive male role models are actively present in boy's lives, children, families, and communities thrive. For over a decade, we've worked alongside families to support men – whether fathers, stepfathers, grandfathers, uncles, brothers, or other trusted adults – to become the mentors boys so desperately need, particularly as they enter the often-turbulent stage of adolescence.

In early 2025, national attention has turned sharply toward the challenges boys are facing. The Netflix drama 'Adolescence' showed how powerful online influences can have devastating effects on rudderless young men. Sir Gareth Southgate's widely praised Richard Dimbleby lecture highlighted the damage social isolation and lack of mentorship causes young men. The Centre for Social Justice's 'Lost Boys' report also outlined how boys are being left behind in every area of society.

Trevor Quy, Founder, MAN&BOY



WHAT IS HAPPENING WITH BOYS?

Mental Health Crisis

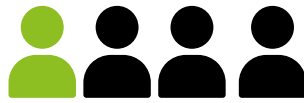


1 IN 6

Young people now suffer from a recognised mental disorder.¹

OVER HALF

of children referred to Child and Adolescent Mental Health Services cited family relationship issues.²



1 IN 4

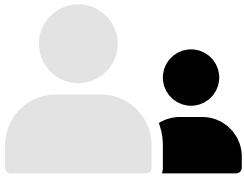
boys is obese³

HOW MAN&BOY helps

We focus on encouraging boys to express their emotions in a healthy way. The MAN2MAN time within the programme facilitates opportunities for men to talk together about the challenges they face. On camp both men and boys are given opportunities to talk about emotions, which include fear and courage, loss and hope.

Our programmes introduce families to new outdoor activities, fostering an enjoyment of a more active, healthier lifestyle. There are also opportunities for praise and encouragement, creating an environment of overcoming challenges; building resilience and self-belief.

Present fathers



2.5m

UK children [1 in 5] have no father figure at home⁴

Children with present fathers are

28% LESS LIKELY

to exhibit behavioural problems pre-teen⁵

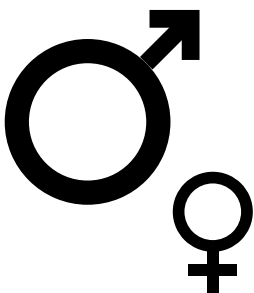
93%

of secondary teachers link father absence to disruptive behaviour in boys.⁶

HOW MAN&BOY helps

We know the significance of a father whether he is residing with the child or not. A key part of our work is to encourage male role models to embrace their identity as a parent and appreciate the unique impact they can make. Our 3 day connect camps give boys and their man an opportunity to camp out, make fires and build their confidence and resilience with activities such as raft building, climbing, archery and night walks. Threaded throughout our camps are focused relationship strengthening sessions and we give men and their boys a safe and secure space to spend meaningful time away together. This creates an environment where bonding can happen and real change is possible.

Boys underachieving in schools



40%

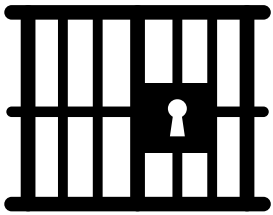
Increase in males not in education or training (NEET) aged 16–24, compared to a **7%** increase among females.⁷

BOYS ARE TWICE AS LIKELY TO BE EXCLUDED FROM SCHOOL AS GIRLS⁸

HOW MAN&BOY helps

We work with boys aged 8 – 12 before they reach teenage years and specifically at the transition from primary to senior school. We strengthen the relationship between young boys and a significant adult male in their lives; this is often the biological father, but can be a stepfather, grandfather, uncle or even an older sibling. Through supporting the connection between men and boys we see increased engagement with peers, teachers and family, improved behaviour and better mental health and well-being. These effects are felt beyond the men and boys, with the whole family and wider community seeing positive outcomes from the mentorship.

Offending starts early



96%

of the prison population is male⁹

87%

of homicide victims aged 16–24 are male and **90%** of teenage violence victims are boys¹⁰

76%

of children in custody have absent fathers¹¹



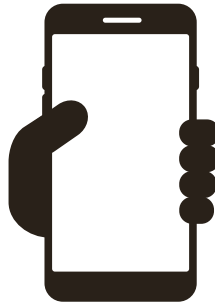
HOW MAN&BOY helps

We seek referrals from schools and family services to ensure we are working with the families who need our support the most. The reason for referral is wide ranging and could include family separation, bereavement, anxiety and other mental and emotional health struggles, additional educational needs or economic struggles. We encourage men to see and understand the importance of their role in encouraging the boys to think about future aspirations. We also offer practical opportunities to try new and alternative skills, such as electronics and leatherwork, to broaden horizons and create future interests.

Smartphone addiction

48%

of first-born children do not live with both parents, 90% of single parents are mothers. With no real-life male role models, boys are turning to the internet for validation and direction. In 2023 the third most Googled person in the world was Andrew Tate¹²

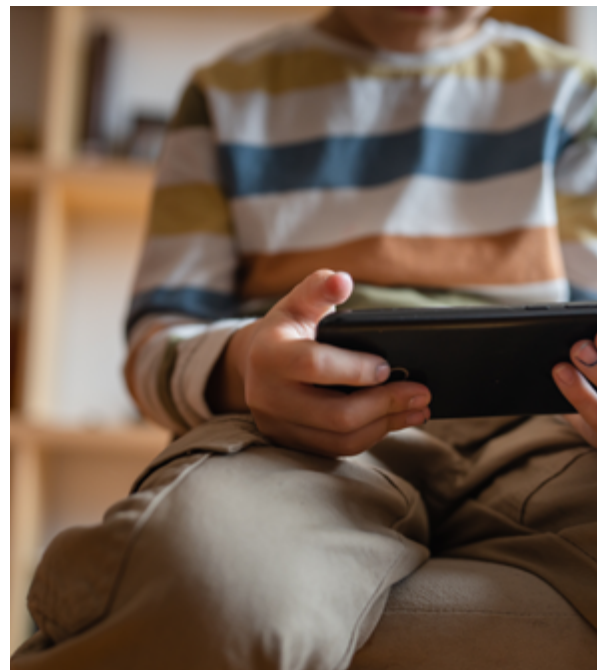


HOW MAN&BOY helps

To stop boys turning to harmful online spaces when support is absent, we provide real-life role models for boys to aspire to. Our experienced course leaders teach men how to mentor their boy, how to offer encouragement and create connection. We recognise every child's need to feel significant and be noticed, so men attend 1:1 with their boy to ensure that they can really focus on positive feedback and building self-esteem. We know that relationship building takes time, so we provide continued support through our on-going programme of events and activities.

9/10

Over half of child sexual abuse and exploitation is now child on child, with boys accounting for **9 out of 10** perpetrators¹³



OUR APPROACH

In 2024, we continued to expand our reach and deepen our impact. Our programme of adventure camps, activity days and relationship-building courses created space for boys and their male role model to step away from the roller coaster of everyday life and spend quality, focused time together. These shared experiences help build trust, resilience and mutual understanding, often sparking transformation not only in the pair, but across the wider family. The ripple effect extends far beyond the pair: stronger relationships between a man and a boy leads to healthier, more connected communities.

This report celebrates the difference made in 2024 as we created meaningful opportunities for men to show up, engage and form lasting bonds with the boys in their lives.

Jim Clements, Executive Director, MAN&BOY

TRANSFORMATION COMMUNITIES **FOCUSED** **SHARED** **ENGAGE** **HEALTHIER** **EXPERIENCES** **RESILIENCE** **ROLE MODEL** **QUALITY** **STRONGER** **FAMILY**

THE PROGRAMME

Here are some of the unique aspects to our programme model

Connect Camps

On our weekend adventure camps we give boys and their men an opportunity to camp out, make fires and build their confidence and resilience with activities such as raft building, climbing, archery and night walks. We give men and their boys time together away from the stresses of family life, the pressures of work or siblings and away from technological distractions. This creates an environment where bonding can happen, and change is possible.



Boyzone

One of the overarching themes of the camps is 'encouragement'. The Boyzone sessions use games and other practical resources to help the boys explore situations that may seem challenging and see for themselves how they could push themselves to do something new.



MAN2MAN

MAN2MAN is delivered over 3 sessions of 60 minutes each, interspersed throughout camp. These sessions are opportunities for men to come together, away from the boys, to share in a supportive peer environment and are an opportunity to:

- Talk with other men on a meaningful level, validating men's experiences and emotions
- Give and receive support
- Understand that they're not alone
- Consider possibility for change

We believe that positive changes to a boy's self-esteem and well-being are best achieved through change in the significant adults in their life.

Quality Time

On camp, men and boys are specifically given the opportunity to spend an hour or so of 1-2-1 time. They are each given a series of open questions to ask each other, which may help start a conversation. We believe that making the time to talk to each other can be a rare thing in our busy lives and the relaxed environment of camp can be the opportunity for meaningful conversations.

Fun – Working Together

We all like to have fun! We fill each camp and activity day with challenges that are fun and can also be stretching. From climbing a tower, building a robot or making a raft, every activity has outcomes that feed into our overall aim of building relationships and confidence.



Climbing Courses

Men and their boys attend instructor-led climbing sessions at an indoor climbing centre over 3 weeks. As the sessions progress, the pairs build up their skills, aiming to be able to use the climbing wall together without instruction by the end. This creates a chance to learn a new skill, grow in confidence and build trust as the pairs support each other.

On-going Support

We believe that change usually happens over time and needs encouragement and support. The team at MAN&BOY build relationships and help support families before and after the camps and courses.

We get to know families. Where possible we signpost them to other organisations, who can help and create additional opportunities for the men and boys to meet in social settings. This ongoing help supports men to continue mentoring their boys.



“It was these connections and relationships that created the belief and resilience that carried us beyond where we might have gone when times got really tough.”

**Sir Gareth Southgate,
Richard Dimbleby lecture, 2025**

WHO SUPPORTS US

Patrons



Ed Stafford
Adventurer and
documentary filmmaker

In 2010 Ed Stafford became the first man to walk the length of the Amazon River. The 860-day expedition earned him a Mungo Park Medal from the

Royal Scottish Geographical Society and a Guinness World Record. Sir Ranulph Fiennes described the expedition as "truly extraordinary". Since then Ed has written four books and travelled the world making documentaries for Channel 4 and Discovery Channel.

In late 2023 Ed took a group of struggling British dads and their kids to the jungles of Belize as an experimental documentary for Channel 4. The aim was to see whether undergoing arduous challenges in an uncomfortable environment would help them, both as individuals, but also in their relationships. It was this project that brought MAN&BOY to Ed's attention as the parallels between Ed's program and the objectives and methods of MAN&BOY are evident.

"MAN&BOY is a fantastic organisation that I'm very proud to be affiliated with. Their goal is noble and their tactics are common sense – it's a beautifully simple strategy to help boys reconnect with a male figure in their lives."



Steve Biddulph
Adjunct Professor of
Psychology Author, *Raising
Boys, The New Manhood,
and Ten Things Girls
Need Most*

Steve Biddulph wrote the world's all-time best-selling book on *Raising Boys* and has been a psychologist and educator specialising in the development of boys, and adult male mental health for almost 40 years. Steve put the idea of role-modelling on the map, and this has now been supported by neuroscience as the key way that we learn attitudes, behaviours, and better values.

"By supporting dads or other significant men in the life of a vulnerable boy to play a more engaged role, they spark the fire of closeness and trust that can develop back at home, and in the boy's ongoing life, so it can turn out very differently than it might. Fun activity together with other men and boys who are also finding their way creates a friendly, supported avenue for closeness to grow."

For mothers anxious at how their boy's lives are unfolding, or already getting caught in negative patterns with their sons, this is a godsend. Everybody wins. I do hope this project spreads across the UK where tens of thousands of boys are at grave risk. It's so much fun, so simple and direct, yet profound in its benefits to society."

Volunteer



Matt Brimble

At the heart of MAN&BOY is a dedicated team of volunteers who generously give their time, energy, and passion to support the families we work with.

They come from a rich variety of backgrounds – some are

trained youth workers, social workers, or educators, while others are simply individuals who deeply believe in the importance and impact of our work. Together, they bring a wealth of skills, life experiences, and perspectives that strengthen our work and enable us to build meaningful, lasting connections within the community. Their contribution is not only invaluable – it is foundational to everything we do.

"2024 was my first-year volunteering with MAN&BOY. As a recently separated father of three young boys, I understand first-hand the challenges young men face as they grow into adulthood. My background in youth development, along with a passion for the outdoors, has equipped me with skills I now use both as a father and a volunteer."

It's been incredibly rewarding to witness the men on camp deepen their relationships with their boys, exploring both their passions and fears together in the natural environment. I can't praise the work of MAN&BOY enough, I look forward to volunteering with them more, and if you have the time, I would highly recommend volunteering yourself."

OUR YEAR IN NUMBERS

Here's the 2024 MAN&BOY Programme in numbers:

90

Referrals to the
MAN&BOY Programme

18

Families joined for a
climb and connect course

4.8/5

Families scored the camps
4.8 out of 5 when asked to
rate their camp experience

4

MAN&BOY camps
for **40 families**

43

Families came to
our activity days

8.5%

Families improved their
'family functioning' score
by **8.5%**, showing greater
strength and adaptability
and less feelings of being
overwhelmed

38/40

families attending camps
after booking on, **95%**
retention rate

24

volunteers helped
deliver our events

Feedback from families

"I liked raft building & leatherwork; I learned I can do things I thought I couldn't with some help."

"I learned the value of spending time together and to encourage and not dive in to criticise."

"We learned how much we enjoy spending time together and how to communicate, support encourage each other."

"I learned more about my son and how to be a better father, including how to be able to talk to my son with interruption. I learned communication skills and we need to do more of it."

"It's fun to spend quality time with my kid and I also got a few ideas on how to manage that positive relationship better moving forward."

"We liked the rafting, rock climbing, archery, high ropes, food, people, team, chats, electronics making, leather work, kids time, the ride to the camp and we LOVED the Zero mobile policy."

FINLEY'S STORY

Finley was referred to MAN&BOY by his primary school teacher who had noticed he was displaying increasingly anxious behaviour in school. She thought that it would be good for Finley's confidence to have some time with his dad, Stephen, engaging in adventure activities.

Stephen and Mum had separated. When Stephen left the family home, he struggled to find acting work and was doing ad-hoc jobs to make ends meet. He had no permanent address and was living between friends' homes. He therefore struggled to make consistent time with Finley and their relationship was suffering as a result. Stephen agreed to the camp and signed up.

Finley had a great time with his Dad at the summer camp at Ashburnham Place in Kent. They shared a tent, learned to light fires, played games, built and sailed a raft, went canoeing, swam, did archery and made hot tea on a Trangia! They loved having quality time together and learned a lot about each other from these experiences.



The following words are the voices of the referrer, Dad, Mum and Finley and capture beautifully the outcomes of the camp and the impact on relationships.

Referrer

Finley has shown a great increase in confidence. His ability to talk about his feelings is evident and he feels stronger about approaching new things. This was a lovely, unique experience and has strengthened his relationships.

Dad

I got to experience Finley wanting to remove himself when he got hit by a football by accident, he was upset and didn't want to engage. We had a good pep talk about sport and not letting it ruin his night. I talked him round and, with my encouragement, Finley was rewarded for overcoming his withdrawal by having fun at the caterpillar campfire singing. That's a big breakthrough for Finley to have me talk him through the episodes mum sees much more regularly. Thank you chaps you made a memorable weekend, Finley and I had a fab time, Cheers.

Mum

Finley loved that caterpillar story around the campfire. He's taught his friends in school the story and now plays the caterpillar part! What an incredible memory. It has really helped Finley and our family's relationship too. This shared experience has definitely comforted Finley and made him feel secure in his relationship with us both. Finley talked about the camp for the next few months! It meant a lot to him during a difficult transition phase between his dad and Finley. I know this has created a lifetime special memory for Finley. Thank you from the bottom of my heart!

Finley

"Amazing, outstanding, great ... outstanding, outstanding, outstanding, outstanding!"



EQUALITY AND DIVERSITY

MAN&BOY is committed to championing opportunity and inclusion, enabling everyone to fully thrive in every aspect of their lives. We actively strive to make that happen in and through our organisation. We want every part of MAN&BOY to be a place where everyone feels accepted, respected, valued, and heard – whether they’re staff, volunteers, supporters or the people we help. We are seeking to be representative of the communities in which we work and are committed to engaging with underrepresented groups with these communities.

In 2024

60%

Of participants that disclosed their ethnicity, 60% identified as British white

29%

As British black/ British other

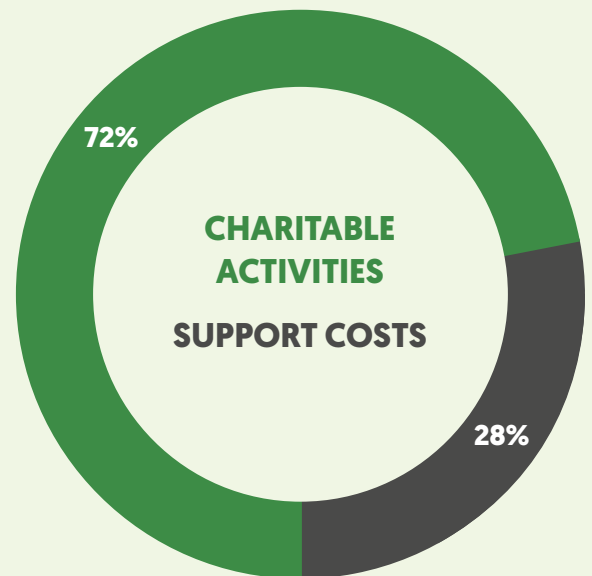
FINANCIAL INFORMATION

As a small charity, we prioritise directing funds toward frontline delivery wherever possible. However, investing in core costs is essential to ensure the charity is run efficiently, compliantly, and sustainably, enabling us to maximise our long-term impact.

EXPENDITURE 2024	£140,158
INCOME 2024	£109,806

CHARITABLE ACTIVITIES	
Wages of frontline staff	£70,338
Courses, camps & events	£29,096
Training & conferences	£2,021
Total	£101,455 (72%)

SUPPORT COSTS	
Support staff wages & overheads & Governance	£34,797
Accounting, Marketing and Fundraising Costs	£3,906
Total	£38,703 (28%)



OUR PARTNERS

The MAN&BOY Positive Families programme has impacted the lives of children from low-income, SEND and single parent backgrounds. We work with a network of inclusive sponsors who enable us to keep on supporting families to reach their potential.



MESSAGE TO OUR SUPPORTERS

In 2024, we saw real transformation: boys growing in confidence, men rediscovering purpose, and families growing stronger. Our adventure camps, activity days, and relationship-building courses provided the time, space and encouragement so often missing in today's busy, pressurised world. But none of this impact is possible without funding.

Whilst we continue to enjoy the valuable support of our donors, we're a small and dedicated charity and face considerable financial pressure. Demand for our services is rising fast, yet resources remain limited. We know how to reach boys effectively. We know how to support men in becoming the role models those boys need. What we need now is the investment to meet this growing need without compromise.

Your support – whether through grants, partnerships, or donations – directly enables us to continue this vital work. It ensures that more boys can experience the kind of connection and encouragement that changes lives and that more men can step into roles that bring strength not only to the boys they mentor, but to entire families and communities.

Now is the moment. With national attention finally focused on these challenges, we invite you to stand with us and help create lasting change.

WHAT DOES THE FUTURE HOLD?

As 2025 begins with a renewed national focus on the wellbeing of boys, MAN&BOY enters its second decade with clarity, confidence, and conviction. The challenges now gaining media and political attention are ones we have been addressing for years – through the quiet, consistent work of creating spaces where boys and men can connect, grow and thrive together.

What makes our approach unique is its simplicity: real relationships, meaningful time together and a deep belief in the transformative power of positive male presence. Whether it's a father, stepfather, uncle, grandfather, older brother, or family friend, we support men to step into a vital role – and in doing so change the trajectory of a boy's life.

The stories in this report are not just individual successes – they are proof of what's possible when we invest in relationships that matter. As the national conversation continues to grow, so too does the need for tangible action. MAN&BOY is proud to lead that charge – not through headlines, but through hands-on, heart-led work that's changing lives, one relationship at a time.

WHAT OUR REFERRERS SAY ABOUT MAN&BOY

Paul and John

“Paul was referred to us because he’d been struggling with his mental health post-covid. He suffers from anxiety and depression. His school recommended the MAN&BOY programme and Paul attended with his father, John. They clearly enjoyed their entire experience with MAN&BOY, but highlights were the positive impact of taking time out together, taking the risk of meeting other people in similar situations, and participating together in tailored activities designed by sector specialists.

In emotional words that summed up the impact on both father and son, John reported that he simply ‘felt like he got his boy back’. He shared how Covid has taken its toll on Paul who lost his confidence and at times wouldn’t leave home. The camp was more than they could have hoped for. Paul said, ‘I learned a lot about my dad’. ‘I’ve learnt that a good father and son relationship is more than I used to think’, reported John”



Sam and Steven

Sam was referred to MAN&BOY following a turbulent few years; he was previously living with his Mum who wouldn’t allow his Dad access. It was decided by the Courts that his Mum could no longer look after him; however his Dad’s new partner and children wouldn’t accept him into the new family home, effectively making him homeless. Sam was placed in emergency accommodation with his Nan who is applying for legal guardianship.

Steven, Sam’s Dad, was making an effort to re-establish his relationship following the recent challenging years as described above, and actively seeks out opportunities to spend time with Sam. The pair attended a MAN&BOY camp; they thrived in the wilderness setting we provided, away from all the distractions of their usual lives.

Sam said the camp allowed him to spend better time with his Dad, learning new things about him. Steven felt the MAN&BOY programme gave him the chance to build his relationship with Sam away from the stresses of family complications. Since camp Sam and Steven have participated in two further activity days, and we watch the strengthening of their relationship.



CONTACT US FOR MORE INFORMATION

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MAN&BOY

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Kingston upon Thames KT1 1HZ

Email: info@manandboy.org

END NOTES

¹ Trauma: the long term impact, Centre for Social Justice, 2021

² M Wolpert and P Martin, [2015], 'THRIVE and Pbr: Emerging Thinking on a New Organisational and Payment System For CAMHS', New Savoy Partnership Conference, London, 11th February 2015

³ National Child Measurement Programme 2023/4

⁴ 'Families and Households in the UK - Office for National Statistics' [Office for National Statistics, May 2023], ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/bulletins/familiesandhouseholds/2022. P.2

⁵ Opondo, C., Redshaw, M., Savage-McGlynn, E., & Quigley, M. A. [2016]. Father involvement in early child-rearing and behavioural outcomes in their pre-adolescent children: evidence from the ALSPAC UK birth cohort.

⁶ Teachers' experiences of the impact of fatherlessness on male pupils study by ladsneeddads November 2022

⁷ 'Young People Not in Education, Employment or Training (NEET), UK - Office for National Statistics' [Office for National Statistics, November 2024], ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/latest.

⁸ Jo-Anne Nadler, 'Show, Tell and Leave Nothing to the Imagination' [Civitas, 14 May 2023], <http://civitas.org.uk/civitas.org.uk/publications/show-tell-and-leave-nothing-to-theimagination.p.45>.

⁹ 'Offender Management Statistics Quarterly: April to June 2024' [GOV.UK, n.d.], gov.uk/government/statistics/offender-management-statistics-quarterly-april-to-june-2024/offender-management-statistics-quarterly-april-to-june-2024.

¹⁰ 'Youth Justice Statistics: 2022 to 2023' [GOV.UK, n.d.], gov.uk/government/statistics/youth-justice-statistics-2022-to-2023.

¹¹ 'Punishing Disadvantage: A Profile of Children in Custody', Prison Reform Trust, n.d., prisonreformtrust.org.uk/publication/punishing-disadvantage-a-profile-of-children-incustody/.P.50

¹² 'Google Reveals What We Searched for the Most in 2023', Sky News, n.d., news.sky.com/story/google-reveals-what-we-searched-for-the-most-in-2023-13028024.

¹³ Met online police advice



“We learned how much we enjoy spending time together and how to communicate, support and encourage each other.”



Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2024
for
Man & Boy

Ark Accountancy Limited
Chartered Certified Accountant
56-58 High Street
Ewell
Epsom
Surrey
KT17 1RW

Man & Boy

Contents of the Financial Statements
for the Year Ended 31 December 2024

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Man & Boy

Report of the Trustees
for the Year Ended 31 December 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To help young people to develop their capabilities that they may grow to full maturity as individuals and members of society and in particular by providing opportunities for them to develop a relationship with a relative or other significant adult.

OBJECTIVES AND ACTIVITIES

Significant activities

MAN&BOY will provide a supportive, safe and stimulating environment where young people can strengthen their relationship with an adult role model.

MAN&BOY will provide a variety of activities designed to jointly engage a young person and adult role model in understanding each other better, building trust, confidence and self-esteem in an atmosphere of praise and encouragement.

MAN&BOY will seek to support and encourage adults as role models and we will also facilitate activities to encourage the adults and young people to develop a network of support.

Many boys grow up in the UK with a lack of positive engagement with a father or positive male role model. This has an impact on them, their homes, schools and the wider community. MAN&BOY values family and the role of the father and seeks to raise self esteem in boys, support and encourage men as role models, and empower boys to reach their full potential in school, work, family and to contribute positively to their communities.

In 2024, MAN&BOY continued to provide fun and engaging activities for boys and an adult male role-model, building strong, positive, and nourishing relationships.

We continued to fulfil this work through camps, relationship building courses and events which offer challenging and enjoyable experiences for men (fathers or father figures) to work and play alongside their son (stepson, partner's son, grandson, younger brother, or nephew et cetera) in environments which encourage collaborative working and offer opportunities to learn more about themselves and each other.

Throughout the MAN&BOY programme, men and boys have the opportunity to talk, and more importantly, listen to each other. Through this process, their understanding and appreciation of each other grows, and family bonds are strengthened. Man&Boy helps create encouraging environments for positive memories to be created which men and boys can keep learning from, talking about and building on into the future.

In 2024 we worked with 81 families (162 individuals) across our programme, including camps, activity days and relationship building courses. This was a 10% increase on 2023, with an increase in referrals too as the demand for our services increases.

In 2024 MAN&BOY had
90 referrals to the MAN&BOY Programme
4 MAN&BOY camps for 40 families
38 out of 40 families attending camps after booking on, 95% retention rate
18 families joined for a climbing session
43 families came to our activity days
24 volunteers helped deliver our events
Families scored the camps 4.8 out of 5 when asked to rate their camp experience

Men said:

I realised how to understand Rory a lot more than I did before camp
We have the same frustrations, only talking this weekend identified this. I learned how capable Fred is when he has belief in himself. See Fred in his element, he is inspiring
Absolutely amazing, I learn to deal with my boy's behaviour and actually listened
How important one to one time with my son is.

Boys said:

To be calm with him and not get stressed out if something happens
I learned a lot more about my dad and to try out new things
To not be mean and to be kind. Spending time with my Dad and to help people
My dad needs assurance

*Participant names have been changed to protect the privacy of these individuals.

OBJECTIVES AND ACTIVITIES

The growth in referrals and participants in 2024 reinforces our already strong evidence that the MAN&BOY programme is needed more now than ever. This has been further unlined by the challenges faces young boys and the need for positive male role medals becoming a national focus in early 2025.

However funding continued to be a challenge in 2024, with only 70% of forecasted income received for a second year in a row. Adjustments were made during the year to reduce costs to ensure the charity was operating within its means. The 2025 budget has been planned to reflect the current difficult funding landscape.

The new attention brought to the challenges facing young boys however does create new potential funding opportunities, to maximise this we have made changes to our fundraising resource to look at institutional fundings and philanthropic routes that we haven't previously explored. Trustees and Executive Director have a renewed focus on securing funding from Local Authorities.

In order to strengthen our financial robustness, to identify and target new funding streams, plus raise the profile of MAN&BOY with funders, partners and beneficiaries we have created three subcommittees; Finance, Risk & Governance, Fundraising & Partnerships, and Storytelling & Impact.

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly, and risk assessments carried out.

The services of the trust are open to all boys and male adults irrespective of race, religion, or sexual orientation, our services indirectly have an impact on all members of the family.

Public benefit

"At MAN&BOY we believe when positive role models are actively present; children, families, and communities thrive. We work alongside families by encouraging men to be a mentor to the boys in their life. We offer a diverse programme of opportunities for men and boys to have fun, take part in adventurous activities together, and enhance their own and wider family relationships."

Man & Boy

Report of the Trustees for the Year Ended 31 December 2024

FINANCIAL REVIEW

Financial position

The charities income flows from grants, individual and corporate supporter donations and contributions made by referral agencies.

MAN&BOY were grateful to receive the following grants during the year -

City Bridges Trust
Givto
The Stolkin Foundation
The Masonic Charitable Foundation
Groundwork UK - Tesco Stronger Starts Program
Bentalls
Kingston Charitable Foundation
Alpkit Foundation
The Stef & Philip Foundation
The Wimbledon Community Foundation
Community Foundation Surrey
The Richmond Foundation (formerly Richmond Parish Lands Trust)
The Men & Boys Coalition
Refinitive Charity - London Stock Exchange Group
Community Action Surrey
The Royal Borough of Kingston Council (RBK multiple grants)

MAN&BOY also gratefully acknowledges the donations and generous support it receives.

We would like to thank our supporters who make regular or one-off donations to the charity.

We would also like to thank Bloomberg, Google, Patrick Ryan Associates, Falcon XL and the on-going support MAN&BOY receives from White Spider Climbing, Adam Byatt's Trinity Restaurant, Big Yellow Storage Kingston, and Prem Design Ltd.

We also thank, our patron, Steve Biddulph who has continued to support MAN&BOY throughout 2024. Special appreciation and gratitude is shared with Adam Byatt who, despite stepping down as patron after 6-years, has continued his support though hosting our annual Founders Lunch in 2024.

Finally, we would like to extend our continued gratitude and appreciation for the efforts of our dedicated team of staff and volunteers, led by our Executive Director, Jim Clements, who's leadership and role modelling provides an excellent example to those we serve.

The accounts for the year have been produced on an accruals basis.

FINANCIAL REVIEW

Reserves policy

The charity's reserves are held in support of the organisation's ongoing activities, recognising that there may arise unexpected needs for funds, unforeseen operational costs, reductions in income below our expectations and specific planned commitments that the charity expects to make.

Of these, the most significant factors for Man&Boy are those relating to uncertainty around our income and planned commitments.

Regarding planned commitments for 2025 there are no significant plans outside of what should be considered standard organisational planning, outside of this our priority to raise our visibility in order to create opportunities to strengthen our financial robustness.

Regarding expected income, as previously referenced income was 30% lower than forecasted in 2024, highlighting both the importance and challenges of maintaining significant reserves

Based on the above factors, the Trustees continue to adopt the commonly used approach within the charity sector of targeting reserves of three months of operating costs. With the decreased in forecasted expenditure for 2025 this amounts to a target reserve level of c£30,000. This will be monitored and reviewed throughout 2025.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution, and constitutes a charitable incorporated organisation, company number CE000142, a charity registered as a body corporate under part 11 of the Charities Act 2011.

Recruitment and appointment of new trustees

The trustees are responsible for the recruitment of new and replacement trustees as the need arises. A new dual route has been introduced where the board will use an open recruitment process to attract a broader set of applicants when multiple new members are required, as per the Charity Commissions best practice guidance. Whilst retaining the option to recruit on an ad hoc basis when suitable candidates present themselves and/or they are identified, that would add value to the organisation.

The administration, control and provision of the services is undertaken by the Executive Director, who through the period of this report was Jigs Clements.

Induction and training of new trustees

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly and risk assessments carried out.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1153633

Principal address

United Reformed Church
Richard Mayo Centre
Eden Street
Kingston upon Thames
Surrey
KT1 1HZ

Man & Boy

Report of the Trustees
for the Year Ended 31 December 2024

Trustees

David Campanale Trustee (resigned 23.4.25)
Martin Premm-Jones Trustee
Simon Stockton Trustee
Mark Joseph Kluth Trustee
Deborah Quy Trustee
Harry Charles McKeown Trustee
Stephen Dennis Neale
Paula Maria Rocque Trustee (appointed 10.12.24)
Peter Clifford Cory Trustee (appointed 27.8.24)
Venkat Akella Trustee (appointed 27.8.24) (resigned 7.5.25)

Independent Examiner

Mary E Ryan
Ark Accountancy Limited
Chartered Certified Accountant
56-58 High Street
Ewell
Epsom
Surrey
KT17 1RW

Approved by order of the board of trustees on 4 August 2025 and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'H. McKeown', written over a large, thin-lined oval shape.

Harry Charles McKeown - Trustee

Independent Examiner's Report to the Trustees of
Man & Boy

Independent examiner's report to the trustees of Man & Boy

I report to the charity trustees on my examination of the accounts of Man & Boy (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no 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 respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Mary E Ryan

Mary E Ryan

Ark Accountancy Limited
Chartered Certified Accountant
56-58 High Street
Ewell
Epsom
Surrey
KT17 1RW

19 August 2025

Man & Boy

Statement of Financial Activities
for the Year Ended 31 December 2024

	Notes	Unrestricted fund £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		43,374	-	43,374	35,760
Charitable activities					
Charitable Activities		13,509	51,880	65,389	60,200
Investment income	2	18	-	18	22
Other income		1,025	-	1,025	-
Total		<u>57,926</u>	<u>51,880</u>	<u>109,806</u>	<u>95,982</u>
EXPENDITURE ON					
Raising funds		3,906	-	3,906	2,160
Charitable activities					
Charitable Activities		<u>79,372</u>	<u>56,880</u>	<u>136,252</u>	<u>125,942</u>
Total		<u>83,278</u>	<u>56,880</u>	<u>140,158</u>	<u>128,102</u>
NET INCOME/(EXPENDITURE)		(25,352)	(5,000)	(30,352)	(32,120)
RECONCILIATION OF FUNDS					
Total funds brought forward		41,936	21,000	62,936	95,056
TOTAL FUNDS CARRIED FORWARD		<u>16,584</u>	<u>16,000</u>	<u>32,584</u>	<u>62,936</u>

The notes form part of these financial statements

Man & Boy

Balance Sheet
31 December 2024

	Notes	Unrestricted fund £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
CURRENT ASSETS					
Debtors	7	2,365	-	2,365	5,500
Cash at bank		16,485	16,000	32,485	60,896
		<u>18,850</u>	<u>16,000</u>	<u>34,850</u>	<u>66,396</u>
CREDITORS					
Amounts falling due within one year	8	(2,266)	-	(2,266)	(3,460)
		<u>16,584</u>	<u>16,000</u>	<u>32,584</u>	<u>62,936</u>
NET CURRENT ASSETS					
		<u>16,584</u>	<u>16,000</u>	<u>32,584</u>	<u>62,936</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>16,584</u>	<u>16,000</u>	<u>32,584</u>	<u>62,936</u>
NET ASSETS					
		<u>16,584</u>	<u>16,000</u>	<u>32,584</u>	<u>62,936</u>
FUNDS					
	9				
Unrestricted funds				16,584	41,936
Restricted funds				16,000	21,000
				<u>32,584</u>	<u>62,936</u>
TOTAL FUNDS					
				<u>32,584</u>	<u>62,936</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 4 August 2025 and were signed on its behalf by:



Harry Charles McKeown - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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.

Camp & IT equipment - 33% on cost

Taxation

The charity is exempt from 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

2. INVESTMENT INCOME

	31.12.24	31.12.23
	£	£
Deposit account interest	-	22
Interest on gift aid claims	18	-
	<u>18</u>	<u>22</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

Trustees expenses of £120 (2023 £76) were incurred in trustees' meeting expenses

4. STAFF COSTS

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

	31.12.24	31.12.23
Project co-ordinator	1	1
Fundraising & admin	2	1
	<u>3</u>	<u>2</u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	35,760	-	35,760
Charitable activities			
Charitable Activities	17,600	42,600	60,200
Investment income	22	-	22
Total	<u>53,382</u>	<u>42,600</u>	<u>95,982</u>
EXPENDITURE ON			
Raising funds	2,160	-	2,160
Charitable activities			
Charitable Activities	84,342	41,600	125,942
Total	<u>86,502</u>	<u>41,600</u>	<u>128,102</u>
NET INCOME/(EXPENDITURE)	(33,120)	1,000	(32,120)

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	75,056	20,000	95,056
TOTAL FUNDS CARRIED FORWARD	<u>41,936</u>	<u>21,000</u>	<u>62,936</u>

6. TANGIBLE FIXED ASSETS

	Camp & IT equipment £
COST	
At 1 January 2024 and 31 December 2024	8,143
DEPRECIATION	
At 1 January 2024 and 31 December 2024	8,143
NET BOOK VALUE	
At 31 December 2024	-
At 31 December 2023	-

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24 £	31.12.23 £
Tax	2,365	5,500

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24 £	31.12.23 £
Taxation and social security	1,306	-
Other creditors	960	3,460
	<u>2,266</u>	<u>3,460</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

9. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	41,936	(25,352)	16,584
Restricted funds			
RBK Kingston Neighbourhood	3,000	(3,000)	-
Community Action Sutton	-	3,000	3,000
RBK Surbiton Neighbourhood	3,000	(3,000)	-
RBK Resilience Fund	15,000	(15,000)	-
RBK Payments (South of Borough)	-	3,000	3,000
Surrey Community Foundation	-	5,000	5,000
Refinitive Charity	-	5,000	5,000
	<u>21,000</u>	<u>(5,000)</u>	<u>16,000</u>
TOTAL FUNDS	<u>62,936</u>	<u>(30,352)</u>	<u>32,584</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	57,926	(83,278)	(25,352)
Restricted funds			
Wimbledon Foundation	4,500	(4,500)	-
RBK Kingston Neighbourhood	-	(3,000)	(3,000)
Community Foundation Surrey	5,900	(5,900)	-
City Bridge Trust	900	(900)	-
Community Action Sutton	3,000	-	3,000
RBK Surbiton Neighbourhood	-	(3,000)	(3,000)
RBK Resilience Fund	-	(15,000)	(15,000)
RBK Payments (New Malden)	3,000	(3,000)	-
Richmond Parish Land	10,000	(10,000)	-
RBK Payments (South of Borough)	6,000	(3,000)	3,000
The Men & Boys MB Coalition	880	(880)	-
City of London	2,700	(2,700)	-
Surrey Community Foundation	5,000	-	5,000
Refinitive Charity	10,000	(5,000)	5,000
	<u>51,880</u>	<u>(56,880)</u>	<u>(5,000)</u>
TOTAL FUNDS	<u>109,806</u>	<u>(140,158)</u>	<u>(30,352)</u>

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	75,056	(33,120)	41,936
Restricted funds			
RBK Kingston Neighbourhood	-	3,000	3,000
London Stock Exchange	10,000	(10,000)	-
Community Foundation Surrey	5,000	(5,000)	-
Beacon Lodge CharitableTrust	5,000	(5,000)	-
RBK Surbiton Neighbourhood	-	3,000	3,000
RBK Resilience Fund	-	15,000	15,000
	<u>20,000</u>	<u>1,000</u>	<u>21,000</u>
TOTAL FUNDS	<u>95,056</u>	<u>(32,120)</u>	<u>62,936</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	53,382	(86,502)	(33,120)
Restricted funds			
RBK Kingston Neighbourhood	3,000	-	3,000
London Stock Exchange	-	(10,000)	(10,000)
Community Foundation Surrey	-	(5,000)	(5,000)
City Bridge Trust	4,100	(4,100)	-
Beacon Lodge CharitableTrust	-	(5,000)	(5,000)
Community Action Sutton	6,250	(6,250)	-
Innovation Fund Community	6,250	(6,250)	-
RBK Surbiton Neighbourhood	3,000	-	3,000
RBK Resilience Fund	15,000	-	15,000
The Grocer's Charity Foundation	5,000	(5,000)	-
	<u>42,600</u>	<u>(41,600)</u>	<u>1,000</u>
TOTAL FUNDS	<u>95,982</u>	<u>(128,102)</u>	<u>(32,120)</u>

10. RELATED PARTY DISCLOSURES

Donations totalling £1,800 (2023 £500 from 3 trustees) were received in the year from five trustees.

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2024

	31.12.24	31.12.23
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations & contributions	21,450	17,481
Gift aided donations	19,663	15,613
Gift aid tax refunds	2,261	2,666
	<hr/>	<hr/>
	43,374	35,760
Investment income		
Deposit account interest	-	22
Interest on gift aid claims	18	-
	<hr/>	<hr/>
	18	22
Charitable activities		
Grants	65,389	60,200
Other income		
Other income	1,025	-
	<hr/>	<hr/>
Total incoming resources	109,806	95,982
EXPENDITURE		
Raising donations and legacies		
Marketing	250	-
Fundraising costs	3,656	2,160
	<hr/>	<hr/>
	3,906	2,160
Charitable activities		
Wages	56,880	70,952
Social security	-	201
Pensions	-	2,462
Courses, camps & events	29,096	22,839
Training & conferences	561	440
Memberships & subscriptions	1,460	478
Consultancy	13,458	15,376
	<hr/>	<hr/>
	101,455	112,748
Support costs		
Management		
Wages	24,439	2,382
Social security	2,346	-
Pensions	2,987	15
Storage & office rent	3,776	3,565
Insurance	637	760
Carried forward	34,185	6,722

This page does not form part of the statutory financial statements

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2024

	31.12.24	31.12.23
	£	£
Management		
Brought forward	34,185	6,722
Telephone	586	716
Postage and stationery	654	635
Sundries	81	1,169
Professional services	376	425
Recruitment	(2,200)	2,567
	<u>33,682</u>	<u>12,234</u>
Governance costs		
Legal fees	35	-
Independent examination	960	960
Trustees expenses	120	-
	<u>1,115</u>	<u>960</u>
Total resources expended	<u>140,158</u>	<u>128,102</u>
Net expenditure	<u>(30,352)</u>	<u>(32,120)</u>

MAN & BOY

England & Wales - Charity number 1153633

Accounts

REGISTERED CHARITY NUMBER: 1153633

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2023
for
Man & Boy

Ark Accountancy Limited
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

Man & Boy

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for the Year Ended 31 December 2023

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Man & Boy

Report of the Trustees
for the Year Ended 31 December 2023

The trustees present their report with the financial statements of the charity for the year ended 31 December 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To help young people to develop their capabilities that they may grow to full maturity as individuals and members of society and in particular by providing opportunities for them to develop a relationship with a relative or other significant adult.

OBJECTIVES AND ACTIVITIES

Significant activities

Man&Boy will provide a supportive, safe, and stimulating environment where young people can strengthen their relationship with an adult role model.

Man&Boy will provide a variety of activities designed to jointly engage a young person and adult role model in understanding each other better, building trust, confidence, and self-esteem in an atmosphere of praise and encouragement.

Man&Boy will seek to support and encourage adults as role models, and we will also facilitate activities to encourage the adults and young people to develop a network of support.

Many boys grow up in the UK with a lack of positive engagement with a father or male role model. This has an impact of them, their homes, schools, and the wider community. Man&Boy values family and the role of the father and seeks to raise self-esteem in boys, support and encourage men as role models, and empower boys to reach their full potential in school, work, family and to contribute positively to their communities.

In 2023, Man&Boy continued to provide fun and engaging activities for boys and an adult male role-model, building strong, positive, and nourishing relationships.

We continued to fulfil this work through camps, relationship building courses and events which offer challenging and enjoyable experiences for men (fathers or father figures) to work and play alongside their son (stepson, partner's son, grandson, younger brother, or nephew etcetera) in environments which encourage collaborative working and offer opportunities to learn more about themselves and each other.

Throughout the Man&Boy programme, men and boys have the opportunity to talk, and more importantly, listen to each other. Through this process, their understanding and appreciation of each other grows, and family bonds are strengthened. Man&Boy helps create encouraging environments for positive memories to be created which men and boys can keep learning from, talking about and building on into the future.

In 2023 we worked with 73 families (146 individuals) across our programme. This slight overall increase was achieved despite a reduction in the number of camps, as we aimed to maximise available capacity, with a slight drop in overall numbers over the course of the year. However, our follow-on activities saw an increase in take up with many families staying engaged in our programme from the previous year. We unfortunately did witness a reduction in the number of new referrals which we will seek to address further in 2024.

In 2023 Man&Boy had -

- 57 new referrals to the Man&Boy Programme.
- 3 M&B camps for 34 families.
- 25 families on our Climb and Connect courses.
- 48 families on 1-day Connect-On Events.
- 20 people volunteering in a wide range of roles.

We are always amazed at the difference our programme can make, and in 2023 -

- 95% of families said their relationships had improved.
- 95% of families experienced increased Motivation and Communication.
- 95% of the boys said they were inspired to do something positive.
- 100% of the families said they achieved what they wanted from programme.

Below are just a few quotes from our beneficiaries received during 2023 -

- "I realised how to understand Rory a lot more than I did before camp" - Man
- "We have the same frustrations, only talking this weekend identified this. I learned just how capable Fred is when he has belief in his self. Seeing Fred in his element. He is inspiring" - Man

Man & Boy

Report of the Trustees for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

- "Absolutely amazing learned to help deal with my boy's behaviour and actually listen" - Man
- "How important one to one time with my son is" - Man
- "Not to rush to see the hidden communication. I really enjoyed our time at man and boy. I felt very supported and unjudged" - Man (with boy with Autism)
- "To be calm with him and not get stressed out if something happens" - Boy
- I learned a lot more about my dad and try out new things - Boy
- I feel I learnt how to be a good friend - Boy
- To not be mean and to be kind. Spending time with my Dad. Helping people - Boy
- I learnt to listen to each other, I enjoyed making friends and hanging out with dad - Boy
- My dad needs assurance - Boy
- Trying not to be afraid of things, especially heights - Boy
- I enjoyed doing the leather work and taking inspiration from my dad - Boy

*Participant names have been changed to protect the privacy of these individuals.

Although Man&Boy received less referrals in 2023, we know that there is still a demand for our programming. The number of referral agencies reduced in 2023 as a direct result of Man&Boy not being as visible to our referral partners as in previous years.

Although Man&Boy has considered targeting geographical growth in recent years, it is clear due to the current external conditions and as a result of resourcing challenges in recent years, that our priority for 2024 in consolidation of our current programming.

This will involve us ensuring that we are adequately resourced, that are systems and processes are robust and that we raise our viable with all our audiences - our beneficiaries, referral partners and arguably most importantly funders.

In 2023 Man&Boy only achieved 70% of its forecasted income, this was as a result of the challenging external environment and a focus on grant income for the year. In 2024, an increase to income has been forecasted, additional resources has been budgeted to facilitate this increased income. Additionally, a diversified income strategy has also been adopted.

To support this income generation and to provide scrutiny - "monthly financial check ins" have been scheduled to monitor performance against forecast (in addition to the quarterly Trustee Board meetings).

The services of the trust are open to all boys and male adults irrespective of race, religion, or sexual orientation, our services indirectly have an impact on all members of the family.

Public benefit

MAN&BOY seeks to raise self-esteem in boys and support and encourage men as role models so that boys are empowered to reach their full potential in school, work, and family, and to contribute positively in their local communities.

Man & Boy

Report of the Trustees
for the Year Ended 31 December 2023

FINANCIAL REVIEW

Financial position

The charities income flows from grants, individual and corporate supporter donations and contributions made by referral agencies.

MAN&BOY were grateful to receive the following grants during the year -

- City Bridge Trust
- Communication Action Sutton - The Innovation Fund
- The Grocer's Charity Foundation
- The Royal Borough of Kingston Foundation
- Albert Hunt Trust
- The Warburtons Trust
- Kingston Charitable Foundation
- The Leather Sellers Trust
- The Masonic Charitable Trust
- The Rank Foundation
- Spotted Foundation - Barclays
- The Stolkin Foundation
- The Woodland Trust

MAN&BOY also gratefully acknowledges the donations and generous support it receives.

We would also like to thank Bloomberg, The John Lewis Partnership, Patrick Ryan Associates, Marit Mohn & Robert Westlake, Hamilton & Hare and the on-going support Man&Boy receives from White Spider Climbing, Adam Byatt's Trinity Restaurant, Big Yellow Storage Kingston, and Premm Design.

We also thank, our patron, Steve Biddulph who has continued to support Man&Boy throughout 2023. Special appreciation and gratitude is shared with Adam Byatt who although stepped down as patron after 6-years, has continued his support though hosting our annual lunch.

The accounts for the year have been produced on an accrual basis.

Reserves policy

the charity's reserves are held in support of the organisation's ongoing activities, recognising that there may arise unexpected needs for funds, unforeseen operational costs, reductions in income below our expectations and specific planned commitments that the charity expects to make.

Of these, the most significant factors for Man&Boy are those relating to uncertainty around our income and planned commitments.

Regarding planned commitments for 2024 there are no significant plans outside of what should be considered standard organisational planning, with the New Director now in place the focus is on strengthening our processes, networks and income generation.

Regarding expected income, as previously referenced income was 30% lower than forecasted in 2023, highlighting both the importance and challenges of maintaining significant reserves.

Based on the above factors, the Trustees have agreed to adopt the commonly used approach within the charity sector of targeting reserves of three months of operating costs. With the increase in forecasted expenditure for 2024 this amounts to a target reserve level of c£41,000. This will be monitored and reviewed throughout 2024.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution, and constitutes a charitable incorporated organisation, company number CE000142, a charity registered as a body corporate under part 11 of the Charities Act 2011.

Man & Boy

Report of the Trustees
for the Year Ended 31 December 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The trustees are responsible for the recruitment of new and replacement trustees as the need arises. Trustees invite fit and proper persons who have the skills, qualifications, and experience to support and further the achievements of the charity's aims and objectives.

The administration, control and provision of the services is undertaken by the Executive Director, who as of the date of the creation of this report is Jim Clements.

Trustees would like to recognise their gratitude for the continued support and guidance of MAN&BOY's Founder, Trevor Quy, who performed the Acting Director role in the early months of 2023..

Induction and training of new trustees

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly and risk assessments carried out.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1153633

Principal address
United Reformed Church
Richard Mayo Centre
Eden Street
Kingston upon Thames
Surrey
KT1 1HZ

Trustees
David Campanale Trustee
Martin Premm-Jones Trustee
Simon Stockton Trustee
Mark Joseph Kluth Trustee
Deborah Quy Trustee
Harry Charles McKeown Trustee
Stephen Dennis Neale (appointed 28.11.23)

Independent Examiner
Mary E Ryan
Ark Accountancy Limited
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

Approved by order of the board of trustees on12th June 2024..... and signed on its behalf by:



.....
Harry Charles McKeown - Trustee

Independent Examiner's Report to the Trustees of
Man & Boy

Independent examiner's report to the trustees of Man & Boy

I report to the charity trustees on my examination of the accounts of Man & Boy (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no 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 respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Mary E Ryan

Mary E Ryan

Ark Accountancy Limited
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

Date: 13/6/24

Man & Boy

Statement of Financial Activities
for the Year Ended 31 December 2023

	Notes	Unrestricted fund £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		35,760	-	35,760	37,037
Charitable activities					
Charitable Activities		17,600	42,600	60,200	105,377
Investment income	2	<u>22</u>	<u>-</u>	<u>22</u>	<u>-</u>
Total		<u>53,382</u>	<u>42,600</u>	<u>95,982</u>	<u>142,414</u>
EXPENDITURE ON					
Raising funds		2,160	-	2,160	363
Charitable activities					
Charitable Activities		<u>84,342</u>	<u>41,600</u>	<u>125,942</u>	<u>129,477</u>
Total		<u>86,502</u>	<u>41,600</u>	<u>128,102</u>	<u>129,840</u>
NET INCOME/(EXPENDITURE)		(33,120)	1,000	(32,120)	12,574
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>75,056</u>	<u>20,000</u>	<u>95,056</u>	<u>82,482</u>
TOTAL FUNDS CARRIED FORWARD		<u>41,936</u>	<u>21,000</u>	<u>62,936</u>	<u>95,056</u>

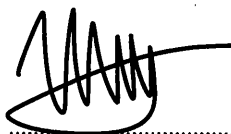
The notes form part of these financial statements

Man & Boy

Balance Sheet
31 December 2023

	Notes	Unrestricted fund £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
CURRENT ASSETS					
Debtors	7	5,500	-	5,500	4,877
Cash at bank		<u>39,896</u>	<u>21,000</u>	<u>60,896</u>	<u>92,462</u>
		45,396	21,000	66,396	97,339
CREDITORS					
Amounts falling due within one year	8	(3,460)	-	(3,460)	(2,283)
		<u>41,936</u>	<u>21,000</u>	<u>62,936</u>	<u>95,056</u>
NET CURRENT ASSETS					
		<u>41,936</u>	<u>21,000</u>	<u>62,936</u>	<u>95,056</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>41,936</u>	<u>21,000</u>	<u>62,936</u>	<u>95,056</u>
NET ASSETS					
		<u>41,936</u>	<u>21,000</u>	<u>62,936</u>	<u>95,056</u>
FUNDS	9				
Unrestricted funds				41,936	75,056
Restricted funds				<u>21,000</u>	<u>20,000</u>
TOTAL FUNDS				<u>62,936</u>	<u>95,056</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 11th June 2024
and were signed on its behalf by:



.....
Harry Charles McKeown - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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.

Camp & IT equipment - 33% on cost

Taxation

The charity is exempt from 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

2. INVESTMENT INCOME

	31.12.23	31.12.22
	£	£
Deposit account interest	22	-
	<u>22</u>	<u>-</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

Trustees expenses of £⁷⁶143 (2022 £nil) were incurred in trustees' meeting expenses

4. STAFF COSTS

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

	31.12.23	31.12.22
Project co-ordinator	1	1
Fundraising & admin	1	2
Director & founder	-	1
	<u>2</u>	<u>4</u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	37,037	-	37,037
Charitable activities			
Charitable Activities	51,277	54,100	105,377
Total	<u>88,314</u>	<u>54,100</u>	<u>142,414</u>
EXPENDITURE ON			
Raising funds	363	-	363
Charitable activities			
Charitable Activities	79,585	49,892	129,477
Total	<u>79,948</u>	<u>49,892</u>	<u>129,840</u>
NET INCOME	8,366	4,208	12,574
RECONCILIATION OF FUNDS			
Total funds brought forward	66,690	15,792	82,482

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>75,056</u>	<u>20,000</u>	<u>95,056</u>
6. TANGIBLE FIXED ASSETS			Camp & IT equipment £
COST			
At 1 January 2023 and 31 December 2023			<u>8,143</u>
DEPRECIATION			
At 1 January 2023 and 31 December 2023			<u>8,143</u>
NET BOOK VALUE			
At 31 December 2023			<u>-</u>
At 31 December 2022			<u>-</u>
7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31.12.23	31.12.22
		£	£
Tax		<u>5,500</u>	<u>4,877</u>
8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31.12.23	31.12.22
		£	£
Taxation and social security		-	1,328
Other creditors		<u>3,460</u>	<u>955</u>
		<u>3,460</u>	<u>2,283</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

9. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	75,056	(33,120)	41,936
Restricted funds			
RBK <i>King's Neighbourhood</i>	-	3,000	3,000
London Stock Exchange	10,000	(10,000)	-
Community Foundation Surrey	5,000	(5,000)	-
Beacon Lodge Charitable Trust	5,000	(5,000)	-
RBK Surbiton Neighbourhood	-	3,000	3,000
RBK Resilience Fund	-	15,000	15,000
	<u>20,000</u>	<u>1,000</u>	<u>21,000</u>
TOTAL FUNDS	<u>95,056</u>	<u>(32,120)</u>	<u>62,936</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	53,382	(86,502)	(33,120)
Restricted funds			
RBK	3,000	-	3,000
London Stock Exchange	-	(10,000)	(10,000)
Community Foundation Surrey	-	(5,000)	(5,000)
City Bridge Trust	4,100	(4,100)	-
Beacon Lodge Charitable Trust	-	(5,000)	(5,000)
Community Action Sutton	6,250	(6,250)	-
Innovation Fund Community	6,250	(6,250)	-
RBK Surbiton Neighbourhood	3,000	-	3,000
RBK Resilience Fund	15,000	-	15,000
The Grocer's Charity foundation	5,000	(5,000)	-
	<u>42,600</u>	<u>(41,600)</u>	<u>1,000</u>
TOTAL FUNDS	<u>95,982</u>	<u>(128,102)</u>	<u>(32,120)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	66,690	8,366	75,056
Restricted funds			
London Stock Exchange	-	10,000	10,000
Community Foundation Surrey	1,000	4,000	5,000
Greater London Authority	14,792	(14,792)	-
Beacon Lodge CharitableTrust	-	5,000	5,000
	<u>15,792</u>	<u>4,208</u>	<u>20,000</u>
TOTAL FUNDS	<u>82,482</u>	<u>12,574</u>	<u>95,056</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	88,314	(79,948)	8,366
Restricted funds			
Hampton Fund	8,000	(8,000)	-
London Stock Exchange	10,000	-	10,000
Community Foundation Surrey	5,000	(1,000)	4,000
Greater London Authority	-	(14,792)	(14,792)
City Bridge Trust	4,600	(4,600)	-
London Community Foundation	10,000	(10,000)	-
The Childhood Trust	3,000	(3,000)	-
Beacon Lodge CharitableTrust	5,000	-	5,000
The National Lottery	8,500	(8,500)	-
	<u>54,100</u>	<u>(49,892)</u>	<u>4,208</u>
TOTAL FUNDS	<u>142,414</u>	<u>(129,840)</u>	<u>12,574</u>

10. RELATED PARTY DISCLOSURES

Donations totalling £500 were received in the year from three trustees

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2023

	31.12.23	31.12.22
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations & contributions	17,481	18,306
Gift aided donations	15,613	15,897
Gift aid tax refunds	2,666	2,834
	<hr/>	<hr/>
	35,760	37,037
Investment income		
Deposit account interest	22	-
Charitable activities		
Grants	60,200	105,377
	<hr/>	<hr/>
Total incoming resources	95,982	142,414
EXPENDITURE		
Raising donations and legacies		
Marketing	-	169
Fundraising costs	2,160	194
	<hr/>	<hr/>
	2,160	363
Charitable activities		
Wages	70,952	49,892
Social security	201	-
Pensions	2,462	1,163
Courses, camps & events	22,839	19,568
Training & conferences	440	240
Memberships & subscriptions	478	225
Consultancy	15,376	45,760
	<hr/>	<hr/>
	112,748	116,848
Support costs		
Management		
Wages	2,382	5,172
Pensions	15	62
Storage & office rent	3,565	3,564
Insurance	760	507
Telephone	716	1,022
Postage and stationery	635	132
Sundries	1,169	-
Professional services	425	-
Recruitment	2,567	477
Computer equipment	-	750
	<hr/>	<hr/>
	12,234	11,686

This page does not form part of the statutory financial statements

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2023

	31.12.23	31.12.22
	£	£
Management		
Governance costs		
Independent examination	960	800
Trustees expenses	-	143
	<u>960</u>	<u>943</u>
Total resources expended	<u>128,102</u>	<u>129,840</u>
Net (expenditure)/income	<u>(32,120)</u>	<u>12,574</u>

This page does not form part of the statutory financial statements

MAN & BOY

England & Wales - Charity number 1153633

Accounts



IMPACT REPORT 2022

Empowering boys to reach their full potential



INTRODUCTION

MAN&BOY are unique in their vision to transform the futures of boys by actively supporting and encouraging the deepening of a relationship with a significant man in their lives.

Often, this is the child's father, but can also be a stepdad, uncle, or grandad. Over many years our team have refined and honed a year-round programme of events and activities enabling men and boys to spend precious time together, concentrating on each other, and building on their relationship. We've learnt that each and every family that experience our programme come with different challenges but are also so very similar in needing space and time to explore the barriers to building stronger bonds.

Perhaps, unlike any other organisation, our approach is not simply to provide a programme, but actively model and mentor encouragement, support, kindness, openness, and trust. It is the combination of this supportive environment and the journey of the programme that really is the catalyst for change.

Trevor Quy – Founder, Man&Boy



WHY WE DO WHAT WE DO

At the heart of what we do is to build strong and nourishing relationships. Statistics show that this basic need is critical to empowering children to live happy and fulfilled lives.

FAMILIES & PARENTING



A teenager sitting their GCSEs is more likely to own a smartphone than live with their father.¹

2.7M

Research into family trends recently found that more than 2.7 million children have no father figure at home, representing almost 1 in 5 of all dependent children.²

ECONOMICS

£51B

£51 Billion – The economic cost of family breakdown in 2018³

MENTAL HEALTH



The pandemic has increased anxiety among the young: one in six young people now are affected by a recognised mental health disorder.⁴

Over half of 4,500 children seen by the Child and Adolescent Mental Health Services cited family relationship problems as the cause of their mental ill-health.⁵

DADS – FATHER FIGURES



Only 25% of British Dads feel that there is enough support to help them play a positive role in family life. 78% of Dads say there is less support available to fathers than for mothers.⁶

SUICIDE

4,383

In 2017, there were 4,383 male suicides (75% and 1,439 among women BBC.⁷

Males are 3.1x more likely to die by suicide in England than females.

EDUCATION



PISA finds that 15-year-old boys are more likely than girls of the same age to be low achievers.⁸

Young men are significantly more likely than young women to be less engaged with school and have low skills and poor academic achievement. They are also more likely to leave school early, often with no qualifications. Boys in OECD countries, for example, are eight percentage points more likely than girls to report that school is a waste of time.⁹

CRIME

95%

95 percent of homicide perpetrators and 79 percent of homicide victims were male.

Over 90 percent of inmates in 2018 were male.

76% of all men in prison in England and Wales had an absent father. (Prison Reform Trust 2015).¹⁰

WHAT WE DO – THE PROGRAMME

M&B receive referrals from local schools, Children & family services and other organisations working with young people. The referral can be made for a boy aged between 8 – 12 years old, where the referrer (teacher, social worker or parent) believes they are struggling with life, and the additional support of a significant male in their life may help. Often referrals are made after noticing a change in the child’s behaviour, but can also be a result of known challenges such as bereavement, autism or ADHD.

Every referred family has access to a variety of events and activities over a period of between 12-18 months, which have been created with one specific aim: to build stronger, nurturing relationships, where confidence and self-esteem can grow. Relationships, we believe, are at the heart of what we do.

Here are some unique aspects to our programme model:

MAN2MAN

MAN2MAN time is delivered over 3 sessions of 60 minutes each, interspersed throughout the camp. These sessions are opportunities for men to come together, away from the boys to share in a supportive peer environment and are an opportunity to:

- Talk with other men on a meaningful level
- Give and receive support
- Understand that they’re not alone
- Consider possibilities for change

M&B hypothesis is that positive changes to a boys self-esteem and well-being is best achieved through change in the significant adults in their lives.

BOYZONE

One of the overall themes of each camp is “encouragement” and looking at situations that may seem big or overwhelming. The session uses, games and other practical resources to help the boys see for themselves how they could push themselves to do something new.

“We learned each other’s appreciation of nature how much time we spend on electronic devices and not spending time with each other, don’t need to be totally busy every day. Take more time with each other.”

Mo* – 12 years old

“We have a better relationship – I plan to help my son at home more with struggles and plan to have more fun. I enjoyed everything, especially being on the lake.”

Ahmed* – Dad

QUALITY TIME

On camp, Men and boys are specifically given the opportunity to spend an hour or so of 1-2-1 time with the person they came with. They are each given a series of open questions to ask each other, which may help to open up a conversation. We believe that making the time to talk to each other can be a rare thing in our busy lives, and in the relaxed environment of the camp can be the opportunity for meaningful conversations.

FUN – WORKING TOGETHER

We all like to have fun. M&B fills each camp and activity day with challenges that are fun and can also be stretching. From climbing a tower, to building a robot, or making a raft, every activity has outcomes that feed into our overall aim of building relationships and confidence.

ON-GOING SUPPORT

M&B believes that change usually happens over time and often needs encouragement and support. For this reason, the team at M&B offer this support to families through personal contact over the phone or in-person, signposting to other organisations where necessary, as well as offering additional opportunities for them to meet with other men and boys in a social setting.

WHO SUPPORTS US

Steve Biddulph AM

Adjunct Professor of Psychology

Author, *Raising Boys*, *The New Manhood*, and *Ten Things Girls Need Most*

“By supporting dads or other significant men in the life of a vulnerable boy to play a more engaged role, they spark the fire of closeness and trust that can develop back at home, and in the boy’s ongoing life, so it can turn out very differently than it might. Fun activity together with other men and boys who are also finding their way creates a friendly, supported avenue for closeness to grow.

For mothers anxious at how their boy’s lives are unfolding, or already getting caught in negative patterns with their sons, this is a godsend. Everybody wins. I do hope this project spreads across the UK where tens of thousands of boys are at grave risk. It’s so much fun, so simple and direct, yet profound in its benefits to society.”



Adam Byatt

Michelin * Chef – Trinity Restaurant

“I am very proud to work alongside the team at Man & Boy who do excellent work in reaffirming relationships between boys and their significant male role model. A partnership that should not only guide but inspire young men to navigate the world in a safe and nurturing way.

Long may this special charity continue with the great work they do.”

VOLUNTEER SNAPSHOT

A snapshot of one of our volunteers – Graham

“I am a relatively new volunteer with Man&Boy. I work at a local primary school as their Outdoor Learning and Forest School Leader so I get to spend most of my time outdoors giving the children the opportunity to explore, make dens and light fires [as well as some curriculum learning outside too!]

I have volunteered now on two Man&Boy camps and I have always been inspired by what can be achieved over the course of the weekend between the boy and the man in their lives. The Man and Boy team do an amazing job and I am proud to be a part of that.”



WHAT WE DID IN 2022 – OUR YEAR IN NUMBERS

In 2022 we supported 63 new families (126 individuals) across our programme.

This increase in families was due to our further engagement with referrers and further identifying of needs within the community for our Man&Boy Programme

HERE'S THE 2022 MAN&BOY PROGRAMME IN NUMBERS:

85+

85+ families referred to the Man&Boy Programme

88%

Percentage of boys attending post enrolment

63

63 families took part in 6 M&B Camps

84%

Families experienced Improved Relationship

50

50 families continued to connect at our Saturday Connect-On Events

89%

Families experienced Increased Motivation/ Communications

18

18 people Volunteered for M&B – 5 new volunteers in 2022

80%

Inspired boy to do something positive in the future

82%

Camp fill rates, improved from 74% in 2021

100%

Achieved what they wanted from programme

“The whole thing is great the instructors are legends, very impressive people.”

Shaun* – Older Brother



JAMES'S STORY

We received a referral from one of our local referral partners for James* (boy). The family were referred to Man&Boy as it was felt 'Greg* and James* needed to develop their father/son relationship.

We heard this from Greg:

I worked away from home (Mon-Fri) when James* was growing up – tough hours out on the road, and I wasn't able to be around the home as much as I wanted to be. Then due to a change in my role, I was at home in the evenings more but because I'd been gone for so long, James* had stopped listening to me, our relationship was stressful and tense and I didn't know how to make it better. Our school support worker told us about Man&Boy and we agreed for them to put a referral in to Man&Boy.

I was initially unsure about being involved with Man&Boy, but someone from the team came and met me and talked more about what the programme was about and made me feel like this might actually be a good opportunity, and James* sounded interested to do the activities and go camping with me so we decided to come along – I'm so glad we gave it a go!

We had such a great time on camp together. Doing the activities together and spending quality time connecting helped me and James* build a deeper bond again. Through this camp, James* started to trust me again, and the warmth between us really began to develop. As it was a summer camp, we got to share a tent for the first time and this experience helped us to connect even more. The camp was our first connection with Man&Boy but we've appreciated the way that the Man&Boy team stays in contact with us, offering us support over the past year. We've done a 6 week Climb and Connect Course and other Connect-On events like Mini golf, and archery days which have helped us create time to spend together. We really have loved our journey of being involved in the programme over the past year – we're connecting a lot better now, and it's made a difference to the whole family at home.

This is just one story from one family, yet so many families refer to our programme speak of the simple significance of going on the Man&Boy journey as one that builds the bonds of better relationships and a more hopeful future.



"We had such a great time on camp together. Doing the activities together and spending quality time connecting helped me and James build a deeper bond again."*

Greg – Dad

Referrer feedback

We received very positive feedback from the local referrer since being involved with Man&Boy:

James* (boy) is much happier. He is much calmer at home. His bedtime routines have improved now that Dad spends more time with him. James* now talks with Greg* every day at home and has become a lot happier now that his relationship with his dad has so greatly improved. James* now listens to his dad and approaches dad for advice and support. Mum is very pleased that Dad is now taking more of a lead in his role and this has taken pressure off mum. Attending the Man and Boy trip has been truly life changing for Dad. When he returned from the trip he openly cried in front of mum and friends when he described how wonderful the trip had been and how much closer he feels to James* Each time I have seen the family they talk about Man and Boy with great smiles on their faces and describe the experience as miraculous.'

*Participant names have been changed to protect the privacy of these individuals.

EQUALITY AND DIVERSITY

Man&Boy is committed to a world of opportunity and inclusion where everyone is able to fully thrive in every aspect of their lives, and we actively strive to make that happen in and through our organisation. We want every part of Man&Boy to be a place where everyone feels accepted, respected, valued, and heard – whether they're staff, volunteers, supporters or the people we help. We are seeking to be representative of the communities in which we work and are committed to engaging with underrepresented groups with these communities.

FINANCIAL INFORMATION

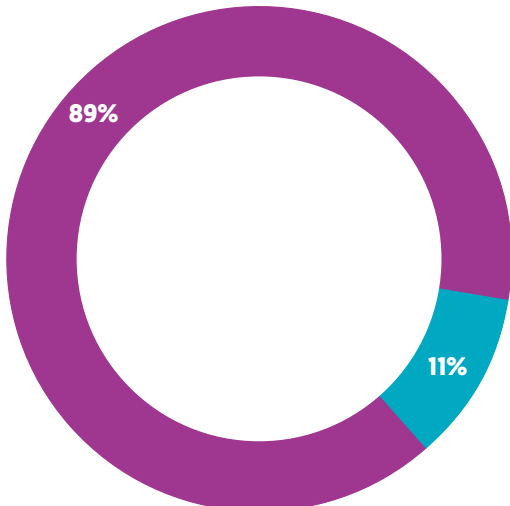
Man&Boy delivers value for money with 83% of our cost going towards our direct frontline delivery of services. Our support costs are a very small proportion of our overall expenditure.

TOTAL RESOURCES EXPENDED 2022 **£129,840**

TOTAL INCOME 2022 **£142,414**

CHARITABLE ACTIVITIES	
Wages (including consultancy)	£95,652 (74%)
Courses, camps & events	£19,568 (15%)
Training, conferences & subscriptions	£465 (<1%)
Total	£115,685 (89%)

SUPPORT COSTS	
Wages & overheads	£12,849 (10%)
Accounting, Marketing and Fundraising costs:	£1,306 (1%)
Total	£14,155 (11%)



OUR PARTNERS

The MAN&BOY Positive Families Programme has positively impacted the lives of children from low-income, SEND and single parent backgrounds by building a community of inclusive sponsors. By working with charitable foundations, varied industries and community groups, we have supported more families to reach their potential. Every MAN&BOY sponsor shares our mission to open more opportunities for children to reconnect with their male role models.



SUPPORTED BY
MAYOR OF LONDON



WHAT'S THE FUTURE?

We have seen a huge increase in demand for help since the pandemic, with a 35% increase in referrals. In 2023, we are seeking to build upon the strong foundations and develop our regional footprint. We also recognise that all children benefit from having significant adult men in their lives and therefore we are looking at ways to extend the programme.



"... spending time together can be challenging but rewarding. To resolve conflict takes time and patience and listening together – it's worth the effort!"

Steve* – Step-Dad

END NOTES

1. Only 57 per cent of 15 year olds are still living with their fathers while 62 per cent own a smartphone. From CSJ Fully Committed? How a Government could reverse family breakdown p15.
2. CSJ calculation: 13.9m dependent children in the UK (2016), 22 per cent live in lone parent families (3,058m) of which 90 per cent live in lone mother families (2,752m)
3. <https://relationshipsfoundation.org/publications/pressreleases/cost-family-failure-2018-update/>
4. https://www.centreforsocialjustice.org.uk/wp-content/uploads/2021/06/CSJ-Trauma_Collection.pdf
5. M Wolpert and P Martin, (2015), 'THRIVE and Pbr: Emerging Thinking on a New Organisational and Payment System For CAMHS', New Savoy Partnership Conference, London, 11th February 2015
6. All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 1,071 fathers with children aged under 18. Fieldwork was undertaken 17th-24th May 2016. The survey was carried out online. The figures have been weighted and are representative of all GB fathers of under 18s. YouGov is a member of the British Polling Council and abides by their rules.
7. <https://www.bbc.co.uk/news/health-45407487>
8. <https://www.oecd.org/pisa/keyfindings/pisa-2012-results-gender-eng.pdf>
9. OECD (2015), The ABC of Gender Equality in Education: Aptitude, Behaviour, Confidence, PISA, OECD Publishing. <http://dx.doi.org/10.1787/9789264229945-en>
10. https://www.prisonstudies.org/highest-to-lowest/prison-population-total?field_region_taxonomy_tid=All





Founding Director Trevor Quay
Executive Director Jim Clements
Chair of Trustees Harry McKeown

Contact

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Registered Charity No: 1153633

Suite 1. 444 Ewell Road, Surbiton, Surrey KT6 7EL

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A password to access the e-handbook is available on request.

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2022
for
Man & Boy

Ark Accountancy
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

Contents of the Financial Statements
for the Year Ended 31 December 2022

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Man & Boy

Report of the Trustees
for the Year Ended 31 December 2022

The trustees present their report with the financial statements of the charity for the year ended 31 December 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To help young people to develop their capabilities that they may grow to full maturity as individuals and members of society and in particular by providing opportunities for them to develop a relationship with a relative or other significant adult.

OBJECTIVES AND ACTIVITIES

Significant activities

MAN&BOY will provide a supportive, safe, and stimulating environment where young people can strengthen their relationship with an adult role model.

MAN&BOY will provide a variety of activities designed to jointly engage a young person and adult role model in understanding each other better, building trust, confidence, and self-esteem in an atmosphere of praise and encouragement.

MAN&BOY will seek to support and encourage adults as role models, and we will also facilitate activities to encourage the adults and young people to develop a network of support.

Many boys grow up in the UK with a lack of positive engagement with a father or male role model. This has an impact of them, their homes, schools, and the wider community. MAN&BOY values family and the role of the father and seeks to raise self-esteem in boys, support and encourage men as role models, and empower boys to reach their full potential in school, work, family and to contribute positively to their communities.

In 2022, MAN&BOY continued to provide fun and engaging activities for boys and an adult male role-model, building strong, positive, and nourishing relationships.

We continued to fulfil this work through camps, relationship building courses and events which offer challenging and enjoyable experiences for men (fathers or father figures) to work and play alongside their son (stepson, grandson, younger brother, nephew etc) in environments which encourage collaborative working and offer opportunities to learn more about themselves and each other.

Throughout the MAN&BOY programme, men and boys have the opportunity to talk, and more importantly, listen to each other, and through this process understanding and appreciation of each other grows, and family bonds are strengthened. MAN&BOY helps create encouraging environments for positive memories to be created which men and boys can keep learning from, talking about and building on into the future.

In 2022 we worked with 64 families (128 individuals) across our programme. This increase in families was due to our further engagement with referrers and further identifying of needs within the community.

In 2022 MAN&BOY had -

- 85 referrals to the Man&Boy Programme.
- 6 M&B camps for 64 families.
- 28 families on our Climb and Connect courses.
- 50 families on 1-day Connect-On Events.
- 17 people volunteering in a wide range of roles.

We are always amazed at the difference our programme can make, and in 2022 -

- 84% of families said their relationships had improved.
- 89% of families experienced increased Motivation and Communication.
- 80% of the boys said they were inspired to do something positive.
- 100% of the families said they achieved what they wanted from programme.

Below are just a few quotes from our beneficiaries received during 2022 -

- "I learned not to give up so easily and appreciate what you have" James* - 10 years old
- "I went on a raft when I was scared" Jack* - 9 years old
- "We learned each other's appreciation of nature how much time we spend on electronic devices and not spending time with each other, don't need to be totally busy every day. Take more time with each other." Mo* - 12 years old
- "... spending time together can be challenging but rewarding. To resolve conflict takes time and patience and listening together - it's worth the effort!" Steve* - Stepdad
- "... time is precious with your children, and you should enjoy the time you have as they grow up." Mark* - Dad

OBJECTIVES AND ACTIVITIES

- "We have a better relationship - I plan to help my son at home more with struggles and plan to have more fun. I enjoyed everything, especially being on the lake." Ahmed* - Dad
- "The whole thing is great the instructors are legends, very impressive people." Shaun* - Older Brother
- "I learnt to have confidence in listening to others' experiences, role model encouragement, resilience, coping techniques, patience, I spent time with my son. I loved the activities, and watching my son interact away from gaming and mobile." David* -Dad

*Participant names have been changed to protect the privacy of these individuals.

MAN&BOY has seen a significant increase in demand for help over the last year, with a 35% increase in referrals from schools, social social-services, and other social care organisations for families to access our Connecting Families programme.

In 2022, MAN&BOY is seeking to build upon the solid foundation of our current program supporting families who are desperate for our support. We are also seeking to grow and develop our regional and national footprint as we explore how MAN&BOY can support more families in building the bonds of better relationship.

This will involve us looking at where we want to go next, and in what areas we want to grow to meet demand and new emerging needs and opportunities to support service users, all whilst continuing to provide our bespoke support for families involved in our programme.

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly, and risk assessments carried out.

The services of the trust are open to all boys and adults irrespective of race, gender, religion, or sexual orientation.

Public benefit

MAN&BOY seeks to raise self-esteem in boys and support and encourage men as role models so that boys are empowered to reach their full potential in school, work, and family, and to contribute positively in their local communities.

FINANCIAL REVIEW

Financial position

The charities income flows from grants, individual and corporate supporter donations and contributions made by referral agencies.

MAN&BOY were grateful to receive the following grants during the year -

- Hampton Fund
- Refinitiv Charities
- City Bridge Trust
- London Community Foundation (Mohn Westlake Foundation)
- The Childhood Trust
- Beacon Lodge Charitable Trust
- The National Lottery
- Surrey Community Foundation
- The Stolkin Foundation
- KFC
- Drapers Charitable Trust
- SJP Charitable Trust
- Henry Smith Charitable Trust
- The Mohn Westlake Foundation
- Kingston Charitable Trust
- Garfield Weston Charitable Trust
- The Charities Trust
- BBC Children in Need
- London Youth

MAN&BOY also gratefully acknowledges the donations and generous support it receives.

We would like to thank our supporters who make regular or one-off donations to the charity.

We would also like to thank The Coop, The Waitrose Partnership, and the on-going support it receives from White spider Climbing, Adam Byatt's Trinity Restaurant, Big Yellow Storage Kingston, and Premm Design.

A fundraising highlight in 2022 was The London to Paris cycle ride, which 11 supporters took part in raising over £4,000, for which we wish to thank all of those involved.

We also thank, our patrons, Adam Byatt and Steve Biddulph who have supported MAN&BOY throughout 2022. Special appreciation and gratitude is shared with Adam Byatt who, after 6-years has decided to step down as Patron.

The accounts for the year have been produced on an accrual basis.

FINANCIAL REVIEW

Reserves policy

The charity's reserves are held in support of the organisation's ongoing activities, recognising that there may arise unexpected needs for funds, unforeseen operational costs, reductions in income below our expectations and specific planned commitments that the charity expects to make.

Of these, the most significant factors for MAN&BOY are those relating to uncertainty around our income and planned commitments.

Regarding expected income, while many of our donors and grants may reasonably be expected to provide ongoing funding into 2023 and beyond, the nature of this income is that it is potentially variable in both timing and amount, and we rely strongly on attracting and retaining grant and direct donors. We are therefore allowing for approximately 20% of annual projected income for reserves in this regard, a total of £27,000.

Regarding planned commitments, this currently relates to the recruitment of a full-time executive director in 2023. It will take time for this new role to positively impact the activities, outputs, and fundraising capacity of the organisation. We are estimating that this timing difference may potentially amount to a net cost attribution to the charity of about £20,000 during 2023.

The trustees therefore agree that a suitable overall target figure for our reserves in December 2022 is £47,000.

The trustees will review this policy and our target reserves level again during 2023.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution, and constitutes a charitable incorporated organisation, company number CE000142, a charity registered as a body corporate under part 11 of the Charities Act 2011.

Recruitment and appointment of new trustees

The trustees are responsible for the recruitment of new and replacement trustees as the need arises. Trustees invite fit and proper persons who have the skills, qualifications, and experience to support and further the achievements of the charity's aims and objectives.

The administration, control and provision of the services is undertaken by the Executive Director, who as of the date of the creation of this report is Jim Clemence.

Trustees would like to recognise their gratitude for the continued support and guidance of MAN&BOY's Founder, Trevor Quy.

Induction and training of new trustees

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly and risk assessments carried out. This year we have particularly concentrated on online safety protocols when hosting online events.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1153633

Principal address

United Reformed Church
Room 23, Richard Mayo Centre
Kingston upon Thames
Surrey
KT1 1HZ

Man & Boy

Report of the Trustees
for the Year Ended 31 December 2022

Trustees

David Campanale Trustee
Neil Perot Trustee (resigned 14.11.22)
Martin Premm-Jones Trustee
Simon Stockton Trustee
Mark Joseph Kluth Trustee
Deborah Quy Trustee
Justin Cooper Trustee (resigned 4.9.22)
Harry Charles McKeown Trustee

Independent Examiner

Mary E Ryan
Ark Accountancy
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

Approved by order of the board of trustees on 3 July 2023 and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'H. C. McKeown', written over a horizontal line.

Harry Charles McKeown - Trustee

Independent Examiner's Report to the Trustees of
Man & Boy

Independent examiner's report to the trustees of Man & Boy

I report to the charity trustees on my examination of the accounts of Man & Boy (the Trust) for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no 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 respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Mary E Ryan

Ark Accountancy
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

3 July 2023

Man & Boy

Statement of Financial Activities
for the Year Ended 31 December 2022

	Notes	Unrestricted fund £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		37,037	-	37,037	45,936
Charitable activities					
Charitable Activities		51,277	54,100	105,377	55,584
Investment income	2	-	-	-	14
Total		<u>88,314</u>	<u>54,100</u>	<u>142,414</u>	<u>101,534</u>
EXPENDITURE ON					
Raising funds		363	-	363	2,269
Charitable activities					
Charitable Activities		<u>79,585</u>	<u>49,892</u>	<u>129,477</u>	<u>119,857</u>
Total		<u>79,948</u>	<u>49,892</u>	<u>129,840</u>	<u>122,126</u>
NET INCOME/(EXPENDITURE)		8,366	4,208	12,574	(20,592)
RECONCILIATION OF FUNDS					
Total funds brought forward		66,690	15,792	82,482	103,074
TOTAL FUNDS CARRIED FORWARD		<u><u>75,056</u></u>	<u><u>20,000</u></u>	<u><u>95,056</u></u>	<u><u>82,482</u></u>

The notes form part of these financial statements

Man & Boy

Balance Sheet
31 December 2022

	Notes	Unrestricted fund £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
FIXED ASSETS					
Tangible assets	6	-	-	-	750
CURRENT ASSETS					
Debtors	7	4,877	-	4,877	2,325
Cash at bank		72,462	20,000	92,462	81,270
		<u>77,339</u>	<u>20,000</u>	<u>97,339</u>	<u>83,595</u>
CREDITORS					
Amounts falling due within one year	8	(2,283)	-	(2,283)	(1,863)
		<u>75,056</u>	<u>20,000</u>	<u>95,056</u>	<u>81,732</u>
NET CURRENT ASSETS					
		<u>75,056</u>	<u>20,000</u>	<u>95,056</u>	<u>81,732</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>75,056</u>	<u>20,000</u>	<u>95,056</u>	<u>82,482</u>
NET ASSETS					
		<u>75,056</u>	<u>20,000</u>	<u>95,056</u>	<u>82,482</u>
FUNDS					
Unrestricted funds	9			75,056	66,690
Restricted funds				20,000	15,792
				<u>95,056</u>	<u>82,482</u>
TOTAL FUNDS					
				<u>95,056</u>	<u>82,482</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 3 July 2023 and were signed on its behalf by:



Harry Charles McKeown - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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.

Camp & IT equipment - 33% on cost

Taxation

The charity is exempt from 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. INVESTMENT INCOME

	31.12.22	31.12.21
	£	£
Deposit account interest	-	14
	<u> </u>	<u> </u>

3. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

Trustees expenses of £143 (2021 £nil) were incurred in trustees' meeting expenses

4. STAFF COSTS

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

	31.12.22	31.12.21
Project co-ordinator	1	1
Fundraising & admin	2	1
Director & founder	1	1
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	4	3
	<u> </u>	<u> </u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	45,936	-	45,936
Charitable activities			
Charitable Activities	10,668	44,916	55,584
Investment income	14	-	14
Total	<u>56,618</u>	<u>44,916</u>	<u>101,534</u>
EXPENDITURE ON			
Raising funds	2,269	-	2,269
Charitable activities			
Charitable Activities	44,053	75,804	119,857
Total	<u>46,322</u>	<u>75,804</u>	<u>122,126</u>
NET INCOME/(EXPENDITURE)	10,296	(30,888)	(20,592)
RECONCILIATION OF FUNDS			
Total funds brought forward	56,394	46,680	103,074

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>66,690</u>	<u>15,792</u>	<u>82,482</u>

6. TANGIBLE FIXED ASSETS

COST

At 1 January 2022 and 31 December 2022

Camp & IT
equipment
£

8,143

DEPRECIATION

At 1 January 2022

7,393

Charge for year

750

At 31 December 2022

8,143

NET BOOK VALUE

At 31 December 2022

-

At 31 December 2021

750

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Tax

31.12.22

£

4,877

31.12.21

£

2,325

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Taxation and social security

31.12.22

£

1,328

Other creditors

955

2,283

31.12.21

£

1,045

818

1,863

9. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	66,690	8,366	75,056
Restricted funds			
London Stock Exchange	-	10,000	10,000
Community Foundation Surrey	1,000	4,000	5,000
Greater London Authority	14,792	(14,792)	-
Beacon Lodge CharitableTrust	-	5,000	5,000
	<u>15,792</u>	<u>4,208</u>	<u>20,000</u>
TOTAL FUNDS	<u><u>82,482</u></u>	<u><u>12,574</u></u>	<u><u>95,056</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	88,314	(79,948)	8,366
Restricted funds			
Hampton Fund	8,000	(8,000)	-
London Stock Exchange	10,000	-	10,000
Community Foundation Surrey	5,000	(1,000)	4,000
Greater London Authority	-	(14,792)	(14,792)
City Bridge Trust	4,600	(4,600)	-
London Community Foundation	10,000	(10,000)	-
The Childhood Trust	3,000	(3,000)	-
Beacon Lodge CharitableTrust	5,000	-	5,000
The National Lottery	8,500	(8,500)	-
	<u>54,100</u>	<u>(49,892)</u>	<u>4,208</u>
TOTAL FUNDS	<u><u>142,414</u></u>	<u><u>(129,840)</u></u>	<u><u>12,574</u></u>

9. MOVEMENT IN FUNDS - continued**Comparatives for movement in funds**

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	56,394	10,296	66,690
Restricted funds			
Hampton Fund	1,000	(1,000)	-
Sutton Voluntary Services	600	(600)	-
BBC Children in Need	2,340	(2,340)	-
RBK	1,335	(1,335)	-
London Stock Exchange	12,933	(12,933)	-
Community Foundation Surrey	-	1,000	1,000
Greater London Authority	18,472	(3,680)	14,792
London Community Foundation	10,000	(10,000)	-
	<u>46,680</u>	<u>(30,888)</u>	<u>15,792</u>
TOTAL FUNDS	<u>103,074</u>	<u>(20,592)</u>	<u>82,482</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	56,618	(46,322)	10,296
Restricted funds			
Hampton Fund	6,000	(7,000)	(1,000)
Sutton Voluntary Services	-	(600)	(600)
BBC Children in Need	4,680	(7,020)	(2,340)
RBK	-	(1,335)	(1,335)
London Stock Exchange	-	(12,933)	(12,933)
Community Foundation Surrey	5,000	(4,000)	1,000
Greater London Authority	23,436	(27,116)	(3,680)
City Bridge Trust	5,300	(5,300)	-
Magic Little Grant	500	(500)	-
London Community Foundation	-	(10,000)	(10,000)
	<u>44,916</u>	<u>(75,804)</u>	<u>(30,888)</u>
TOTAL FUNDS	<u>101,534</u>	<u>(122,126)</u>	<u>(20,592)</u>

9. MOVEMENT IN FUNDS - continued

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

	At 1.1.21 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	56,394	18,662	75,056
Restricted funds			
Hampton Fund	1,000	(1,000)	-
Sutton Voluntary Services	600	(600)	-
BBC Children in Need	2,340	(2,340)	-
RBK	1,335	(1,335)	-
London Stock Exchange	12,933	(2,933)	10,000
Community Foundation Surrey	-	5,000	5,000
Greater London Authority	18,472	(18,472)	-
London Community Foundation	10,000	(10,000)	-
Beacon Lodge Charitable Trust	-	5,000	5,000
	<u>46,680</u>	<u>(26,680)</u>	<u>20,000</u>
TOTAL FUNDS	<u>103,074</u>	<u>(8,018)</u>	<u>95,056</u>

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	144,932	(126,270)	18,662
Restricted funds			
Hampton Fund	14,000	(15,000)	(1,000)
Sutton Voluntary Services	-	(600)	(600)
BBC Children in Need	4,680	(7,020)	(2,340)
RBK	-	(1,335)	(1,335)
London Stock Exchange	10,000	(12,933)	(2,933)
Community Foundation Surrey	10,000	(5,000)	5,000
Greater London Authority	23,436	(41,908)	(18,472)
City Bridge Trust	9,900	(9,900)	-
Magic Little Grant	500	(500)	-
London Community Foundation	10,000	(20,000)	(10,000)
The Childhood Trust	3,000	(3,000)	-
Beacon Lodge Charitable Trust	5,000	-	5,000
The National Lottery	8,500	(8,500)	-
	<u>99,016</u>	<u>(125,696)</u>	<u>(26,680)</u>
TOTAL FUNDS	<u>243,948</u>	<u>(251,966)</u>	<u>(8,018)</u>

10. RELATED PARTY DISCLOSURES

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

Detailed Statement of Financial Activities
for the Year Ended 31 December 2022

	31.12.22 £	31.12.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations & contributions	18,306	33,615
Gift aided donations	15,897	9,996
Gift aid tax refunds	2,834	2,325
	<hr/>	<hr/>
	37,037	45,936
Investment income		
Deposit account interest	-	14
Charitable activities		
Grants	105,377	55,584
	<hr/>	<hr/>
Total incoming resources	142,414	101,534
EXPENDITURE		
Raising donations and legacies		
Marketing	169	294
Fundraising costs	194	1,975
	<hr/>	<hr/>
	363	2,269
Charitable activities		
Wages	49,892	75,804
Courses, camps & events	19,568	28,253
Training & conferences	240	1,021
Memberships & subscriptions	225	-
Consultancy	45,760	-
	<hr/>	<hr/>
	115,685	105,078
Support costs		
Management		
Wages	5,172	3,069
Social security	-	740
Pensions	1,225	1,227
Storage rent	3,564	4,266
Insurance	507	502
Telephone	1,022	686
Postage and stationery	132	268
Sundries	-	1,076
Professional services	-	125
Recruitment	477	1,215
Computer equipment	750	1,005
	<hr/>	<hr/>
	12,849	14,179

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2022

	31.12.22	31.12.21
	£	£
Management		
Governance costs		
Independent examination	800	600
Trustees expenses	143	-
	<hr/>	<hr/>
	943	600
	<hr/>	<hr/>
Total resources expended	129,840	122,126
	<hr/>	<hr/>
Net income/(expenditure)	12,574	(20,592)
	<hr/> <hr/>	<hr/> <hr/>

This page does not form part of the statutory financial statements

MAN & BOY

England & Wales - Charity number 1153633

Accounts

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2021
for
Man & Boy

Ark Accountancy
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

Contents of the Financial Statements
for the Year Ended 31 December 2021

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Man & Boy

Report of the Trustees
for the Year Ended 31 December 2021

The trustees present their report with the financial statements of the charity for the year ended 31 December 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To help young people to develop their capabilities that they may grow to full maturity as individuals and members of society and in particular by providing opportunities for them to develop a relationship with a relative or other significant adult.

OBJECTIVES AND ACTIVITIES

Significant activities

Many boys grow up in the UK with a lack of positive engagement with a father or positive male role model. This has a significant impact on them, their homes, schools, and the wider community. MAN&BOY values family and the role of positive fathers/father-figures and seeks to raise self-esteem in boys, support and encourage men as role models, and empower boys to reach their full potential in school, work, family and to contribute positively to their communities.

In 2021, MAN&BOY continued to provide fun and engaging activities for boys and an adult male role-model to build strong, positive, and nourishing relationships. We continue to fulfil this work through camps, courses and events which offer challenging and enjoyable experiences for men (fathers or father-figures) to work and play alongside their son (stepson, grandson, younger brother, nephew etc) in environments which encourage collaborative working and offers opportunities to learn more about themselves and each other. In 2022, again we initially adapted our work to meet the restrictions of the pandemic and continued to provide support to eligible men and boys through video conferencing, telephone calls and face-to-face meetings where this was safe and restrictions allowed. This encouraged men in their role as mentors and raised self-esteem in both men and boys. Where restrictions were eased, we were able to resume our in-person camp and course program. During adventure weekends and evenings (and as part of our adapted online program), men and boys have the opportunity to talk, and more importantly listen to each other, and through this process the understanding and appreciation of each other grows, and family bonds are strengthened. MAN&BOY helps create encouraging environments for positive memories to be created which men and boys can keep learning from, talking about and building on into the future.

The strengths of MAN&BOY are threefold:

- it is a response to a felt need within British society to support family relationships,
- the experience and networking skills of the Founder, Acting Director, Facilitators and Volunteers
- the quality of the programme and its growing reputation among professionals working with families.

MAN&BOY receives applications through a network of referrers and agencies, and in 2022 we received 87 referrals from specialist teaching staff with schools, children's services social care professionals and other charities and third-sector organisations that work with children.

The 2022 programme year began with supporting referred families through Connect-In Online programme, offering online activities and calls to create fun experiences for families, and build relationships and connection during lockdown, with approximately 20 families involved over this period. When COVID-restrictions eased, Man&Boy moved away from running our online program and returned to our in-person activities to deliver 5 Man&Boy Camps for 54 families and 4 Climb and Connect courses for 28 families and 5 Super Saturday events for 50 families - all to empower boys to reach their full potential by building bonds that last a lifetime!

Feedback from beneficiaries and referrers and funders has been overwhelmingly supportive and the examples below encapsulate the types of narrative feedback we have received this year.

A couple of quotes from Boys about what they learned from being involved with Man&Boy:

" "I learned not to give up so easily and appreciate what you have"

" "I learned I could face my fears - I went on a raft when I was scared"

" "We learned about each other's appreciation of nature and recognised how much time we spend on electronic devices and not spending time with each other - we don't need to be totally busy every day. We learned to take more time with each other."

A couple of quotes from Men across our camp program about what they had taken away from camp:

" "... spending time together can be challenging and to resolve conflict takes time and patience and listening together - it's worth it!"

" "... time is precious with your children, and you should enjoy the time you have as they grow up."

" "We have a better relationship - I plan to help my son at home more with struggles and plan to have more fun. I enjoyed everything, especially being on the lake."

" "The whole thing is great the instructors are legends, very impressive people."

" "I gained confidence through listening to others' experiences, and learned how to role model encouragement, resilience, coping techniques, patience, I spent time with my son. I loved the activities, and watching my son interact away from gaming and mobile."

OBJECTIVES AND ACTIVITIES

Referrers said:

" The boy had... 'a very special time with dad and fun and genuine physical challenges that were very bonding. They had great joy from being the winning team in one of the games. It has been the time spent together that put the son in the very centre that has made the most difference. Simply put - they have become more bonded together.' "[The boy shows] less aggression in the home and parents can manage [the boys] behaviour and needs more effectively. [The] family have reported to feeling happier in general and have an additional support network now. The family are spending more quality time together as they now understand the importance of giving time and attention to each other."

" "all the families I have referred who attend have found the support of Man and Boy to be really significant and having a positive impact on the family as a whole so thank you."

We anticipate an even greater demand for the Man&Boy programme in 2022 due to the impact of the pandemic on men and boy's mental health, wellbeing and general challenges that are facing families into the future.

Man&Boy's founder, Trevor Quy, and the Man&Boy team have developed a model of engagement with men and boys that has grown in reputation and is currently expanding into additional London boroughs including Croydon, Hounslow, Wandsworth and Hammersmith and Fulham in addition to its presence across South-west London and is well known amongst Surrey referrers for our work. We have also benefited from referrals from a West London Children and Families charity, running joint male parenting courses and inviting men and boys to take part in MAN&BOY events. We have also developed our signposting offer, referring some young people onto other services where these would offer additional support.

Man&Boy moved closer to our planned growth goal of to six camps per year, by running 5 camps in eight months in 2021.

In May 2021, we employed a fundraising coordinator to grow our unrestricted funding base. This part time addition to our staff team enabled us to be more targeted with our fundraising, and it provided some encouraging results, most notably was our involvement in The Big Give, a matched funding campaign where Man&Boy raised, with our supporters and The Childhood Trust (our matched funding partner), £17497. Man&Boy also increased it's fundraising through running challenge events including a ride from Land's End to John O'Groats that raised a further £12000. In October, 2021 we also employed a grant manager (to replace our long-serving grants/admin manager) to continue to grow our trusts and foundations funding.

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly, and risk assessments carried out. This year we have particularly concentrated on online safety protocols when hosting online events.

The services of the trust are open to all boys and adults irrespective of race, gender, religion, or sexual orientation.

Public benefit

MAN&BOY seeks to raise self-esteem in boys and support and encourage men as role models so that boys are empowered to reach their full potential in school, work, and family, and to contribute positively in their local communities.

FINANCIAL REVIEW

Financial position

The charities income flows from grants, individual and corporate supporter donations and contributions made by referral agencies.

Six restricted grants were gratefully received during the year. The grants were:

- £23,436 (2020 £24,192) from Greater London Authority Year 3 of 3)
- £4,680 (2020 £11,990) from BBC Children in Need (extension to Year 3 of 3/Coronavirus booster grant)
- £5,000 (2020 £3,500) from The Community Foundation for Surrey Coronavirus Response Fund
- £5,300 (2020 £4,425 from City Bridge Trust (Year 2 of 5)
- £6,000 (2020 nil) from Hampton fund
- £500 (2020 nil) from Magic Little grant

In addition £10,668 in unrestricted grants were received

The accounts for the year have been produced on an accruals basis.

A growing number of individuals have taken out regular standing orders or given generous one-off gifts to sustain our work - while some grateful clients have made gifts to MAN&BOY. Our thanks go to them all and we wish to thank, our patrons, Adam Byatt and Steve Biddulph, Big Yellow Storage Kingston, Prem Design, White Spider Climbing. In addition to the local and national funders and corporate supporters already mentioned we would also like to acknowledge the recent or ongoing support of the following foundations and trusts: London Stock Exchange Group Foundation, Sutton Community Fund, Royal Borough of Kingston, and Hampton Fund.

Reserves policy

The charity's reserves are held in support of the organisation's ongoing activities, recognising that there may arise unexpected needs for funds, unforeseen operational costs, reductions in income below our expectations and specific planned commitments that the charity expects to make.

Of these, the most significant factors for Man & Boy are those relating to uncertainty around our income and planned commitments.

Regarding expected income, while many of our donors and grants may reasonably be expected to provide ongoing funding into 2022 and beyond, the nature of this income is that it is potentially variable in both timing and amount, and we rely strongly on attracting and retaining grant and direct donors. We are therefore allowing for about 25% of annual projected expenditure for reserves in this regard, a total of about £40,000.

Regarding planned commitments, this in particular currently relates to the recruitment of a new full-time director in early 2022. It will take some significant time for this new role to positively impact the activities, outputs and ability to attract fundraising for the organisation. We are estimating that this timing difference may potentially amount to a net cost attribution to the charity of about £20,000 during 2022.

The trustees therefore agree that a suitable overall target figure for our reserves at December 2021 is £60,000.

The trustees will review this policy and our target reserves level again during 2022.

Our year end current reserves stand at £65k, which is sufficiently close to the target figure that there is no need for any specific actions during 2022 relating to either increasing or decreasing our reserves.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution, and constitutes a charitable incorporated organisation, company number CE000142, a charity registered as a body corporate under part 11 of the Charities Act 2011.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The trustees are responsible for the recruitment of new and replacement trustees as the need arises, and invite persons who are known to them as sympathetic to the charity's aims and who are believed to have skills and qualifications necessary to assist with the charity's operations.

The administration, control and provision of the services is undertaken by the Acting Director.

Induction and training of new trustees

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated regularly and risk assessments carried out. This year we have particularly concentrated on online safety protocols when hosting online events.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1153633

Principal address

United Reformed Church
Room 23, Richard Mayo Centre
Kingston upon Thames
Surrey
KT1 1HZ

Trustees

D Campanale Trustee
N Perot Trustee
M Premm-Jones Trustee
S Stockton Trustee
M J Kluth Trustee
Mrs D Quy Trustee
J Cooper Trustee
H C McKeown Trustee (appointed 27.10.21)
J Buckeridge Trustee (resigned 28.7.21)

Independent Examiner

Mary E Ryan
FCCA
Ark Accountancy
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

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

.....
N Perot - Trustee

Independent Examiner's Report to the Trustees of
Man & Boy

Independent examiner's report to the trustees of Man & Boy

I report to the charity trustees on my examination of the accounts of Man & Boy (the Trust) for the year ended 31 December 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no 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 respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Mary E Ryan
FCCA
Ark Accountancy
Chartered Certified Accountant
31 Cheam Road
Epsom
Surrey
KT17 1QX

Date:

Man & Boy

Statement of Financial Activities
for the Year Ended 31 December 2021

	Notes	Unrestricted fund £	Restricted funds £	31.12.21 Total funds £	31.12.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		45,936	-	45,936	18,251
Charitable activities					
Charitable Activities		10,668	44,916	55,584	63,220
Investment income	2	14	-	14	-
Total		<u>56,618</u>	<u>44,916</u>	<u>101,534</u>	<u>81,471</u>
EXPENDITURE ON					
Raising funds		2,269	-	2,269	(240)
Charitable activities					
Charitable Activities		44,053	75,804	119,857	83,050
Total		<u>46,322</u>	<u>75,804</u>	<u>122,126</u>	<u>82,810</u>
NET INCOME/(EXPENDITURE)		<u>10,296</u>	<u>(30,888)</u>	<u>(20,592)</u>	<u>(1,339)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		56,394	46,680	103,074	104,413
TOTAL FUNDS CARRIED FORWARD		<u><u>66,690</u></u>	<u><u>15,792</u></u>	<u><u>82,482</u></u>	<u><u>103,074</u></u>

The notes form part of these financial statements

Man & Boy

Balance Sheet

31 December 2021

	Notes	Unrestricted fund £	Restricted funds £	31.12.21 Total funds £	31.12.20 Total funds £
FIXED ASSETS					
Tangible assets	6	750	-	750	1,755
CURRENT ASSETS					
Debtors	7	2,325	-	2,325	719
Cash at bank		65,478	15,792	81,270	101,252
		<u>67,803</u>	<u>15,792</u>	<u>83,595</u>	<u>101,971</u>
CREDITORS					
Amounts falling due within one year	8	(1,863)	-	(1,863)	(652)
NET CURRENT ASSETS		<u>65,940</u>	<u>15,792</u>	<u>81,732</u>	<u>101,319</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>66,690</u>	<u>15,792</u>	<u>82,482</u>	<u>103,074</u>
NET ASSETS		<u>66,690</u>	<u>15,792</u>	<u>82,482</u>	<u>103,074</u>
FUNDS	9				
Unrestricted funds				66,690	56,394
Restricted funds				15,792	46,680
TOTAL FUNDS				<u>82,482</u>	<u>103,074</u>

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

.....
N Perot - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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.

Camp & IT equipment - 33% on cost

Taxation

The charity is exempt from 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. INVESTMENT INCOME

	31.12.21	31.12.20
	£	£
Deposit account interest	14	-
	<u>14</u>	<u>-</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

4. STAFF COSTS

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

	31.12.21	31.12.20
Project co-ordinator	1	1
Fundraising & admin	1	1
Director & founder	1	1
	<u>3</u>	<u>3</u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	18,251	-	18,251
Charitable activities			
Charitable Activities	7,613	55,607	63,220
Total	<u>25,864</u>	<u>55,607</u>	<u>81,471</u>
EXPENDITURE ON			
Raising funds	(240)	-	(240)
Charitable activities			
Charitable Activities	25,291	57,759	83,050
Total	<u>25,051</u>	<u>57,759</u>	<u>82,810</u>
NET INCOME/(EXPENDITURE)	<u>813</u>	<u>(2,152)</u>	<u>(1,339)</u>

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	55,581	48,832	104,413
TOTAL FUNDS CARRIED FORWARD	<u>56,394</u>	<u>46,680</u>	<u>103,074</u>

6. TANGIBLE FIXED ASSETS

	Camp & IT equipment £
COST	
At 1 January 2021 and 31 December 2021	<u>8,143</u>
DEPRECIATION	
At 1 January 2021	6,388
Charge for year	<u>1,005</u>
At 31 December 2021	<u>7,393</u>
NET BOOK VALUE	
At 31 December 2021	<u>750</u>
At 31 December 2020	<u>1,755</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Tax	<u>2,325</u>	<u>719</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Taxation and social security	1,045	543
Other creditors	818	109
	<u>1,863</u>	<u>652</u>

9. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	56,394	10,296	66,690
Restricted funds			
Hampton Fund	1,000	(1,000)	-
Sutton Voluntary Services	600	(600)	-
BBC Children in Need	2,340	(2,340)	-
RBK	1,335	(1,335)	-
London Stock Exchange	12,933	(12,933)	-
Community Foundation Surrey	-	1,000	1,000
Greater London Authority	18,472	(3,680)	14,792
London Community Foundation	10,000	(10,000)	-
	<u>46,680</u>	<u>(30,888)</u>	<u>15,792</u>
TOTAL FUNDS	<u>103,074</u>	<u>(20,592)</u>	<u>82,482</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	56,618	(46,322)	10,296
Restricted funds			
Hampton Fund	6,000	(7,000)	(1,000)
Sutton Voluntary Services	-	(600)	(600)
BBC Children in Need	4,680	(7,020)	(2,340)
RBK	-	(1,335)	(1,335)
London Stock Exchange	-	(12,933)	(12,933)
Community Foundation Surrey	5,000	(4,000)	1,000
Greater London Authority	23,436	(27,116)	(3,680)
City Bridge Trust	5,300	(5,300)	-
Magic Little Grant	500	(500)	-
London Community Foundation	-	(10,000)	(10,000)
	<u>44,916</u>	<u>(75,804)</u>	<u>(30,888)</u>
TOTAL FUNDS	<u>101,534</u>	<u>(122,126)</u>	<u>(20,592)</u>

9. MOVEMENT IN FUNDS - continued**Comparatives for movement in funds**

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	55,581	813	56,394
Restricted funds			
Hampton Fund	3,000	(2,000)	1,000
Wimbledon Foundation	1,500	(1,500)	-
Sutton Voluntary Services	900	(300)	600
BBC Children in Need	2,340	-	2,340
RBK	1,668	(333)	1,335
London Stock Exchange	18,000	(5,067)	12,933
Community Foundation Surrey	800	(800)	-
Greater London Authority	19,641	(1,169)	18,472
City Bridge Trust	983	(983)	-
London Community Foundation	-	10,000	10,000
	<u>48,832</u>	<u>(2,152)</u>	<u>46,680</u>
TOTAL FUNDS	<u>104,413</u>	<u>(1,339)</u>	<u>103,074</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	25,864	(25,051)	813
Restricted funds			
Hampton Fund	-	(2,000)	(2,000)
Wimbledon Foundation	-	(1,500)	(1,500)
Sutton Voluntary Services	1,500	(1,800)	(300)
BBC Children in Need	11,990	(11,990)	-
RBK	-	(333)	(333)
London Stock Exchange	-	(5,067)	(5,067)
Community Foundation Surrey	3,500	(4,300)	(800)
Greater London Authority	24,192	(25,361)	(1,169)
City Bridge Trust	4,425	(5,408)	(983)
London Community Foundation	10,000	-	10,000
	<u>55,607</u>	<u>(57,759)</u>	<u>(2,152)</u>
TOTAL FUNDS	<u>81,471</u>	<u>(82,810)</u>	<u>(1,339)</u>

9. MOVEMENT IN FUNDS - continued

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

	At 1.1.20 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	55,581	11,109	66,690
Restricted funds			
Hampton Fund	3,000	(3,000)	-
Wimbledon Foundation	1,500	(1,500)	-
Sutton Voluntary Services	900	(900)	-
BBC Children in Need	2,340	(2,340)	-
RBK	1,668	(1,668)	-
London Stock Exchange	18,000	(18,000)	-
Community Foundation Surrey	800	200	1,000
Greater London Authority	19,641	(4,849)	14,792
City Bridge Trust	983	(983)	-
	<u>48,832</u>	<u>(33,040)</u>	<u>15,792</u>
TOTAL FUNDS	<u>104,413</u>	<u>(21,931)</u>	<u>82,482</u>

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	82,482	(71,373)	11,109
Restricted funds			
Hampton Fund	6,000	(9,000)	(3,000)
Wimbledon Foundation	-	(1,500)	(1,500)
Sutton Voluntary Services	1,500	(2,400)	(900)
BBC Children in Need	16,670	(19,010)	(2,340)
RBK	-	(1,668)	(1,668)
London Stock Exchange	-	(18,000)	(18,000)
Community Foundation Surrey	8,500	(8,300)	200
Greater London Authority	47,628	(52,477)	(4,849)
City Bridge Trust	9,725	(10,708)	(983)
Magic Little Grant	500	(500)	-
London Community Foundation	10,000	(10,000)	-
	<u>100,523</u>	<u>(133,563)</u>	<u>(33,040)</u>
TOTAL FUNDS	<u>183,005</u>	<u>(204,936)</u>	<u>(21,931)</u>

10. RELATED PARTY DISCLOSURES

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

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2021

	31.12.21 £	31.12.20 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations & contributions	33,615	1,337
Gift aided donations	9,996	16,241
Gift aid tax refunds	2,325	673
	<hr/>	<hr/>
	45,936	18,251
Investment income		
Deposit account interest	14	-
Charitable activities		
Grants	55,584	63,220
	<hr/>	<hr/>
Total incoming resources	101,534	81,471
EXPENDITURE		
Raising donations and legacies		
Marketing	294	-
Fundraising costs	1,975	(240)
	<hr/>	<hr/>
	2,269	(240)
Charitable activities		
Wages	75,804	46,641
Courses, camps & events	28,253	11,248
Training & conferences	1,021	630
	<hr/>	<hr/>
	105,078	58,519
Support costs		
Management		
Wages	3,069	16,739
Social security	740	-
Pensions	1,227	894
Storage rent	4,266	2,605
Insurance	502	502
Telephone	686	-
Postage and stationery	268	866
Sundries	1,076	1,187
Professional services	125	205
Consultancy	-	275
Recruitment	1,215	-
Computer equipment	1,005	1,258
	<hr/>	<hr/>
	14,179	24,531
Governance costs		
Independent examination	600	-

This page does not form part of the statutory financial statements

Man & Boy

Detailed Statement of Financial Activities
for the Year Ended 31 December 2021

	31.12.21	31.12.20
	£	£
Total resources expended	<u>122,126</u>	<u>82,810</u>
Net expenditure	<u><u>(20,592)</u></u>	<u><u>(1,339)</u></u>

This page does not form part of the statutory financial statements

MAN & BOY

England & Wales - Charity number 1153633

Accounts

MAN&BOY

ANNUAL REPORT AND ACCOUNTS

for the year ended

31 December 2020

MAN&BOY
ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

1. Reference and Administrative Details

1.1 Name

The charity's name is MAN&BOY.

1.2 Registration Number

The charity's registration number is 1153633.

1.3 Address

The charity's office address is Room 23 Richard Mayo Centre, Kingston, KT1 1HZ.

1.4 Trustees

The following were trustees of the charity as at the date of the signing of this report:

John Buckeridge

Justin Cooper

David Campanale

Deborah Quy

Mark Kluth

Neil Perot

Martin Premm-Jones

Simon Stockton

2. Structure and Governance

2.1 Charity Structure

The charity is a Charitable Incorporated Organisation (CIO).

2.2 Management

The trustees are responsible for the recruitment of new and replacement trustees as the need arises and invite persons who are known to them as sympathetic to the charity's aims and who are believed to have skills and qualifications necessary to assist with the charity's operations.

The administration, control and provision of the services is undertaken by the Director or Acting Director.

MAN&BOY
ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

3. Financial Review

3.1 Sources of Income and Support

The charity's income flows from grants, individual and corporate supporter donations and contributions made by referral agencies.

Seven restricted grants were gratefully received during the year. The grants were:

£24,192 from Greater London Authority – Young Londoners Fund Round 2 (Year 2 of 3)

£9,360 from BBC Children in Need (Year 3 of 3)

£2,630 from BBC Children in Need Coronavirus Booster Grant

£3,500 from The Community Foundation for Surrey Coronavirus Response Fund

£10,000 from London Community Foundation (Mohn Westlake Youth Achievement Fund) (Year 1 of 2)

£4,425 (initial payment in December 2019) from City Bridge Trust, the funding arm of the City of London Corporation's charity, Bridge House Estates (Year 1 of 5)

£1,500 from Sutton Community Fund,

MAN&BOY gratefully acknowledges the on-going financial support it receives from The Mark Stolkin Foundation, Waitrose Partnership and individual personal and corporate donations.

A growing number of individuals have taken out regular standing orders or given generous one-off gifts to sustain our work - while some grateful clients have made gifts to MAN&BOY. Our thanks go to them all and we also wish to thank our patron, Adam Byatt; Big Yellow Storage Kingston; Prem Design; White Spider Climbing for their ongoing support.

In addition to the local and national funders and corporate supporters already mentioned we would also like to acknowledge the recent or ongoing support of the following foundations and trusts: London Stock Exchange Group Foundation; Royal Borough of Kingston; Hampton Fund; The Wimbledon Foundation.

A fundraising highlight in 2020 was an online quiz hosted by one of our trustees and including teams from across our network of supporters, volunteers and beneficiaries. Overall, though, it was a challenging year for fundraising through sponsorships and events in light of the Covid-19 pandemic.

3.2 Reserves Policy

The charity's reserves are held in support of the organisation's ongoing activities, recognising that there may arise unexpected needs for funds, unforeseen operational costs, reductions in income below our expectations and specific planned commitments that the charity expects to make.

Of these, the most significant factors for MAN&BOY are those relating to uncertainty around our income and planned commitments.

Regarding expected income, while many of our donors and grants may reasonably be expected to provide ongoing funding into 2021 and beyond, the nature of this income is that it is potentially variable in both timing and amount, and we rely strongly on attracting and retaining grant and direct donors. We are therefore allowing for approximately 20% of annual projected income for reserves in this regard, a total of £30,000.

MAN&BOY
ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

Regarding planned commitments, this in particular currently relates to the planned recruitment of a new fundraising role in 2021 and a full-time director in 2021/22. It will take time for these new roles to positively impact the activities, outputs and fundraising capacity of the organisation. We are estimating that this timing difference may potentially amount to a net cost attribution to the charity of about £20,000 during 2021 and 2022.

The trustees therefore agree that a suitable overall target figure for our reserves at December 2020 is £50,000.

The trustees will review this policy and our target reserves level again during 2021.

3.3 Basis of Accounts

The accounts for the year have been produced on an accruals basis.

4. Funds Held as Custodian

No funds are held by the trust in a custodian capacity.

5. Public Benefit Statement

MAN&BOY seeks to raise self-esteem in boys and support and encourage men as role models so that boys are empowered to reach their full potential in school, work, and family, and to contribute positively in their local communities.

5.1 Objects of the Charity

To help young people to develop their capabilities that they may grow to full maturity as individuals and members of society and in particular by providing opportunities for them to develop a relationship with a relative or other significant adult.

5.2 Guiding Principles

Many boys grow up in the UK with a lack of positive engagement with a father or positive male role model. This has an impact of them, their homes, schools and the wider community. MAN&BOY values family and the role of the father and seeks to raise self esteem in boys, support and encourage men as role models, and empower boys to reach their full potential in school, work, family and to contribute positively to their communities. The services of MAN&BOY are open to all boys and adults irrespective of race, gender, religion or sexual orientation.

To this end we look to actively recruit beneficiaries, volunteers and trustees from those groups currently underrepresented within Man&Boy. In that we way we can broaden perspectives, to better understand the communities we serve.

We recognise and thank the women who hold unique and invaluable roles in our organisation, our families, and the wider community. As men whose lives are positively impacted by many women we recognise their vital impact and partnership in our work. We therefore wish to encourage all of our community at MAN&BOY to continue to work together to envision and action a society where healthy attitudes between men and women are engendered.

5.3 Activities

i. MAN&BOY will provide a supportive, safe and stimulating environment where young people can strengthen their relationship with an adult role model.

MAN&BOY
ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ii. MAN&BOY will provide a variety of activities designed to jointly engage a young person and adult role model in understanding each other better, building trust, confidence, and self-esteem in an atmosphere of praise and encouragement.

iii. MAN&BOY will seek to support and encourage adults as role models, and we will also facilitate activities to encourage the adults and young people to develop a network of support.

The strengths of MAN&BOY are threefold:

- it is a response to a felt need within British society to support family relationships,
- the experience and networking skills of the Founder, Acting Director, Facilitators and Volunteers, and
- the quality of the programme and its growing reputation among professionals working with families.

5.4 Review of Year

In 2020, MAN&BOY celebrated the tenth anniversary since we ran our first events in 2010. We continue to provide fun and engaging activities for boys and an adult male role-model to build strong, positive and nourishing relationships. We continue to fulfil this work through camps, evening courses and events which offer challenging and enjoyable experiences for men (fathers or father figures) to work and play alongside their son (step-son, grandson, younger brother, nephew etc.) in environments which encourage collaborative working and offer opportunities to learn more about themselves and each other.

In 2020, we adapted our work to meet the restrictions of the COVID-19 pandemic and continued to provide support to eligible men and boys through video conferencing, telephone calls and face-to-face meetings where this was safe, and restrictions allowed. This encouraged men in their role as mentors and raised self-esteem in both men and boys. Where restrictions were eased, we were able to briefly resume our in-person camp and course programme.

During adventure weekends and evenings (and as part of our adapted online program), men and boys can talk, and more importantly listen to each other, and through this process understanding and appreciation of each other grows, and family bonds are strengthened. MAN&BOY helps create encouraging environments for positive memories to be created which men and boys can keep learning from, talking about and building on into the future.

MAN&BOY receives applications through a network of referrers and agencies and in 2020 we received 62 referrals from specialist teaching staff with schools, children's services, social care professionals and other charities and third-sector organisations that work with children.

Although a smaller number of families were able to access our in-person activities because of the pandemic, we were still able to provide one Climb and Connect Course and commence a second, and host two Connect (Adventure) Camps. These catered for 26 families, 26 boys and 26 male role model beneficiaries.

In addition to this, because of the flexibility of our funders we were able to stay open throughout the pandemic by offering MAN&BOY Connect-In Online. This programme supported 43 family beneficiaries from London Boroughs and the county of Surrey, either from previous/existing cohorts or as new referrals for 2020 who were contacted by our team to offer online support activities during the times when restrictions were in place.

MAN&BOY recognise the importance of safety, especially when working with children. All trustees, staff and volunteers complete a training programme including child safeguarding training, all trustees, staff and volunteers are subject to the Disclosure and Barring Service where this is relevant, policies and procedures are reviewed and updated

MAN&BOY ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

regularly and risk assessments carried out. This year we have particularly concentrated on online safety protocols when hosting online events.

5.5 Additional Covid-19 response

While Man&Boy adapted operationally to ensure that support was offered to beneficiaries during the Covid-19 pandemic a great deal of work took place behind the scenes to ensure that organisationally we had fully considered the contingencies that needed to be in place to mitigate risk; ensuring that the charity remained a going concern and continue to fulfil its charitable activities. In March 2020 the Director addressed the possible financial, staffing, operational and organisational issues in a paper to the trustees which allowed a number of decisions to be taken by the board.

As a result of these discussions the trustees met remotely, monthly, from April to July, September and October 2020 to discuss items intrinsic to managing risk: to review spend against budget and vary budgets where it was required; to discuss safe provision of remote and in-person services; to ensure staff welfare and the ongoing position of employing staff in relation to furlough. Staff were not furloughed as all could be engaged in the ongoing charitable activities, however two members of staff volunteered to reduce their hours short-term. Any implications of the pandemic on personal benefits, e.g. the pension scheme were considered. A planned recruitment of a new Engagement Co-ordinator was deferred until October 2020 and subsequently appointed to start in January 2021.

The trustee board also considered how all stakeholders including funders, beneficiaries and referrers could be kept informed of the changes that were made operationally and did this at regular intervals. These measures ensured that Man&Boy remain in a good position to re-commence normal activities when it is safe to do so.

5.6 Feedback

Feedback from beneficiaries and referrers and funders has been overwhelmingly supportive and the examples below encapsulate the types of narrative feedback we have received this year.

Men said:

"The activities have been brilliant and well run by the MAN&BOY Team"

"It is great to spend time listening to my son and seeing him in a different environment"

"It was great getting away with my son and having the chance to chat to other dads, especially as I don't normally have that opportunity, I really enjoyed the group sessions as I don't get to talk much to other adults with similar situations to my own."

Boys said:

"(Taking part) made me more confident to speak to people"

"I learned that I can do much more than I thought I could if I try"

"Learnt to listen better. I tried a few things I had not eaten before"

Referrers said:

"It works really smoothly for us and we are keen to continue giving this experience for our boys that need it."

"[The boy shows] less aggression in the home and parents are able to manage [the boy's] behaviour and needs more effectively. [The] family have reported to feeling happier in general and have an additional support network now. The

MAN&BOY
ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

family are spending more quality time together as they now understand the importance of giving time and attention to each other."

"all the families I have referred who attend have found the support of Man and Boy to be really significant and having a positive impact on the family as a whole so thank you."

5.7 Programme Development

The inspirational founder, Trevor Quay, and his talented team have developed a model of engagement with men and boys that has grown in reputation. We are currently expanding into additional London boroughs including Croydon and Hammersmith and Fulham in addition to our presence across South West London and we are well known amongst Surrey referrers for our work.

In early 2020, we also completed a pilot, inviting families from the county of Dorset, referred through their local children's social care team to join in our early spring camp. We have continued to stay in touch with this referrer, with the aim of developing this link further in 2021.

We have also benefited from referrals from a West London Children and Families charity, inviting men and boys to take part in MAN&BOY events. We have also developed our signposting offer, referring some young people and male role models on to other services where these would offer additional support, for example parenting courses for men.

Our planned growth to six camps per year in 2020 was postponed due to the circumstances of the pandemic but the charity plans to increase its contact with families during 2021 and 2022 in whichever ways we are safely able to do so.

This report was approved by the trustees at a meeting on 21 April 2021 and signed on their behalf.



Signed - John Buckeridge

Chair of Trustees



Signed - Justin Cooper

Trustee

MAN&BOY

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS TO THE TRUSTEES OF MAN&BOY

I report on the accounts of MAN&BOY (Charity number 1153633) for the year to 31 December 2020 set out on pages eight to fourteen.

Respective responsibilities of the Trustees and the Independent Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this period under Section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of Independent Examiners Report

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

Independent Examiner's statement

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

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - i. to keep accounting records in accordance with Section 130 of the Charities Act; and
 - ii. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed



Date 19 May 2021

MAN&BOY**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2020**

	Notes	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	2019 Total Funds £
INCOMING RESOURCES					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	25,863	55,607	81,470	133,779
Investment Income	2	-	-	-	-
Total incoming resources		<u>25,863</u>	<u>55,607</u>	<u>81,470</u>	<u>133,779</u>
RESOURCED EXPENDED					
Charitable activities	3	25,050	57,759	82,809	95,021
Governance costs		-	-	-	-
Total resources expended		<u>25,050</u>	<u>57,759</u>	<u>82,809</u>	<u>95,021</u>
NET MOVEMENT IN FUNDS		813	(2,152)	(1,339)	38,758
Fund balances at 1 January		55,581	48,832	104,413	65,655
Fund balances at 31 December		<u>56,394</u>	<u>46,680</u>	<u>103,074</u>	<u>104,413</u>

MAN&BOY**BALANCE SHEET AS AT 31 DECEMBER 2020**

	Notes	£	2020 £	£	2019 £
TANGIBLE FIXED ASSETS	5		1,755		763
CURRENT ASSETS					
Debtors	6	719		5,285	
Cash at bank	7	101,251		100,120	
			<u>101,970</u>	<u>105,405</u>	
NET CURRENT ASSETS			<u>103,725</u>	<u>106,168</u>	
Less creditors	8		652		1,755
NET ASSETS			<u>103,073</u>	<u>104,413</u>	
Represented by:					
FUNDS					
Restricted	9		46,680		48,832
Unrestricted general funds			56,393		55,581
TOTAL FUNDS AT 31 DECEMBER 2020	10		<u>103,073</u>	<u>104,413</u>	

APPROVED ON BEHALF OF THE TRUSTEES



Trustee

MAN&BOY

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historic cost convention on an accruals basis.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations, gifts and grants is recognised when received.

Resources expended and basis of allocation of costs

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Only those costs directly attributable to restricted fund activities are allocated against the income from those resources.

Tangible fixed assets

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

Camp Equipment	33%
IT Equipment	33%

Taxation

Value added tax is not recoverable by the charity, and as such is included in the relevant costs in the Statement of Financial activities. All of the charity's income is applied for charitable purposes and therefore the charity is exempt from corporation tax.

Funds

Restricted funds represent funds held for specific purposes requested by the donors to those funds.

Unrestricted funds represent funds available to the trustees to finance the policies of the charity. Designated funds represent unrestricted funds that the trustees have designated for specific purposes.

MAN&BOY

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	2019 Total Funds £
2 INCOMING RESOURCES				
Voluntary income - Donations				
Donations	18,250	-	18,250	50,052
Grants received	7,613	55,607	63,220	83,727
Total voluntary income	25,863	55,607	81,470	133,779
Investment Income				
Bank interest received	-	-	-	-
Total income from activities	-	-	-	-
Total incoming resources from generated funds	25,863	55,607	81,470	133,779
3 CHARITABLE ACTIVITIES	£	£	£	£
Operational Costs				
Costs of courses, camps & events	130	11,118	11,248	18,660
Insurance and subscriptions	502	-	502	502
Training	630	-	630	315
Marketing	-	-	-	1,428
Fundraising expenses	(240)	-	(240)	-
Total operational costs	1,022	11,118	12,140	20,905
Management and administration				
Project co-ordination	16,739	46,641	63,380	63,983
Employer's pension contributions	893	-	893	1,233
Office running costs	5,139	-	5,139	7,820
Depreciation	1,258	-	1,258	1,081
Total management & administration costs	24,029	46,641	70,670	74,116
Total cost of charitable activities	25,050	57,759	82,810	95,021

MAN&BOY**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020****4 TRUSTEES' REMUNERATIONS, BENEFITS AND EXPENSES**

There were no trustees' remuneration, benefits or expenses paid for the year to 31 December 2020

	2020	2019
	£	£
5 TANGIBLE FIXED ASSETS		
COST b/fwd	5,893	5,190
Additions	2,250	703
Balance at 31 December 2020	<u>8,143</u>	<u>5,893</u>
DEPRECIATION b/fwd	5,130	4,049
Charge for the year	1,258	1,081
Balance at 31 December 2020	<u>6,388</u>	<u>5,130</u>
NET BOOK VALUE		
As at 31 December 2020	<u><u>1,755</u></u>	<u><u>763</u></u>
6 DEBTORS	£	£
Tax refunds	719	5,285
	<u>719</u>	<u>5,285</u>
7 CASH AT BANK	£	£
Cash at bank	<u>101,251</u>	<u>100,120</u>
8 CREDITORS	£	£
PAYE & pension contributions Due	<u>652</u>	<u>1,755</u>

MAN&BOY

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

	Balance at 1 Jan 2020	Received in Period	Allocated in Period	Balance at 31 Dec 2020	Balance at 31 Dec 2019
	£	£	£	£	£
9 RESTRICTED FUNDS					
HFAC	3,000	-	2,000	1,000	3,000
Wimbledon Foundation	1,500	-	1,500	-	1,500
Sutton Voluntary Services	900	1,500	1,800	600	900
Children In Need	2,340	11,990	11,990	2,340	2,340
RBK	1,668	-	333	1,335	1,668
London Stock Exchange	18,000	-	5,067	12,933	18,000
Community Foundation Surrey	800	3,500	4,300	-	800
Greater London Authority	19,641	24,192	25,361	18,472	19,641
City Bridge Trust	983	4,425	5,408	-	983
London Community Foundation	-	10,000	-	10,000	-
Restricted funds as at 31 December 2020	<u>48,832</u>	<u>55,607</u>	<u>57,759</u>	<u>46,680</u>	<u>48,832</u>

The balances on the restricted funds are held as cash deposits.

	Unrestricted Funds	Restricted Funds	2020 Total Funds	2019 Total Funds
	£	£	£	£
10 TOTAL FUNDS				
Balance as at 31 December 2019	55,581	48,832	104,413	65,655
Surplus for year	812	(2,152)	(1,340)	38,758
Balance as at 31 December 2020	<u>56,393</u>	<u>46,680</u>	<u>103,073</u>	<u>104,413</u>

MAN&BOY**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR TO 31 DECEMBER 2020**

	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	2019 Total Funds £
INCOME				
Donations & contributions	1,336	-	1,336	14,789
Gift Aided donations	16,241	-	16,241	29,953
Gift Aid due	673	-	673	5,310
Grants received	7,613	55,607	63,220	83,727
TOTAL INCOME	25,863	55,607	81,470	133,779
EXPENDITURE				
Costs of courses, camps & events	130	11,118	11,248	18,660
Marketing	-	-	-	1,428
Fundraising expenses	(240)	-	(240)	-
Project co-ordination	16,739	46,641	63,380	63,983
Employer's pension contributions	894	-	894	1,233
Insurance	502	-	502	502
Training & conferences	630	-	630	315
Consultancy fees	275	-	275	-
Professional services	205	-	205	395
Printing, postage, stationery & telephone	866	-	866	683
Rent	2,605	-	2,605	4,233
Sundry expenses	1,187	-	1,187	2,509
Depreciation	1,258	-	1,258	1,081
TOTAL EXPENDITURE	25,051	57,759	82,810	95,021
EXCESS OF INCOME OVER EXPENDITURE	812	(2,152)	(1,340)	38,758