



IMPACT REPORT 2024/5

Empowering boys to reach their full potential

**MAN
&BOY**



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 Guy, 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



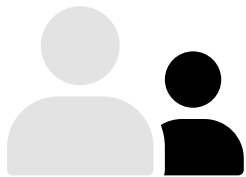
1 IN 4

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

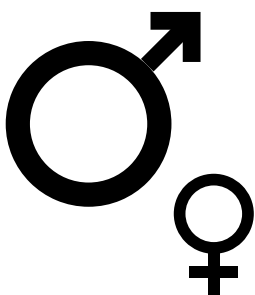
93%

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%

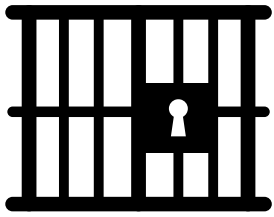
Increase in males not in education or training (NEET) aged 16–24, compared to a **7%** increase among females.⁷

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



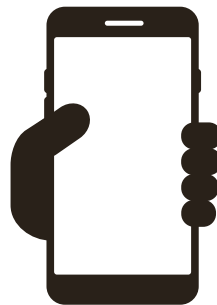
HOW MAN&BOY helps

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.



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.



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.

“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

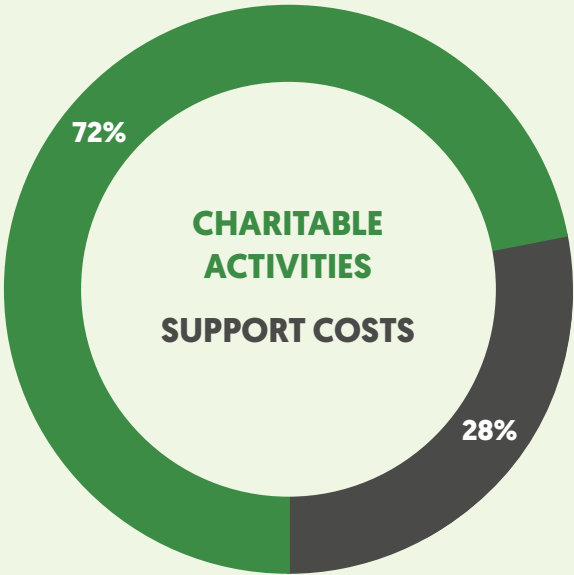
FINANCIAL INFORMATION

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

www.manandboy.org



@manandboyuk



@manandboyuk

MAN&BOY

Richard Mayo Centre,
11 Eden Street,
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

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 underlined by the challenges facing young boys and the need for positive male role models 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 Premm 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, consisting of a large, stylized 'H' followed by several loops and a final flourish.

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><u>16,584</u></u>	<u><u>16,000</u></u>	<u><u>32,584</u></u>	<u><u>62,936</u></u>

The notes form part of these financial statements

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
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>

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

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 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>

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 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>

10. RELATED PARTY DISCLOSURES

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

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

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
	<hr/>	<hr/>
	33,682	12,234
 Governance costs		
Legal fees	35	-
Independent examination	960	960
Trustees expenses	120	-
	<hr/>	<hr/>
	1,115	960
 Total resources expended	<hr/>	<hr/>
	140,158	128,102
 Net expenditure	<hr/>	<hr/>
	(30,352)	(32,120)
	<hr/>	<hr/>

