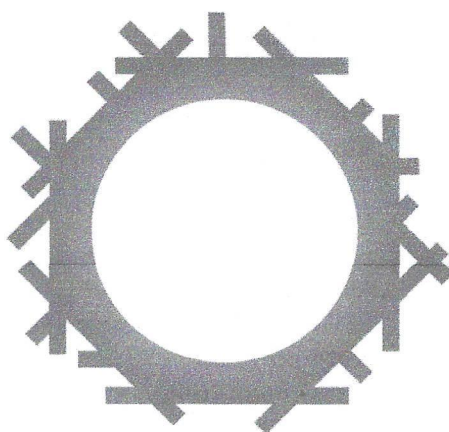


Charity Registration No.: 1156196



EAGLE'SNEST
awakening potential, inspiring dreams

**TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE PERIOD ENDED 31 AUGUST 2021**

EAGLES NEST PROJECT

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees P. Pusey
L. Lloyd-Jarvis
S. Reilly
D. Layzell
J. Edmonds (From October 2020)

Charity Number 1156196

Principle Address BACT Community Hub
Casey Lane
Burton upon Trent
DE14 2ER

Registered Office 1 Greenvale Close
Burton upon Trent
Staffordshire
DE15 9HJ

Independent Examiner Alexander Accountancy
12 Granary Wharf Business Park
Wetmore Road
Burton upon Trent
Staffordshire
DE14 1DU

Bankers The Co-Operative Bank
PO Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Nationwide Building Society
Nationwide House
Pipers Way
Swindon
SN38 1NW

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The Trustees present their report and Eagle's Nest's financial statements for the period ended 31 August 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document and '*Charity Reporting and Accounting: The Essentials March 2015*', meeting the requirements in the FRS 102 Charities SORP.

Objectives and Activities

Aims

Eagle's Nest's objectives, as set out in its Constitution:

To advance alternative educational provision for children and young people across the UK who are not able to engage effectively within the mainstream educational setting, with the aim of improving their future life prospects.

Vision

Awakening potential and inspiring dreams in young people not effectively engaged in mainstream education.

Long Term Goals

A: Provide impactful solutions that result in increased wellbeing for each young person.

B: Build skills and positive attitude changes towards young people resulting in systemic changes in mainstream education.

Core Values

Rooted in Christian values of love and acceptance of all, the values are:

Accept: We believe in accepting every young person as they are, no matter what their history, no-one gets turned away.

Belief: We believe that every young person is uniquely valued and has something positive to offer.

Relate: We believe that modelling positive behaviour is the best way for students to learn what they have not seen/experienced before.

Activities

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The team continue towards the long term vision, which is seen to include a full time residential education centre, Eagle's Nest continues to broaden its offer of packages, including bespoke work.

The charity was able to respond to increased demand for services as a result of the COVID-19 pandemic, offering a significant increase in places for the spring term of 2021, both in project work and 1:1. Flexible staff contracts and previous volunteers, along with continued partnership with Burton Youth for Christ allowed us to meet this need. This expanded service included the introduction of a new project at a local indoor climbing centre which has proved popular with students and remains a part of the offer. Bookings remained high throughout the year, with many occasions where requests for support had to be turned down due to all available spaces being allocated.

The Director continued to work with the Pilotlight team following the Weston Charity Award in June 2020. This provided opportunities for reflection and supported the development of the new 5-year strategy that trustees have worked on during this period ready to launch in Autumn 2021.

John Edmonds joined the trustee board in December 2020 as part of the planned expansion of the team and in March 2021 Duncan Layzell took over as Chair of Trustees. The charity continues to plan for increase in the board in the coming year, both to support the increasing size of the charity and in view of two trustees reaching their nine-year maximum term in 2023.

Achievement and Performance

The charity has worked hard to develop measures that enable assessment of progress against its aims. We continued to use the 10-step measure introduced in 19-20. This enables identification of where on their educational journey each student is on arrival and then again on departure.

82% of students we worked with during the 20-21 academic year have moved positively on the educational scale of engagement, 25% by three or more steps, showing significant improvement in engagement across this period. Some of these young people are still with us and our hope would be that they continue to make improvements to their own journey scores.

Financial Review

The charity has a policy of holding 3 months of operational costs in reserves that is reviewed every 6 months, or sooner when there is a big change planned, such as taking on a new employee.

As the charity continues to develop and grow, Trustees and the Leadership Team carefully monitor these levels when making decisions about investing in growth of the staff team whilst ensuring the charity remains financially sound with the necessary reserves.

Unrestricted reserves at the end of this year showed just over 4 months against the set budget moving into the new financial period. As Trustees foresee this continued period of growth, they continue to assess risk and are satisfied that the current balances give the assurance that Eagle's Nest can meet all its obligations and commitments.

Risks to the charity continue to be regularly discussed as core costs develop with the growth of the charity. Partnership working with other charities has continued to support expanded delivery this year in response to the pandemic in a way that did not increase the financial risk of the charity. Such arrangements continue to be of significant importance in this way.

Trustees also recognise there are significant external risks in relation to the income of the charity and this requires regular review. The last two years have shown just how much things can change in the world around us and the importance of remaining vigilant to changes locally, nationally and beyond that may influence our work and the various streams of income that we receive. Trustees are clear the importance of developing a wide range of income streams to reduce these risks. There continues to be an increase in demand for our service from a broad range of agencies. This provides reassurance that earned income streams remain secure as we begin the new year.

Whilst grant funding was down on the previous year, earned income significantly increased so that overall income was up. Trustees are encouraged that this more sustainable income stream is increasing.

Structure, Governance and Management

Eagle's Nest is a Charitable Incorporated Organisation (CIO). The governing document is the charity's constitution.

Appointment of Trustees

Trustees are appointed by the current board. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

EAGLES NEST PROJECT

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

Potential candidates are usually approached by one of the board members after agreement at a Trustees' meeting about whom would best serve the charity at that time. Upon a favourable response, they are appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. After three consecutive terms of office, a trustee must take a break of at least one year before being invited to stand for a further term, as per the charity's constitution.

Trustees' induction and training

New trustees' will meet with the Charity Director to discuss, ask questions and gain insight into the running of the charity. They are given copies of the constitution, the most recent financial accounts and the key Charity Commission document "*The Essential Trustee*", along with any other relevant documentation, including safeguarding policies and supporting documents and training.

Trustees' skills audits are completed and updated with new appointments and trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The charity is organised so that the Trustee board meetings are held quarterly. Between such meetings there are email exchanges as necessary. The constitution states that a quorum of trustees (at least two or a third of the total number, whichever is greater) must be present at a meeting in order to vote on decisions to be made. There are no restrictions on the trustees' power in respect of the charity's investments. The trustees may invest and apply all the charity's monies in all respects as if they were absolutely and beneficially entitled thereto.

Reference and Administrative Details

The Charity name is Eagle's Nest Project, sometimes referred to as Eagle's Nest.

The registered number of the charity is 1156196.

Principle Address BACT Community Hub
Casey Lane
Burton upon Trent
DE14 2ER

Registered Office 1 Greenvale Close
Burton upon Trent
Staffordshire
DE15 9HJ

The Trustees, and who served during the period were:

P. Pusey (Chair to March 2021)
D. Layzell (Chair from March 2021)
L. Lloyd-Jarvis
S. Reilly
J. Edmonds (From October 2020)

Funders and Supporters

Whilst the ongoing pandemic did impact some scheduled fundraising events, with three not able to go ahead, we were grateful to a volunteer team who put together a quiz that could be purchased for Christmas, along with other endeavours that created opportunities to raise funds, such as homemade marmalade sales. The creativity of volunteers like this, and their desire to ensure we continued to find at least small ways to fundraise without requiring input from the staff team who were busy delivering additional support to young people really captures the spirit of those who support us and is such an encouragement to the team. These seemingly small activities, along with increased regular giving and one-off gifts, meant that we saw an increase overall in donations – a good achievement given original plans were thwarted.

We received eight grants in total throughout the year. The Consolidated Charity of Burton on Trent once again gave grant support. Their ongoing support of the charity is so helpful in growing all that we do. In addition, Persimmon Homes, KFC Foundation, Baron Davenport Charity and Severn Trent have provided funding towards specific project costs. Souter, Woodward and Tesco bags for life also gave grant funding to support the work of the charity. Without grant funding, the charity would not be able to achieve all that it aims for and Trustees recognise and are grateful for this significant part of its income.

We are so grateful to have seen regular giving remain stable during the last year. Trustees recognise the significant financial pressures some have faced as a result of COVID-19 and do not take this support for granted. These regular donations continue to support our financial planning. This, along with some significant one-off gifts have supported the continued growth of the charity.

Alongside financial support, Trustees are very aware of the many people who give of their time and skills to the charity, be that through support with IT and design work, repairs to the building or administrative support. The time and commitment that volunteers show is invaluable in enabling the charity to reach as many young people as it can.

Trustees are committed to ensuring all funds available are spent wisely as the charity continues to grow.

Plans for 2021-22

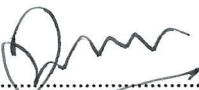
The Autumn of 2021 will see the launch of the new 5-year strategy document outlining plans for the future. This has been a significant piece of work involving a range of different stakeholder groups throughout development.

A key milestone remains that of securing a building to manage in order to both expand our work and begin the registration process with the Department for Education. The development of a Senior Leadership Team is also a significant next step and the Deputy Head of Centre role is planned for recruitment in the next 12 months.

Trustees are seeking to increase the size of the board and will also be introducing some sub-groups to support the wider work as the organisation grows.

On behalf of the board of Trustees:

D. Layzell (Chair of Trustees)


.....

Date: 3.12.2021

Louise Lloyd-Jarvis (Treasurer)


.....

Date: 8-12-2021

EAGLES NEST PROJECT
INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 31 AUGUST 2021

Independent examiner's report to the Trustees of Eagles Nest Trust

I report on the accounts of the Trust for the year ended 31 August 2021, which are set out on pages 9 to 14.

Respective responsibilities of trustees and 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general directions given by the commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of independent examiner's 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 the 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 next statement.

Independent Examiner 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:

- to keep accounting records in accordance with section 130 of the 2011 Act and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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



Wayne Penlington FCCA

Alexander Accountancy

12 Granary Wharf Business Park

Wetmore Road

Burton upon Trent

Staffordshire, DE14 1DU

EAGLES NEST PROJECT
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 AUGUST 2021


		Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	Notes	£	£	£	£
<u>Incoming and endowments from:</u>					
Donations		12,844	-	12,844	11,528
Gift Aid reclaimed		2,060	-	2,060	1,458
Grants received	2		20,067	20,067	40,531
Interest received		-	-	-	-
		14,904	20,067	34,971	53,517
<u>Income & Endowments from:</u>					
Bespoke courses		30,831	-	30,831	29,377
Small Group Projects		73,470	-	73,470	46,193
Total incoming resources		119,205	20,067	139,272	129,087
<u>Expenditure on:</u>					
<u>Raising Funds</u>					
Fundraising event - Administration	3	240	-	240	
Total Expenditure on Raising Funds		240	-	240	
<u>Charitable Activities</u>					
Travel		2,765	290	3,055	1,715
Training	4	1,136	75	1,211	4
Project resourcing		15,119	7,818	22,937	16,809
Staff Costs	5	85,692	9,080	94,772	80,642
Volunteer expenses		57	137	194	65
Total Charitable Activities		104,769	17,399	122,168	99,235
<u>Support Cost</u>					
Office Rent		1,684	4,448	6,132	12,563
Administration		4,350	146	4,496	4,155
Insurance		1,436	-	1,436	1,418
DBS Checks		234	25	259	78
Trustee expenses	6	30	-	30	19
Total Support Costs		7,734	4,619	12,353	18,233
Total Expenditure		112,743	22,018	134,761	117,468
Net movement in funds		6,462	(1,951)	4,511	11,619
Fund balances at 1 st September 2020		48,840	10,513	59,353	47,734
Fund balances at 31st August 2021		55,302	8,562	63,864	59,353

EAGLES NEST PROJECT
BALANCE SHEET
AT 31 AUGUST 2021

		2021	2020
	Notes	£	£
Current assets			
Debtors	7	6,422	1,359
Cash at bank and in hand		62,401	59,546
Creditors: amounts falling due within one year	8	(4,957)	(1,552)
Total net assets		63,866	58,353
Income funds			
Restricted funds	9	8,562	10,513
Unrestricted funds		55,302	48,840
		63,864	59,353

The accounts were approved by the Board on:

D. Layzell (Chair of Trustees)



Louise Lloyd-Jarvis (Treasurer)



EAGLES NEST PROJECT
NOTES TO THE ACCOUNTS
FOR THE PERIOD ENDED 31 AUGUST 2021

1 Accounting policies

a. Basis of preparation

The accounts have been prepared under the historical cost convention

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice. "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006.

b. Incoming resources

Tax recoverable in respect on covenanted income, gift aid and bank interest is recognised in the Statement of Financial Activities when monies are receivable. All other income is recognised when the trustees are reasonably certain they will receive it, and that the value can be reliably measured.

Grants receivable are credited to the SOFA in the year to which they relate.

c. Expenditure is accounted for on an accrual basis and has been listed under headings that aggregate all the costs related to that activity.

Costs of generating funds are those costs incurred in attracting voluntary income.

Charitable activities include expenditure directly associated with individual projects and support costs relating to those activities.

Governance costs are those incurred in connection with the management of the charity and its assets, organisation administration and compliance with constitutional and statutory requirements.

d. Accumulated funds

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors in so far as these are intended to be binding on the trustees.

e. Value Added Tax

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

2

Grants received	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Consolidated Charities Burton	-	-	-	4,645
Consolidated 21	-	9,747	9,747	-
KFC	-	1,820	1,820	-
Severn Trent	-	2,000	2,000	-
Baron Davenport's Charity	-	500	500	-
Persimmon	-	1,000	1,000	-
Souter	-	3,000	3,000	-
Woodward	-	1,000	1,000	-
Tesco bfl	-	1,000	1,000	-
SJP Regional Charity of the Year	-	-	-	5,000
James Thornton Charitable Trust	-	-	-	5,000
Newstart Trust	-	-	-	500
Weston Charity Award	-	-	-	6,500
Garfield Weston Foundation	-	-	-	10,000
CAF Bank Emergency Fund	-	-	-	3,700
National Emergency Trust	-	-	-	4,686
Western Power COVID-19	-	-	-	500
Net Grants received	-	20,067	20,067	40,531

EAGLES NEST PROJECT
NOTES TO THE ACCOUNTS
AT 31 AUGUST 2021

- 3 Fundraising
We have changed the way we record against this line this year. Our online giving platform has previously been recorded as an administration cost but will be recorded here moving forward.

- 4 Training
Last year training was shown within staff costs and was not separated out which is the reason for the difference in comparison.

- 5 Employees

Number of Paid Employees

The total number of paid employees during the period was:

	2021 Number	2020 Number
Charitable Activity	9	8
Employment Costs	2021	2020
	£	£
Wages and salaries	94,772	80,642
inc Social security costs		-
	<u>94,772</u>	<u>80,642</u>

No employees received employee benefits, excluding employer pension costs, of more than £60,000.

- 6 Trustees
A thank you gift voucher for Chairperson stepping down.

- 7 Debtors

	2021 £	2020 £
Other debtors and prepayments	6,422	1,360
	<u>6,422</u>	<u>1,360</u>

- 8 Creditor: amounts falling due within one year

	2021 £	2020 £
Accruals	4,957	1,551
	<u>4,957</u>	<u>1,551</u>

EAGLES NEST PROJECT
NOTES TO THE ACCOUNTS
AT 31 AUGUST 2021

9 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 September 2020 £	Incoming resources £	Resources expended £	Balance at 31 August 2021 £
Consolidated Charities Burton	2,307	9,747	7,673	4,381
Baron Davenport's Charity	-	500	500	-
St James's Place	600	-	-	600
Donation: SpotOn Pool	100	-	-	100
KFC	-	1,820	860	960
Persimmon	-	1,000	479	521
Severn Trent	-	2,000	-	2,000
Souter	-	3,000	3,000	-
Garfield Weston Foundation	7,506	-	7,506	-
Woodward	-	1,000	1,000	-
Tesco bags for life	-	1,000	1,000	-
	10,513	20,067	22,018	8,562

Consolidated Charities Burton

£2,307 carried over towards for both 'above and beyond' work and resources for the girls group Spa day project. These were all spent by March 2021. Additional grant given this year for room rental for teaching spaces and external provider costs.

Baron Davenport's Charity

£500 towards mentor trips project.

St James's Place Wealth Management

£600 Ring-fenced for cooker when we move to new property. Final part of grant given in Autumn 2019. Agreement to carry over until building obtained.

Donation: SpotOn Pool Club

£100 collected by the local pool club towards the cost of a pool table once a building has been acquired. Full amount given in financial year ending September 2019. It was agreed we could carry the amount forward until we are ready to buy a table.

KFC Foundation

£1,820 for cooking ingredients with students and dining experience during year.

Persimmon

£1,000 towards mentoring project

Severn Trent

£2,000 towards therapeutic support for students. Carried over for use with planned sessions in girls group

EAGLES NEST PROJECT
NOTES TO THE ACCOUNTS
AT 31 AUGUST 2021

Souter

£3,000 towards salary for appointment of part-time Finance Manager

Woodward

£1,000 towards core costs

Tesco Bags for Life

£1,000 towards recruitment costs, laptop and project support worker costs