



EAGLE'SNEST
awakening potential, inspiring dreams

**TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE PERIOD ENDED 31 AUGUST 2022**

EAGLES NEST PROJECT

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees J. Edmonds
D. Layzell
L. Lloyd-Jarvis
P. Pusey
S. Reilly

Charity Number 1156196

Principle Address (to Aug 2022) 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 2022.

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.

The Vision

Every young person realising their potential

Our Mission is to awaken the potential and inspire dreams in young people not effectively engaged in mainstream education.

Long Term Goals

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

B: To 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.

This year has seen several milestones reached, with over 200 young people supported since the start of the charity, and over 100 Nationally recognised qualifications being achieved. We have worked with eight different Local Authorities and continued to increase projects and activities on offer, introducing horse therapy sessions, individual circus skills and magic workshops and ski sessions amongst several other developments within existing projects. We have seen several young people transition back to full time education, with others making good progress on that journey. The range of support we offer has continued to grow, and this included running some training sessions for other charities this year.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

With the start of this financial year, came the start of our new 5-year strategy and underpinning operational plans. The board are committed to ensuring these substantial steps are planned for effectively in order to see us move towards our goals, and during this year, we reached a point where trustees were able to approve a permanent Deputy Head of Centre role that will be made in Autumn 2022. This is slightly later than initially planned but is a significant step, and will enable the Director to have more time to focus on strategic elements of the role whilst the Deputy takes a lead on specific areas, including some operational elements. The delivery team has grown significantly in the last year as we extend our capacity and this senior post will help to ensure quality is maintained as we continue to grow.

Whilst the Pilotlight project linked to the Weston Charity Awards officially finished in June 2021, members of the team have continued to pro-actively support the charity through their skills and networks. In addition, a formal Pilotlight mentor is working with the Director to continue moving forward areas that will help to build capacity and sustainability for the charity.

The search for a sole use property has continued to be a focus, and in April this year we began exploring a rental option with another local charity in a building they were not making use of. Sadly, this option was withdrawn a few months later, meaning we had to find a temporary space quite urgently as we had prepared to move from our current location. The Community Church in Burton (TCC), along with another local church we have used for a number of years, have provided a temporary solution from September 2022, but this does make the issue of a more permanent location even more pressing as we look to the future.

Achievement and Performance

The Strategic Plan, published formally in January this year, shows evidence of the stakeholders who continue to benefit from the work of the charity, including a case study.

We continue to see an increase in the number of young people we support and the complexities they face. We have seen an increase in referrals from post adoption support in the last year, alongside the significant proportion of young people we work with who are currently in Local Authority Care. Whilst programmes are very individual and bespoke, we continue 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.

Financial Review

The charity has a policy of holding a minimum of 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.

In the last year, the charity has monitored these levels carefully as decisions were made both around a move of property and the planned appointment of the Deputy Head of Centre. Trustees and the Leadership Team are very aware of the importance of monitoring these levels when investing in growth of the staff team in order to ensure the charity remains financially sound with the necessary reserves.

Unrestricted reserves at the end of this year showed 4.5 months against the set budget moving into the new financial period, though it is likely these additional reserves may be drawn upon in the year ahead as we work to find a more permanent building solution. Trustees continue to assess risk, and have a formal budgetary review scheduled at the midpoint of the year. The board are therefore satisfied that the current balances give the assurance that Eagle's Nest can meet all its obligations and commitments.

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Risks to the charity continue to be regularly discussed as core costs develop with the growth of the charity. Flexible contracts continue to be a way for the charity to reduce financial risk whilst offering fair and good pay and conditions to these staff.

Trustees acknowledge that we are entering a time where external risks factors are more significant. Pressures on the economy and cost of living could lead to reduced regular and one-off giving which could in turn place increased pressure to secure grant funding. Trustees are clear of the importance to remain vigilant to changes locally, nationally and beyond that may influence our work and the various streams of income that we receive. They 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.

During this financial year, we saw a return to much healthier levels of grant funding being secured. We have also seen a significant increase in donations, most notably through several substantial one-off donations. This, along with increased earned income through responding to the high demand for our service, has ensured we can feel secure about making decisions to invest in the planned staffing structures and the increased costs of a sole use building, thus enabling us to feel confident about investing in line with the strategic plans.

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.

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

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

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 (to August 2022).... 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:

J. Edmonds
D. Layzell (Chair)
L. Lloyd-Jarvis
P. Pusey
S. Reilly

EAGLES NEST PROJECT
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

Funders and Supporters

Whilst we did not hold a large fund raising event this year, in part due to the continuing challenges of the pandemic, we were supported significantly through a number of donations from individuals. Support from those who follow our journey and are keen to be involved in providing solutions for young people attending the project are a fantastic support to us, and such an encouragement to the team.

In addition, we received seven grants throughout the year. The Consolidated Charity of Burton on Trent once again gave grant support. It is so helpful to have a local grant giving body who understand the context we are operating in. Their ongoing support of the charity is so helpful in growing all that we do. We also received support from The Cumberland Trust, another local trust that were keen to support the work we do with young people. In addition, the Garfield Weston Foundation provided two grants, an unrestricted grant of £5,000 as we celebrated the end of WCA in October, and a further larger grant towards the appointment of a Deputy Head of Centre, (and interim measures to alleviate pressure on the Director). We really appreciate the ongoing relationship with Garfield Weston Foundation. We also received grants from Asda, Awards for All and SCVYS towards some specifically identified charity costs. Every grant we receive is such an encouragement and endorsement of all we are trying to achieve. We are constantly trying to increase the reach of what we do and 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 increase slightly this year. We recognise the pressures many are facing in the current financial climate and are so grateful for continued support. We have also been blessed by a number of substantial one-off gifts this year that have really helped to boost donations overall.

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 2022-23

As we enter year two of the new plan, progress is moving in the right direction. The appointment of a Deputy Head was delayed slightly with recruitment now scheduled for Autumn 2022 with a Spring 2023 start date. This post will release significant capacity at a strategic level.

With the charity operating from a temporary home from September 2022 following the planned move not going ahead, it is now crucial that we find a more permanent solution in the year ahead.

These two significant developments will bring stability to all involved with the charity and will provide the platform from which other plans can be achieved.

We have a new trustee joining the board in March 2023 who will take over as the safeguarding lead trustee once settled into the role. Trustees are completing a review of the board in order to ensure further appointments can be made that provide for the needs of the charity in the coming years. Trustees intend to increase the size of the board in line with the growth of the charity.

On behalf of the board of Trustees:

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

D. Layzell (Chair of Trustees)



Date: 2-12-2022

Louise Lloyd-Jarvis (Treasurer)



Date: 2-12-2022

EAGLES NEST PROJECT
INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 31 AUGUST 2022

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 2022, 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

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Staffordshire, DE14 1DU

EAGLES NEST PROJECT
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 AUGUST 2022

		Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	Notes	£	£	£	£
<u>Incoming and endowments from:</u>					
Donations		30,236	-	30,236	12,844
Gift Aid reclaimed		3,925	-	3,925	2,060
Grants received	2	10,000	39,700	49,700	20,067
Interest received		15	-	15	-
		44,177	39,700	83,877	34,971
<u>Income & Endowments from:</u>					
Bespoke courses		40,245	-	40,245	30,831
Small Group Projects		80,595	-	80,595	73,470
Total incoming resources		165,017	39,700	204,717	139,272
<u>Expenditure on:</u>					
<u>Raising Funds</u>					
Fundraising event - Administration		275	-	275	240
Total Expenditure on Raising Funds		275	-	275	240
<u>Charitable Activities</u>					
Travel		3,052	480	3,532	3,055
Training		1,799	32	1,831	1,211
Project resourcing		16,344	6,941	23,285	22,937
Staff Costs	3	103,692	4,412	108,104	94,772
Volunteer expenses		113	41	154	194
Total Charitable Activities		125,000	11,906	136,906	122,168
<u>Support Cost</u>					
Office Rent		6,122	6,358	12,480	6,132
Administration		4,905	797	5,701	4,496
Insurance		1,423	-	1,423	1,436
DBS Checks		168	12	180	259
Trustee expenses		46	-	46	30
Total Support Costs		12,664	7,167	19,831	18,233
Total Expenditure		137,939	19,073	157,012	134,761
Net movement in funds		27,078	20,627	47,705	4,511
Fund balances at 1 st September 2021		55,302	8,562	63,864	59,353
Fund balances at 31st August 2022		82,380	29,189	111,569	63,864

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BALANCE SHEET
AT 31 AUGUST 2022

		2022	2021
	Notes	£	£
Current assets			
Debtors and prepayments	4	18,363	6,422
Cash at bank and in hand		94,751	62,401
Creditors: amounts falling due within one year	5	(1,545)	(4,957)
Total net assets		111,569	63,866
Income funds			
Restricted funds	6	29,189	8,562
Unrestricted funds		82,380	55,302
		111,569	63,864

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 2022

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.

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	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Grants received				
Consolidated Charities				
Asda		9,000	9,000	9,747
		200	200	
Awards for All		10,000	10,000	
Garfield Weston	5,000	20,000	25,000	
The Cumberland Trust	5,000		5,000	
SCVYS		500	500	
KFC	-			1,820
Severn Trent	-			2,000
Baron Davenport's Charity	-			500
Persimmon	-			1,000
Souter	-			3,000
Woodward	-			1,000
Tesco bfl	-			1,000
Net Grants received	10,000	39,700	49,700	20,067

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AT 31 AUGUST 2022

3 Employees

Number of Paid Employees

The total number of paid employees during the period was:

	2022 Number	2021 Number
Charitable Activity	10	9

Employment Costs

	2022 £	2021 £
Wages and salaries	108,104	94,772
Inc. Social security costs		-
	<u>108,104</u>	<u>94,772</u>

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

4 Debtors

	2022 £	2021 £
Other debtors and prepayments	18,363	6,422
	<u>18,363</u>	<u>6,422</u>

5 Creditor: amounts falling due within one year

	2022 £	2021 £
Accruals	1,545	4,957
	<u>1,545</u>	<u>4,957</u>

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NOTES TO THE ACCOUNTS
AT 31 AUGUST 2022

6	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 2021 £	Incoming resources £	Resources expended £	Balance at 31 August 2022 £
	Consolidated Charities Burton	4,381	9,000	10,884	2,497
	Asda		200	200	0
	St James's Place	600	-	-	600
	Donation: SpotOn Pool	100	-	-	100
	KFC	960		960	0
	Persimmon	521		521	0
	Severn Trent	2,000		2,000	0
	Awards for All		10,000	425	9,575
	Garfield Weston Foundation		20,000	4,083	15,917
	SCVYS		500	-	500
					-
		8,562	39,700	19,073	29,189

Consolidated Charities Burton

£4,381 carried over 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.

Asda

£200 towards the increased costs following the pandemic

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

£960 carried over for cooking ingredients with students and dining experience during year.

Persimmon

£521 carried over towards the mentoring project.

Severn Trent

£2,000 carried over towards therapeutic support for students in girls group and horse therapy sessions.

Awards for All

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NOTES TO THE ACCOUNTS
AT 31 AUGUST 2022

£10,000 towards increased staffing and associated costs to support the growth of the charity.

Garfield Weston Foundation

£20,000 towards new senior staff post and additional support to free up Director in the interim.

SCVYS

£500 carried over for staff training