

FOUNDATION FOR CHANGE

England & Wales · Charity number 1156575

Details

Status Registered

Legal form CIO

Registered 2014-04-08

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

Contact

Address 119 Shoreditch High Street
Shoreditch
London
E1 6JN

Phone 02034901818

Email info@foundationforchange.org.uk

Website www.foundationforchange.org.uk

Activities

Objects: To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. For the purpose of this clause, 'socially excluded' means being excluded from society, or parts of society, as a result of being a member of a socially and economically deprived community. We will do this by: a. empowering individuals that are socially excluded for the reason above to leave meaningful lives through participation on our transformative courses; b. providing holistic support to promote social inclusion through social activities, further education, volunteering or employment for graduates of our programmes through our growing Foundation for Change community network; and c. scaling the Foundation for Change model to create widespread social integration.

Activities: Foundation for Change works with people affected by substance misuse. A main aim of the organisation is supporting our service-users to integrate and engage in society from a fresh perspective, achieved through education. We aim for individuals to feel more informed, less helpless, and better empowered in their lives as opposed to being dependent on intervention from treatment services.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£243,229	£233,631	-	-
2024-03-31	£287,102	£284,267	-	-
2023-03-31	£160,358	£260,661	-	-
2022-03-31	£218,885	£173,779	-	-
2021-03-31	£245,887	£173,260	-	-

Trustees

Name	Role	Appointed
Caroline East		2017-11-07
Caroline Simmons		2016-09-19
Clifford Atkins		2018-02-20
Drew Olujimi Gladwell		2024-08-05
Lucie Russell		2025-04-14
Matt Clack		2019-12-10

Accounts

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2025



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report &
Financial Statements**
for the year ended 31 March 2025

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

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(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name: Foundation for Change

Registered Charity Number: 1156575

Principal address: 119 Shoreditch High Street, London, E1 6JN

Trustees

1. Matt Clack: Chair
2. Caroline Simmons: Treasurer
3. Caroline East: Secretary
4. Priscilla Tiigah
5. Clifford Atkins: Legal
6. Drew Gladwell

Senior Staff

Bob Bharij: Chief Executive

Jayne Bullough: Head of Learning & Programme Development

Reference and Administrative Information

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2025. The reference and administrative information set out on page 2 forms part of this report.

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (SORP) (FRS 102), applicable accounting standards (FRS 102), and the Charities Act 2011.

Though the charity's income did not exceed £250,000 during the reporting period, it was decided that the accounts be prepared on an accruals basis in accordance with the requirements of the Charities (Accounts and Reports) Regulations 2008. This means that income and expenditure are recognised when they are earned or incurred, not when money is received or paid, in order to give a true and fair view of the charity's financial activities and position.

Structure, Governance and Management

Type of governing document: Constitution dated 14th March 2014

- How the charity is constituted: Charitable Incorporated Organisation

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

- Trustee selection methods: Only the board has the power to appoint new trustees. Proposals will be made to the Chair of the Board and the directors. Candidates must submit an expression of interest which is reviewed by the Chair and directors who then interview the candidate. The chair and the directors make their recommendations to the rest of the board to approve the candidate's appointment.

Culture and Protections

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or trainees who are or become disabled.

Public Benefit

In setting our objectives and planning our activities, our trustees have given careful consideration to the charity commission's guidance on public benefit.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

TRUSTEES ANNUAL REPORT

INTRODUCTION

We are pleased to present the Trustee Annual Report for Foundation for Change (FfC) for the year ending March 2025. This report highlights our ongoing efforts, accomplishments, and the positive impact we've made in supporting individuals who are transitioning from drug and alcohol treatment to independent, fulfilling lives. FfC remains committed to helping these individuals reintegrate into society, equipping them with the tools to lead meaningful, active lives beyond solely achieving abstinence.

WHO WE ARE

Foundation for Change (FfC) is a London-based, pioneering non-profit organisation committed to facilitating social inclusion for individuals from marginalised backgrounds, particularly those recovering from drug and alcohol addiction. Our innovative learning programmes, alongside our FfC community support, help individuals transition permanently from treatment services to full participation in society, breaking cycles of trauma and creating lasting change. The programmes are rooted in psychology, feminist theory, philosophy, and social history to foster the self-awareness, self-esteem and self-reliance individuals need to create change in their lives. Our vision is bold: a future where dignity replaces stigma, opportunity replaces exclusion, and every individual has the chance to reclaim their place in a more compassionate, just, and inclusive world.

OUR WORK

At FfC, we engage with individuals from socially and economically disadvantaged communities, acknowledging addiction as a response to trauma rooted in systemic inequalities. We offer participants a unique opportunity to understand how social power dynamics and economic forces have influenced their lives, reframing their substance use as an understandable coping strategy. This perspective fosters healing, self-awareness, and empowerment.

Through our educational programmes, participants embark on a transformative journey of self-discovery within a broader societal context. Our core offerings include Psychology for Change (PfC) and Feminism for Change (FemfC). PfC is an 8-week mixed-sex course, focusing on personal growth and development, while FemfC, a 6-week course for women, explores the impact of sex inequality on their lives and substance use. These programmes enable participants to reclaim their voice, embrace critical thinking, and rediscover their sense of agency.

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TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

MEASURING OUR IMPACT

We measure our impact through a structured data collection process at key stages: course enrolment, completion, and follow-up assessments nine months after graduation. The Short Warwick-Edinburgh Mental Well-being Scale (SWEMWBS) helps us track changes in participants' well-being. Additionally, we monitor sustained abstinence, reduced reliance on public services, participation in volunteering or employment, and engagement in community activities

HIGHLIGHTS FROM 2024/25

Some of the highlights from the period April 2024 to March 2025 include:

1. Delivered two intakes of PfC and three of FemfC, working with a total of 34 unique individuals. Female participants can access both courses. As such, the number of unique journeys across both courses was 43.
2. The completion rate for both courses combined was 81%.
3. 100% of graduates scored the FfC team 4 or above (a scale of 1-5 where 5 is the highest) on measures related to: creating a learning environment; being authentic and human; embodying what they taught; being trustworthy, and demonstrating taking responsibility.
4. 95% scored 4 or above (on a scale of 1-5) on whether they felt more capable as a result of participating on our courses.
5. At our longitudinal follow ups, 86% felt they were more active members of their communities.
6. Our response rate to the follow ups was 56% during this period. Of the 56% that responded, 92% reported maintaining their abstinence at the 9-month mark.

FINANCIAL OVERVIEW

In the fiscal year ending March 2025, FfC's funding sources included individual donations, grants, and corporate partnerships. Our prudent financial management has enabled us to continue delivering our courses. We extend our heartfelt gratitude to all our supporters, partners, and volunteers who continue to contribute to our mission.

LOOKING AHEAD

The year 2025/26 will see us continuing to focus on building the infrastructure and strengthening the work of Foundation for Change, with specific focuses on 1) Programme design and delivery; 2) Operations & Leadership; 3) Raising the profile of our approach; and 4) Monitoring, Evaluation & Learning.

Expanding our services: Alongside our work focusing on individual impact, we also want to further our systemic impact, expanding the FfC Approach and philosophy into a wider range of settings. We will do this by providing paid professional training, offering consultancy work and selling learning resources both within and outside of the drug and alcohol sector. Our broader aim is to contribute our voice to the growing wave

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TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

of change that is encouraging a more expansive view of addiction and other responses to social inequality alongside a growing recognition of the trauma that lies at the root of these.

Ongoing support for trainees: We will continue to build the FfC Community – the growing network our trainees have access to on graduating from our courses. Through events, outings in spaces deliberately intended to support our trainees to explore cultures outside the recovery community, and optional monthly check-ins, the FfC Community both brings people together and encourages the continuation of people bringing their learning to life. Building our community in this way ensures our impact is long-lasting and connects to the broader vision of our work: empowering people to be a part of society rather than excluded from it.

Continued strengthening of our infrastructure: We will focus on strengthening our internal infrastructure to ensure long-term sustainability and growth. To secure financial sustainability, we will work on both increasing and diversifying our income streams, building fundraising capacity, and improving our financial management systems. At the same time, we will enhance our human resources by offering professional development to staff, expanding our volunteer programme, and continuing to cultivate the FfC culture built around our Values, Qualities and Ways of Being. Strengthening our operational efficiency will also be key, with a focus on continuing to streamline internal processes, updating policies, and investing in the systems we need to support our growing team.

Our work will also focus on improving our programme delivery and demonstrating the impact of our approach. We will continue to strengthen the monitoring and evaluating of our courses to better track outcomes and report on the successes of our participants. In addition, we aim to expand our communications efforts to raise awareness of our work and shift public perceptions around the links between trauma and social inequality. By strengthening our brand presence and building more of a public platform to raise our profile, we can reach a wider audience and attract new supporters. Finally, we will work to build strategic partnerships and collaborations within the sector, increasing our influence and expanding the reach of our unique approach to recovery and personal growth.

Social franchise model: During the next three years, we will continue to develop our plans for replicating our work through a social franchise model. In 2024, we formally documented the FfC Approach, the first step towards strengthening how we both train trainers internally and externally as part of the social franchising. In 2025, we will pilot our first ever train the trainer internal tutoring for both our existing team and our new volunteers. This will be a prototype for the training we aim to take outwards as part of our social franchising model.

CONCLUSION

In conclusion, we extend our deep appreciation to our trustees, staff, partners, and supporters who have made our work at Foundation for Change possible. Together, we are making a lasting impact on the lives of those recovering from addiction and striving for positive change. We invite you to join us in our ongoing journey to transform lives and create a more inclusive and equitable society.

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TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

On behalf of the Trustees and the FfC Team,

A handwritten signature in black ink, consisting of several overlapping loops and a long, sweeping tail that ends in a small dot.

Bob Bharij
CEO and Founder

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

Financial Review

Review of financial position

In total we secured £242,842 of funding in the year 2024/25, with an expenditure of £286,828. The total funds carried forward was £227,632 which is above our reserves requirement.

Reserves and reserves policy

As a sign of our continuing financial robustness, the trustees follow the reserves policy that was set in place in November 2017 and reviewed in 2021. The Chief Executive meets the treasurer bimonthly to assess the level of reserves as well as income and expenditure, cash flow, forecasting, and fundraising activities. The policy requires that unrestricted reserves are set as being two months’ expenditure (rather than a fixed amount), based on costs relating to the previous two months at any given time. This allows for flexibility for fluctuating running costs.

Going concern

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

Declarations

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

	Signature(s)	DocuSigned by: <i>Matt Clack</i> BD0092BBC54A4BD...	
	Full name(s)	Matt Clack	
	Position (e.g. Secretary, Chair, etc.)	Chair	
	Date	10/10/2025	

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

Independent examiner's report on the accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A	Independent Examiner's Report		
Report to the trustees/ members of	Charity Name Foundation for Change		
On accounts for the year ended	31 March 2025	Charity no (if any)	1156575
Set out on pages	10 - 13		

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

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 2011 Act and in carrying out my examination, I have followed the 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

Signed:

Signed by:
Tuffaha
119507BD8889432...

Date:

10/10/2025

Name:

M.H Tuffaha AFA

Relevant professional
qualification(s) or body (if
any):

Institute of Financial Accountants

Address:

3rd Floor, 86-90 Paul Street, London, EC2A 4NE

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2025

**FOUNDATION FOR CHANGE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2025**

		Year ended 31 March 2025			Year ended 31 March 2024
	Note	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
INCOME	2				
Donations and Legacies		242,842		242,842	286,828
Investment Income		387		387	274
				-	
		243,229		243,229	287,102
EXPENDITURE	3				
Raising Funds		37,214		37,214	44,485
Charitable Activities		191,748	4,669	196,417	239,782
		228,962	4,669	233,631	284,267
NET INCOME/(EXPENDITURE)		14,267	(4,669)	9,598	2,835
FUNDS brought forward	4	86,963	5,976	92,939	90,104
FUNDS carried forward		101,230	1,307	102,537	92,939

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2025

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FOUNDATION FOR CHANGE
BALANCE SHEET
AT 31 MARCH 2025

	31 March 2025	31 March 2024
CURRENT ASSETS		
Bank and Cash Balances	227,892	114,233
Debtors and Prepayments	5,000	32,467
	<u>232,892</u>	<u>146,700</u>
CURRENT LIABILITIES		
Creditors and Accruals	<u>130,355</u>	<u>53,761</u>
NET ASSETS	<u>102,537</u>	<u>92,939</u>
THE FUNDS OF THE CHARITY		
Restricted Income Funds	1,307	5,976
Unrestricted Funds	101,230	86,963
	<u>102,537</u>	<u>92,939</u>

The financial Statements were approved by the board of trustees and signed on its behalf by

Name: Matt Clack

Position: Chair

Date: 10/10/2025

Signature :

DocuSigned by:

BD0092BBC54A4BD...

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

FOUNDATION FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (1)

YEAR ENDED 31 MARCH 2025

1 ACCOUNTING POLICIES

a Basis of Preparation

Foundation for Change is a charity which operates for the public benefit.

The financial statements have been prepared under the historical cost convention, on a going concern basis, in accordance with the Statement of Recommended Practice (SORP) in accounting and reporting by charities,

b Income

Income from grants is included when there is reasonable certainty of entitlement.

In respect of time related unrestricted grants, income which has been received in advance is deferred.

c Gift Aid

Gift Aid is claimed on donations received, accounted for when the amount can be calculated with a reasonable degree of certainty, normally at the earliest of the date received or claim being made.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

FOUNDATION FOR CHANGE
NOTES TO THE FINANCIAL STATEMENTS page 2
YEAR ENDED 31 MARCH 2024

			Year ended 31 March 2025 £	Year ended 31 March 2024 £
2 ANALYSIS OF INCOME				
2a Donations & Legacies				
	Grants from Trusts and Foundations		216,542	243,870
	Corporate Donations		22,850	15,700
	Other Donations		3,450	25,683
	Gift Aid			1,575
			<u>242,842</u>	<u>286,828</u>
2b Investment Income				
	Bank Interest Received		<u>387</u>	<u>274</u>
3 ANALYSIS OF EXPENDITURE				
	Charitable Activities £	Raising Funds £	Year ended 31 March 2025 £	Year ended 31 March 2024 £
Employment				
	Salaries	155,798	30,804	186,602
	Staff development & training	4,327		4,327
	Staff expenses	1,774		1,774
	Consultants	720		720
Office Running Costs & Miscellaneous				
	Rent	22,000		22,000
	Insurance	461		461
	Communications	5,057	2,770	7,827
	Printing & Stationery	1,034		1,034
	Licences & Subscriptions	488		488
	Trainee and Volunteer expenses	3,151		3,151
	Sundry Expenses	1,026		1,026
Other				
	Bank Charges	60		60
	Events		3,640	3,640
Governance				
	Trustees	71		71
	Annual Report and Review	450		450
		<u>196,417</u>	<u>37,214</u>	<u>233,631</u>

Costs on raising funds have been allocated from support costs using an estimated apportionment of staff time.

4 RESTRICTED FUND MOVEMENTS

Restricted Funds		
Proccessi Initiative - Wellbeing		
At 1 April 2024	5,976	-
Received	-	10,000
Expenditure	<u>(4,669)</u>	<u>(4,024)</u>
At 31 March 2025	<u>1,307</u>	<u>5,976</u>

FOUNDATION FOR CHANGE

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TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

Related Party Transactions

None

Trustees Remunerations and Benefits

None

Accounts

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2024



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report &
Financial Statements**
for the year ended 31 March 2024

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2024

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(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2024

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name: Foundation for Change

Registered Charity Number: 1156575

Principal address: 119 Shoreditch High Street, London, E1 6JN

Trustees

1. Eleanor Besley-Gould: Chair
2. Caroline Simmons: Treasurer
3. Caroline East: Secretary
4. Matt Clack
5. Clifford Atkins: Legal

Senior Staff

Bob Bharij: Chief Executive

Jayne Bullough: Head of Learning & Programme Development

Reference and Administrative Information

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2024. The reference and administrative information set out on page 2 forms part of this report.

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (SORP) (FRS 102), applicable accounting standards (FRS 102), and the Charities Act 2011.

As the charity's income exceeded £250,000 during the reporting period, the accounts have been prepared on an accruals basis in accordance with the requirements of the Charities (Accounts and Reports) Regulations 2008. This means that income and expenditure are recognised when they are earned or incurred, not when money is received or paid, in order to give a true and fair view of the charity's financial activities and position.

Structure, Governance and Management

Type of governing document: Constitution dated 14th March 2014

- How the charity is constituted: Charitable Incorporated Organisation

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(Registered Charitable Incorporated Organisation No. 1156575)

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FOR THE YEAR ENDED 31 March 2024

- Trustee selection methods: Only the board has the power to appoint new trustees. Proposals will be made to the Chair of the Board and the directors. Candidates must submit an expression of interest which is reviewed by the Chair and directors who then interview the candidate. The chair and the directors make their recommendations to the rest of the board to approve the candidate's appointment.

Culture and Protections

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination against any protected characteristic including colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or trainees based on their additional needs.

Public Benefit

In setting our objectives and planning our activities, our trustees have given careful consideration to the charity commission's guidance on public benefit.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024

TRUSTEES ANNUAL REPORT

INTRODUCTION

We are pleased to present the Trustee Annual Report for Foundation for Change (FfC) for the year ending March 2024. This report highlights our ongoing efforts, accomplishments, and the positive impact we've made in supporting individuals who are transitioning from drug and alcohol treatment to independent, fulfilling lives. FfC remains committed to helping these individuals reintegrate into society, equipping them with the tools to lead meaningful, active lives beyond recovery.

WHO WE ARE

FfC is an independent London-based charity that focuses on empowering people in recovery from substance use. Our mission is to help individuals not solely maintain their recovery but also explore their true potential and aspirations. Recognising the critical period following the end of formal treatment, we provide targeted support during this transitional time, ensuring a stable foundation for long-term recovery and personal growth.

OUR WORK- HOW WE DELIVER OUR CHARITABLE OBJECTS

At FfC, we engage with individuals from socially and economically disadvantaged communities, acknowledging addiction as a response to trauma rooted in systemic inequalities. We offer participants a unique opportunity to understand how social power dynamics and economic forces have influenced their lives, reframing their substance use as an understandable coping strategy. This perspective fosters healing, self-awareness, and empowerment.

Through our educational programmes, participants embark on a transformative journey of self-discovery within a broader societal context. Our core offerings include Psychology for Change (PfC) and Feminism for Change (FemfC). PfC is an 8-week, mixed-sex course, focusing on personal growth and development, while FemfC, a 6-week course for women, explores the impact of sex inequality on their lives and substance use. These programmes enable participants to reclaim their voice, embrace critical thinking, and rediscover their sense of agency.

MEASURING OUR IMPACT

We measure our impact through a structured data collection process at key stages: course enrolment, completion, and follow-up assessments nine months after graduation. The Short Warwick-Edinburgh Mental Well-being Scale helps us track changes in participants' well-being. Additionally, we monitor sustained abstinence, reduced reliance on public services, participation in volunteering or employment, and engagement in community activities.

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FOR THE YEAR ENDED 31 March 2024

HIGHLIGHTS FROM 2023/24

Some of the highlights from this year include:

1. Delivered three intakes of PfC and two of FemfC, working with a total of 51 unique individuals.
2. The completion rate for both courses combined was 88%, a significant increase from the 72% completion rate in 2022/23.
3. Graduates scored the FfC team 4 or above (a scale of 1-5 where 5 is the highest) on measures related to: creating a learning environment; being authentic and human; embodying what they taught; being trustworthy, and demonstrating taking responsibility.
4. 90% of graduates felt that their relationship to learning had positively changed as a result of doing our courses. 78% felt more capable as a result of participating.
5. At our longitudinal follow ups, 88% felt they were more active members of their communities. Our response rate to the follow ups was 49% during this period.

FINANCIAL OVERVIEW

In the fiscal year ending 2024, FfC's funding sources included individual donations, grants, and corporate partnerships. Our prudent financial management has enabled us to continue delivering our courses. We extend our heartfelt gratitude to all our supporters, partners, and volunteers who continue to contribute to our mission.

LOOKING AHEAD

The year 2024/25 will be the third of our three years focusing on building the infrastructure and strengthening the work of Foundation for Change, with specific focuses on 1) Programme design and delivery; 2) Operations & Leadership; 3) Raising the profile of our approach; and 4) Monitoring, Evaluation & Learning.

Beyond this period, we will focus on

Reaching more people: We work with around 50 people per year, working in-depth rather than breadth. From 2025 to 2027, we want to increase the number of individuals we work with, reaching 200 people over the three-year period. In order to reach this number of individuals, we will be increasing the number of intakes we are able to offer each year. We plan to diversify our demographics, particularly around race and sexuality, increasing the accessibility of our work to specific populations. We will develop the 'facilitator pathway' – a structured and comprehensive programme to train volunteers and staff members to deliver our courses. This pathway will be used when we replicate our approach in future. Part of this area of our work will focus on continuing to strengthen how we measure our impact, amplifying our research base to support our plans for replication.

Expanding our services: Alongside our work focusing on individual impact, we also want to further our systemic impact, expanding the FfC Approach and philosophy into a wider range of settings. We will do this by providing paid professional training, offering consultancy work and selling learning resources both within

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FOR THE YEAR ENDED 31 March 2024

and outside of the drug and alcohol sector. Our broader aim is to contribute our voice to the growing wave of change that is encouraging a more expansive view of addiction and other responses to social inequality and a growing recognition of the trauma that lies at the root of these.

Ongoing support for trainees: We will continue to build the FfC Community – the growing network our trainees have access to on graduating from our courses. Through events, outings in spaces deliberately intended to support our trainees to explore cultures outside the recovery community, and optional monthly check-ins, the FfC Community both brings people together and encourages the continuation of people bringing their learning to life. Building our community in this way ensures our impact is long-lasting and connects to the broader vision of our work: empowering people to be a part of society rather than excluded from it.

Continued strengthening of our infrastructure: We will focus on strengthening our internal infrastructure to ensure long-term sustainability and growth. We will prioritise enhancing governance by expanding and diversifying our board in line with our plans for growth, while investing in leadership development and strategic planning for the organisation. To secure financial sustainability, we will work on increasing our income streams, building fundraising capacity, and improving our financial management systems. At the same time, we will enhance our human resources by offering professional development to staff, expanding our volunteer programme, and continuing to cultivate the FfC culture built around our Values, Qualities and Ways of Being. Strengthening our operational efficiency will also be key, with a focus on continuing to streamline internal processes, updating policies, and investing in the systems we need to support our growing team.

Our work will also focus on improving our programme delivery and demonstrating the impact of our approach. We will continue to strengthen the monitoring and evaluating of our courses to better track outcomes and report on the successes of our participants. In addition, we aim to expand our communications efforts to raise awareness of our work and shift public perceptions around the links between trauma and social inequality. By strengthening our brand presence and building more of a public platform to raise our profile, we can reach a wider audience and attract new supporters. Finally, we will work to build strategic partnerships and collaborations within the sector, increasing our influence and expanding the reach of our unique approach to recovery and personal growth.

Social franchise model: During the next three years, we will continue to develop our plans for replicating our work through a social franchise model. In 2024, we formally documented the FfC Approach, the first step towards strengthening how we both train trainers internally and externally as part of the social franchising. We will continue packaging our work, developing comprehensive facilitator manuals to accompany the delivery of our courses, as well as assessing the appetite for the implementation of our approach in different sectors through research. The period 2025-27 will be a development phase for this strand of our work, which we will build more strongly on from 2028 onwards.

CONCLUSION

In conclusion, we extend our deep appreciation to our trustees, staff, partners, and supporters who have made our work at Foundation for Change possible. Together, we are making a lasting impact on the lives of

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024

those recovering from addiction and striving for positive change. We invite you to join us in our ongoing journey to transform lives and create a more inclusive and equitable society.

On behalf of the Trustees and the FfC Team,

Eleanor Besley-Gould
Chair



Matt Clack
Trustee



FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024

Financial Review

Review of financial position

In total we secured £287,102 of funding in the year 2023/24, with an expenditure of £284,267. The total funds carried forward was £92,939, which is above our reserves requirement.

Reserves and reserves policy

As a sign of our continuing financial robustness, the trustees follow the reserves policy that was set in place in November 2017 and reviewed in 2021. The Chief Executive meets the treasurer bimonthly to assess the level of reserves as well as income and expenditure, cash flow, forecasting, and fundraising activities. The policy requires that unrestricted reserves are set as being two months' expenditure (rather than a fixed amount), based on costs relating to the previous two months at any given time. This allows for flexibility for fluctuating running costs.

Going concern

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

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

Signature(s):



Name(s):

Eleanor Besley-Gould

Matt Clack

Position(s):

Chair

Trustee

Date:

17/10/24

17/10/24

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Foundation for Change

On accounts for the year ended

31 March 2024

Charity no (if any)

1156575

Set out on pages

ii,iii,iv,v

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

As the charity's trustees, 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 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

J. Massey

Date:

17 October 2024

Name:

Jacqueline Massey

Relevant professional
qualification(s) or body
(if any):

FCA

Address:

7 Chemin de la Chapelle, 32230 Marciac, France

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024

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FOUNDATION FOR CHANGE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2024

		Year ended 31 March 2024			Year ended 31 March 2023
	Note	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
INCOME	2				
Donations and Legacies		276,828	10,000	286,828	147,616
Investment Income		274		274	210
		<u>277,102</u>	<u>10,000</u>	<u>287,102</u>	<u>147,826</u>
EXPENDITURE	3				
Raising Funds		44,485		44,485	43,000
Charitable Activities		235,758	4,024	239,782	224,317
		<u>280,243</u>	<u>4,024</u>	<u>284,267</u>	<u>267,317</u>
NET INCOME/(EXPENDITURE)		(3,141)	5,976	2,835	(119,491)
FUNDS brought forward	4	90,104	-	90,104	209,595
FUNDS carried forward		<u>86,963</u>	<u>5,976</u>	<u>92,939</u>	<u>90,104</u>

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024

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FOUNDATION FOR CHANGE
BALANCE SHEET
AT 31 MARCH 2024

	31 March 2024		31 March 2023	
	£	£	£	£
CURRENT ASSETS				
Bank and Cash Balances	114,233		109,292	
Debtors and Prepayments	32,467		32,870	
	<u>146,700</u>		<u>142,162</u>	
Current Liabilities				
Creditors and Accruals	53,761		52,058	
				<u>90,104</u>
NET ASSETS		<u>92,939</u>		<u>90,104</u>
The Funds of The Charity				
Restricted Income Funds	5,976		-	
Unrestricted Funds	86,963		90,104	
		<u>92,939</u>		<u>90,104</u>

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024

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FOUNDATION FOR CHANGE
NOTES TO THE FINANCIAL STATEMENTS (1)
YEAR ENDED 31 MARCH 2024

1 ACCOUNTING POLICIES

a Basis of Preparation

Foundation for Change is a charity which operates for the public benefit.
The financial statements have been prepared under the historical cost convention, on a going concern basis, in accordance with the Statement of Recommended Practice (SORP) in accounting and reporting by charities,

b Change in accounting policy

The SORP has been adopted following an increase in income for the year ended 31 March 2024.
As the accounts for the year ended 31 March 2023 were prepared on a receipts and payments basis, they have been recalculated to adjust for accrued income and expenditure.

	£
Additional debtors and prepayments	32,870
Additional creditors and accruals	(52,058)
Net reduction in unrestricted fund at 31 March 2023	<u>(19,188)</u>

c Income

Income from grants is included when there is reasonable certainty of entitlement.
In respect of time related unrestricted grants, income which has been received in advance is deferred.
This has been calculated on a time apportionment basis for the current year and restated for the previous year.
The amount deferred amounted to £45,000 at 31 March 2024 and £45,000 at 31 March 2023.

d Gift Aid

Gift Aid is claimed on donations received, accounted for when the amount can be calculated with a reasonable degree of certainty, normally at the earliest of the date received or claim being made.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2024

V

FOUNDATION FOR CHANGE
NOTES TO THE FINANCIAL STATEMENTS page 2
YEAR ENDED 31 MARCH 2024

			Year ended 31 March 2024 £	Year ended 31 March 2023 £
2 ANALYSIS OF INCOME				
2a Donations & Legacies				
Grants from Trusts and Foundations			243,870	113,727
Corporate Donations			15,700	20,678
Other Donations			25,683	11,711
Gift Aid			1,575	1,500
			<u>286,828</u>	<u>147,616</u>
2b Investment Income				
Bank Interest Received			274	210
3 ANALYSIS OF EXPENDITURE				
	Charitable Activities £	Raising Funds £	Year ended 31 March 2024 £	Year ended 31 March 2023 £
Employment				
Salaries	187,588	41,470	229,058	226,705
Staff development & training	6,890		6,890	6,468
Staff expenses	3,271		3,271	398
Consultants	11,132		11,132	1,200
Office Running Costs & Miscellaneous				
Rent	22,000		22,000	22,000
Insurance	462		462	623
Communications	4,484	2,450	6,934	5,623
Printing & Stationery	867		867	1,237
Licences & Subscriptions	525		525	1,921
Sundry Expenses	397		397	651
Other				
Bank Charges	60		60	78
Events	566	565	1,131	-
Governance				
Trustees	540		540	-
Annual Report and Review	1,000		1,000	413
	<u>239,782</u>	<u>44,485</u>	<u>284,267</u>	<u>267,317</u>

Costs on raising funds have been allocated from support costs using an estimated apportionment of staff time.

				Year ended 31 March 2024 C/F £	Year ended 31 March 2023 C/F £
4 RESTRICTED FUND MOVEMENTS	B/F £	In £	Out £		
Restricted Funds					
Wellbeing Fund	-	10,000	(4,024)	5,976	Nil

Accounts

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2023



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report and Unaudited
Receipts and Payments Accounts**
for the year ended 31 March 2023

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2023

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Receipts and payments accounts	9
Statement of assets and liabilities	10

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2023

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name: Foundation for Change

Registered Charity Number: 1156575

Principal address: 119 Shoreditch High Street, London, E1 6JN

Trustees

1. Eleanor Besley-Gould: Chair
2. Caroline Simmons: Treasurer
3. Caroline East: Secretary
5. Clifford Atkins: Legal
6. Matt Clack: Public Health

Senior Staff

Bob Bharij: Chief Executive

Jayne Bullough: Head of Learning & Programme Development

Amberlee Green: Head of Impact & Communications

Reference and Administrative Information

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2023. The reference and administrative information set out on page 2 forms part of this report.

The Trustees have taken advantage of the smaller charities exemption under Section 133 of the Charities Act 2011, and have prepared these accounts on a Receipts and Payments basis. Consequently, the charities reporting guidance and requirements under "Accounting and reporting by charities: Statement of Recommended Practice (SORP)" do not apply to these accounts.

Structure, Governance and Management

- Type of governing document: Constitution dated 14th March 2014
- How the charity is constituted: Charitable Incorporated Organisation
- Trustee selection methods: Only the board has the power to appoint new trustees. Proposals will be made to the Chair of the Board and the directors. Candidates must submit an expression of interest which is reviewed by the Chair and directors who then interview the candidate. The chair and the directors make their recommendations to the rest of the board to approve the candidate's appointment.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2023

Culture and Protections

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or trainees who are or become disabled.

Public Benefit

In setting our objectives and planning our activities, our trustees have given careful consideration to the charity commission's guidance on public benefit.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2023

TRUSTEES ANNUAL REPORT

INTRODUCTION

It is with pleasure that we present the Trustee Annual Report for the Foundation for Change (FfC) for the year ending 2023. This report encapsulates our organisation's efforts, achievements, and impact as we continue our mission to support individuals who are nearing the end of or have completed their treatment for drug and alcohol addiction. FfC is dedicated to facilitating their transition from treatment services to becoming active members of society and leading meaningful lives.

WHO WE ARE

Foundation for Change (FfC) is an independent charity headquartered in London. Our focus lies in empowering individuals who are in recovery from drug and alcohol addiction, enabling them to not only sustain their recovery but also discover their authentic selves and aspirations. We understand that the period following the conclusion of treatment for substance use is pivotal, and we provide intensive support during this time to establish a strong foundation for sustainable recovery.

OUR WORK

At FfC, we work with people from communities that are socially and economically marginalized. We view addiction as a response to trauma linked to societal inequalities. By engaging with us, individuals gain insights into how power imbalances and socio-economic forces have shaped their lives. This broader perspective helps them reframe their substance use as a rational coping mechanism, promoting healing and self-empowerment.

Through our courses, participants embark on a transformative educational journey that enables them to understand their lives within a systemic context. Our courses include Psychology for Change (PfC) and Feminism for Change (FemfC). PfC, an 8-week mixed-sex program, focuses on personal development and growth, while FemfC, a 6-week women-only program, explores how gender dynamics impact lives and substance use. These courses empower participants to reconnect with their voices and critical thinking abilities.

MEASURING OUR IMPACT

FfC's impact is measured through data collected at various stages of engagement, including course enrolment, completion, and a follow-up assessment nine months post-graduation. We employ the Warwick-Edinburgh Mental Well-being Scale to assess changes in participants' well-being. Furthermore, we track sustained abstinence, reduced use of public services, engagement in volunteering or employment, and community involvement. Since inception, we have offered 720 course placements and worked with 426

FOUNDATION FOR CHANGE

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TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2023

individuals, achieving a consistent completion rate of 80%. This accomplishment is significant considering the historical non-completion rates experienced by many participants.

HIGHLIGHTS FROM 2022/23

The last year has seen a significant shift in delivery and impact at FfC as we've made a return to in-person training and focused on streamlining delivery and evaluating impact – building for longer term outcome analysis. Some of the highlights from this year include:

1. Delivered four intakes of PfC and one of FemfC, totalling 49 individual user journeys.
2. The completion rate for both courses combined was 71.5%.
3. Participants on our last PfC of the year exceeded our well-being improvement target. There was an average improvement of 64% from the start to the end of the course (our target being 45%).
4. We increased the length of FemfC from 5 to 6 weeks; the attendance rate was a record 100% throughout the six weeks.
5. Staff were scored 5 out of 5 across all facilitator-related evaluation scales on our first FemfC course of the year. The measures related to staff experienced by our participants as being authentic & human, trustworthy, and embodying what they taught.
6. We launched our FfC Community, intended to cultivate and sustain the personal growth, social connections and accessibility of opportunities for graduates of our courses.
7. We have begun collecting our first sets of longitudinal data via reunions for graduates that occur 9 months after graduation. We send out surveys for anyone unable to make the reunions as a means to still capture this valuable data. There have been three reunions so far with a data response rate of 59%.

FINANCIAL OVERVIEW

In the fiscal year ending 2023, FfC's funding sources included individual donations, grants, and corporate partnerships. Our prudent financial management enabled us to expand our offerings and accommodate the growing demand for our courses. We extend our heartfelt gratitude to all our supporters, partners, and volunteers who continue to contribute to our mission.

LOOKING AHEAD

As we look to the future, Foundation for Change remains committed to nurturing a society where individuals in recovery not only move forwards from their experiences of addiction but also thrive in all aspects of their lives. We will continue to refine and expand our programs, adapt to emerging needs, and foster a community where individuals can flourish.

CONCLUSION

In conclusion, we extend our deep appreciation to our trustees, staff, partners, and supporters who have made our work at Foundation for Change possible. Together, we are making a lasting impact on the lives of

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2023

those recovering from addiction and striving for positive change. We invite you to join us in our ongoing journey to transform lives and create a more inclusive and equitable society.

On behalf of the Trustees and the FfC Team,

A handwritten signature in black ink, appearing to be 'Bob Bharij', with a small dash at the end.

Bob Bharij
CEO and Founder

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2023

Financial Review

Review of financial position

We began the 2022/23 financial year with funds of **£209,595** carried over from the previous year. In total we secured £160,358 of funding in the year 2022/23, ending the year with a total of £109,159, which is above our reserves requirement. Of the total funds at year end, £99,159 was unrestricted and £10,000 was restricted.

Reserves and reserves policy

As a sign of our continuing financial robustness, the trustees follow the reserves policy that was set in place in November 2017 and reviewed in 2021. The Chief Executive meets the treasurer bimonthly to assess the level of reserves as well as income and expenditure, cash flow, forecasting, and fundraising activities. The policy requires that unrestricted reserves are set as being two months' expenditure (rather than a fixed amount), based on costs relating to the previous two months at any given time. This allows for flexibility for fluctuating running costs.

Going concern

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

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Ellie Besley-Gould	
Position (e.g. Secretary, Chair, etc.)	Chair	
Date	15 June 2023	

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2023

Independent examiner's report on the accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name

Foundation for Change

**On accounts for the year
ended**

31 March 2023

**Charity no
(if any)**

1156575

Set out on pages

9 - 10

**Responsibilities and basis of
report**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023

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 2011 Act and in carrying out my examination, I have followed the 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2023

Signed:

J S Massey

Date:

18 November 2023

Name:

Jacqueline Massey

Relevant professional
qualification(s) or body (if
any):

ICAEW

Address:

Castillon, 32340 Plieux, France

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Foundation for Change

1156575

Receipts and payments accounts

CC16a

For the period
from

Period start date
01-Apr-22

To

Period end date
31-Mar-23

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants and Donations	-	-	-	-	-
CSR	20,678	-	-	20,678	12,729
Individual	1,659	-	-	1,659	1,473
Major Donors -Private	6,000	-	-	6,000	22,397
Trusts & Foundations	116,179	10,080	-	126,259	176,168
Other	-	-	-	-	-
Gift Aid	1,500	-	-	1,500	5,626
Services	3,600	-	-	3,600	250
Miscellaneous	662	-	-	662	242
Sub total (Gross income for AR)	150,278	10,080	-	160,358	218,885
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	150,278	10,080	-	160,358	218,885
A3 Payments					
Staff Salaries & NI	199,085	10,080	-	209,165	134,843
Staff Pensions	10,895	-	-	10,895	6,147
Staff Development & Training	2,628	-	-	2,628	1,092
Staff Refreshments	374	-	-	374	146
Staff Travel	24	-	-	24	120
Trainee Expenses	2,618	-	-	2,618	-
Open College Network Fees	1,222	-	-	1,222	840
Supervision	600	-	-	600	609
Recruitment	-	-	-	-	889
Consultants	600	-	-	600	123
Insurance	623	-	-	623	572
Rent	22,000	-	-	22,000	21,997
Cleaning & Refuse Disposal	345	-	-	345	82
Renovations	-	-	-	-	4,063
Communications	552	-	-	552	829
Website	4,228	-	-	4,228	11
Office Equipment Repairs & Maintenance	843	-	-	843	428
Stationery & Postage	1,237	-	-	1,237	343
Licenses & Subscriptions	2,324	-	-	2,324	490
Sundry Expenses	305	-	-	305	47
Bank Charges	78	-	-	78	108
	-	-	-	-	-
Sub total	250,581	10,080	-	260,661	173,779

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2023

A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	250,581	10,080	-	260,661	173,779
Net of receipts/(payments)	- 100,303	-	-	- 100,303	45,106
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	209,595	-	-	209,595	164,489
Cash funds this year end	109,292	-	-	109,292	209,595

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	CAF Bank Balance	109,159	-	-
	Petty Cash	133	-	-
		-	-	-
	Total cash funds	109,292	-	-

Accounts

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report and Unaudited
Receipts and Payments Accounts**
for the year ended 31 March 2022

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2022

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FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2022

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name: Foundation for Change

Registered Charity Number: 1156575

Principal address: 119 Shoreditch High Street, London, E1 6JN

Trustees

1. Eleanor Besley-Gould: Chair
2. Caroline Simmons: Treasurer
3. Caroline East: Secretary
5. Clifford Atkins: Legal
6. Matt Clack: Public Health
7. Clarissa Mascheroni: Communications

Senior Staff

Bob Bharij – Chief Executive

Reference and Administrative Information

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2022. The reference and administrative information set out on page 2 forms part of this report.

The Trustees have taken advantage of the smaller charities exemption under Section 133 of the Charities Act 2011, and have prepared these accounts on a Receipts and Payments basis. Consequently, the charities reporting guidance and requirements under “Accounting and reporting by charities: Statement of Recommended Practice (SORP)” do not apply to these accounts.

Structure, Governance and Management

- Type of governing document: Constitution dated 14th March 2014
- How the charity is constituted: Charitable Incorporated Organisation
- Trustee selection methods: Only the board has the power to appoint new trustees. Proposals will be made to the Chair of the Board and the directors. Candidates must submit an expression of interest which is reviewed by the Chair and directors who then interview the candidate. The chair and the directors make their recommendations to the rest of the board to approve the candidate's appointment.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2022

Culture and Protections

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or trainees who are or become disabled.

Public Benefit

In setting our objectives and planning our activities, our trustees have given careful consideration to the charity commission's guidance on public benefit.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2022

TRUSTEES ANNUAL REPORT

Trustee activities for the year 2021-22

James Odling Smee stepped down from the board and his role as chair in September 2021 due to a change in working commitments meaning he was unable to meet the commitments of being a trustee. He was thanked by the board and Directors for his contribution to Foundation for Change. Ellie Besley-Gould, a trustee of Foundation for Change since September 2016, was elected as the chair.

The board welcomed Clarissa Mascheroni as a new board member in February 2022.

Senior staff activities for the year 2021-22

Liz Naylor stepped down from her role as Director of Learning. Liz was a co-founder of the organisation and played an instrumental role in developing and shaping Foundation for Change. She was thanked by the board and staff for her contribution.

Objectives and Activities

Summary of the objectives of the charity set out in its governing document:

To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society*.

*For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; being a carer for a family member affected by substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards; crime (either as a victim of crime or as an offender rehabilitating into society).

Summary of the main activities undertaken for the public benefit in relation to these objectives

Foundation for Change (FFC) is a registered CIO bringing about social change by harnessing the transformative power of education. We work with individuals who have experienced multiple disadvantage, in particular those who have histories of drug/alcohol addiction.

Our mission is to change the way addiction - and other symptoms of complex disadvantage - are addressed at individual and systemic levels through the transformative power of education.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2022

We recognise substance use as being one of many ways trauma manifests in individuals affected by social disadvantage. Working with root causes over surface symptoms, our goal is to improve the economic and social wellbeing of marginalized individuals.

We support individuals with a history of substance use to permanently exit the treatment system, have better futures and fulfil their potential. We do this via a range of programmes designed to facilitate social inclusion by developing personal insight and a greater understanding of society. Our work offers participants the opportunity to gain accredited qualifications and take part in our intensive move-on support.

We have created a unique educative approach that helps people understand the root causes of their behaviours and helps them develop more accurate and compassionate understandings of their life experiences.

We cultivate a space where people can come together to discuss shared experiences, build connections and experience a sense of community that is crucial for sustaining change long-term.

We place individual behaviours such as addiction within the wider context of social inequality to help remove the stigma and shame that perpetuate social exclusion.

Our Courses

Psychology for Change is an intensive, 8-week course for people at the latter stages of their recovery journey. It helps them develop a more accurate understanding of their life experiences and build a more solid foundation to build the rest of their lives upon.

The course draws upon a range of subjects that primarily focus on psychology – and through this, self-understanding – and that also include philosophy, feminist theory, social history, politics, sociology and more. Developing this bigger picture perspective and understanding individual experience within the wider context of social inequality significantly reduces the feelings of shame rooted in people believing they are to blame for how their lives turned out. It helps people let go of much of the stigma they carry about their pasts.

Feminism for Change is a 5-week course for women in recovery from drug and alcohol addiction that helps develop self-esteem and awareness through exploring feminist ideas.

Over the five-week period, there are three, hour-long, one-to-one tutorials to provide additional support and a space in which participants can further reflect on what they are learning.

It provides a safe space for participants to explore and learn about the ways in which gender stereotypes, roles and expectations and gender-based power imbalances have influenced their own behaviour, interpersonal relationships and their relationships with substances. The course particularly helps participants to examine how these issues may impact their ongoing recovery.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2022

Achievements and Performance in 2021-22

2021-22 was a year of significant change for FfC not only as a result of needing to respond to the pandemic and provide our courses online, but also due to a complete restructure of the organisation in line with our growth and strategic planning.

We ran the following online courses during the year:

- **Psychology for Change**
 - 2 Intakes
 - 17 starters
 - 16 graduates
- **Feminism for Change**
 - 2 intakes
 - 11 starters
 - 7 graduates
- **Additional programmes to support online learning**
 - 6 podcast episodes
 - 32 hour-long seminars

We launched a new strategy for the organization in January 2022 and in line with strategic goals and increased funding have been able to recruit new senior team members to support the ongoing delivery and expansion of our courses in person to more people during 2022.

Future plans

Over the coming years, we plan to focus on the four core areas identified below. By the end of the three year period, we aim to have developed the internal infrastructure and external relationships we need to carry us into our future and begin the next stage of working towards our goal of increasing the reach of our work through social franchising.

Key Objective 1 – Programme Design & Delivery

We have recruited a Head of Learning & Programme Development to support with strengthening our core service delivery: developing long-term and successful referral pathways into the organisation to increase the number of people coming through our doors; delivering courses of an exceptional quality that have a transformational impact on the lives of our course participants; and growing the number of move-on opportunities for graduates of our courses. We will build capacity within the training team to help us increase the reach of our work as well as expanding on our current offerings to be able to provide a range of programmes that all incorporate the FfC approach.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2022

Key Objective 2 – Operations & Leadership

Fundraising, communications, M&E and HR will be our backbone of FfC over the next three years and beyond. We have recruited a Head of Impact & Communications to enable a greater focus on these two core operational aspects. This role, along with a Head of Learning & Programme Development, will work closely with the Chief Executive to provide the necessary oversight to drive forwards FfC's Theory of Change (see Appendix I). Moving clearly from start up to a growth phase, and with a clearer sense of our vision and mission, we are expanding our board to meet specific skills gaps identified in a skills audit. Along with the aim of having a more diverse board, we aim to develop within the board a greater focus on planning, strategic oversight and accountability.

Key Objective 3 – Raising the profile of our approach

With increased capacity from a Head of Impact & Communications and expertise at board level in communications and marketing, we will raise our profile to showcase our work online and within the broader sector working with multiple disadvantage. This will focus on publicising our approach, demonstrating what it's achieving, highlighting the offer we can make to referrers, and increasing public awareness of our organisation. We will reach and engage with our various audiences effectively, and ensure we deliver brand consistency across all internal and external communications.

Key Objective 4 – Monitoring, Evaluation and Learning

We recognise the importance of monitoring, evaluation and learning (MEL) both to drive our Theory of Change and to continually improve performance. We will continue to cultivate the strong FfC culture of learning by strengthening the systems and practices that support and encourage both individuals and the organisation to increase knowledge, competence and performance levels on an ongoing basis. In turn, this will increase our capacity to grow, learn and achieve our purpose.

Our Theory of Change

Our theory of change articulates our belief in the life changing impact our courses have on participants. It navigates from the things we do (outputs), through the things that happen (outcomes), to the things that change (outcomes). We believe this offers more honesty in what we deliver, by recognising what can be achieved in the short and medium terms.

This map has been created iteratively over several years, with close participation from trustees, staff, and external colleagues. We will continue to develop this, recognising the broader societal impacts we can achieve, and ensuring any assumptions are tested.

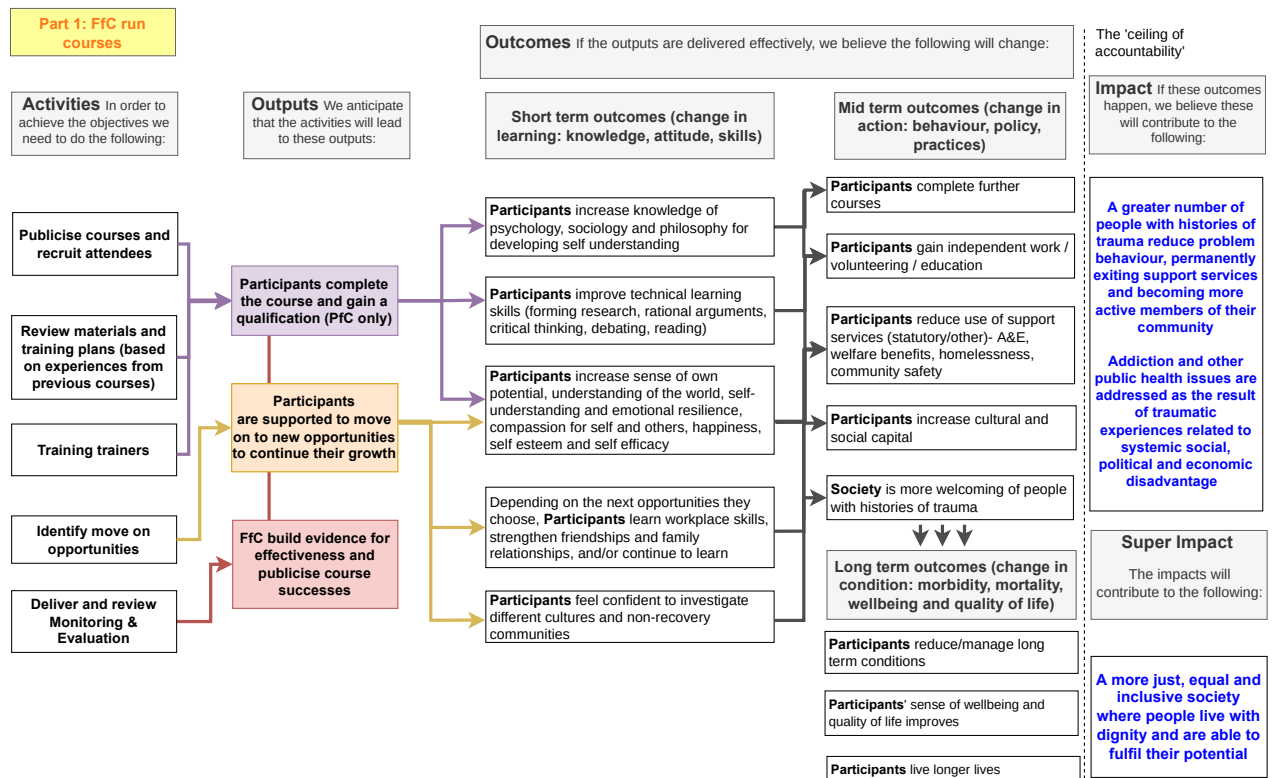
FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2022

FfC Theory of Change



FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

**TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 March 2022**

Financial Review

Review of financial position

We began the 2021/22 financial year with funds of **£164,265** carried over from the previous year. In total we secured £215,885 of funding in the year 2021/22, ending the year with a total of £209,446, which is above our reserves requirement. Of the total funds at year end, £203,587 was unrestricted and £15,298 was restricted.

Reserves and reserves policy

As a sign of our continuing financial robustness, the trustees follow the reserves policy that was set in place in November 2017. The Chief Executive meets the treasurer bimonthly to assess the level of reserves as well as income and expenditure, cash flow, forecasting, and fundraising activities. The policy requires that unrestricted reserves are set as being two months’ expenditure (rather than a fixed amount), based on costs relating to the previous two months at any given time. This allows for flexibility for fluctuating running costs.

Going concern

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

Declarations

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

Signature(s)		
Full name(s)		
Position (e.g. Secretary, Chair, etc.)		
Date		

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2022

Independent examiner's report on the accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name

Foundation for Change

**On accounts for the year
ended**

31 March 2022

**Charity no
(if any)**

1156575

Set out on pages

12-14

(remember to include the page numbers of additional sheets)

**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 year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

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

**Basis of independent
examiner's statement**

My examination was carried out in accordance with 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 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 statement below.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2022

Independent examiner's statement In connection with my examination, no matter has come to my attention (other than that disclosed below)

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 Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act
 have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: DocuSigned by:
Sandra Jedsmo
F97D5EA2FE514FE... **Date:** 04/08/2022

Name: Sandra Jedsmo

Relevant professional qualification(s) or body (if any): ICAEW

Address: Beckenham, BR3 4PZ, Kent

Section B

Disclosure

Only complete if the examiner needs to highlight material problems.(E.g. accounting records have not been kept in accordance with s132 of the Charities' Act 2011 and those accounts do not comply with the requirements of the 2008 Regulations setting out the form and content of charity accounts; any material expenditure or action which appears not to be in accordance with the trusts of the charity; any failure to be provided with information and explanations by any past or present trustee, officer or employee; and any material consistency between the accounts and the trustees' annual report.)

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2022

Give here brief details of any items that the examiner wishes to disclose.

N/A

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2022

 CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name		No (if any)		CC16a
	Foundation for Change		1156575		
	Receipts and payments accounts				
	For the period from	Period start date	To	Period end date	
		01/04/2021		31/03/2022	
Section A Receipts and payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grants and donations					
CSR	12,729	-	-	12,729	-
Fundraising Events	-	-	-	-	620
Individual Donations (incl. Standing Orders & Website appeals)	1,473	-	-	1,473	2,123
Major Donors (Private)	22,397	-	-	22,397	18,695
Statutory (Local Authority)	-	-	-	-	1,200
Trusts and Foundations	160,870	15,298	-	176,168	216,039
Other					
Gift aid	5,626	-	-	5,626	-
Services	250	-	-	250	7,200
Miscellaneous income	242	-	-	242	10
Sub total (Gross income for AR)	203,587	15,298	-	218,885	245,887
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	203,587	15,298	-	218,885	245,887
A3 Payments					
Staff salaries	90,516	11,785	-	102,301	106,620
PAYE and National Insurance	32,542		-	32,542	28,784
Pensions	6,147		-	6,147	6,034
Staff development & training	1,092		-	1,092	545
Staff Refreshments	146		-	146	-
Recruitment	889		-	889	-
Consultants	123		-	123	2,945
Advertising and publicity	-		-	-	206
Bank Charges	108		-	108	69
Accountancy	-		-	-	354
Independent examination	-		-	-	324
Insurance	572		-	572	569
Refuse disposal	82		-	82	-
Rent	21,997		-	21,997	16,497
Communications - Talk					
Talk/Zoom/Mobile	829		-	829	654
Transport	120			120	
Stationery and postage	343		-	343	112
Office Equipment, Repairs & Maintenance	428		-	428	654
Renovations	550	3,513		4,063	
Supervision	609		-	609	1,500
Website	11		-	11	6,867
Licenses & subscriptions	490		-	490	-
OCN learner fees	190		-	190	114
Open College Network annual fee	650		-	650	325
Miscellaneous expenditure	46		-	46	86
Sub total	158,481	15,298	-	173,779	173,260

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2022

 CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name		No (if any)		CC16a
	Foundation for Change		1156575		
	Receipts and payments accounts				
	For the period from	Period start date	To	Period end date	
		01/04/2021		31/03/2022	

Section A Receipts and payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	158,481	15,298	-	173,779	173,260
Net of receipts/(payments)	45,106	-	-	45,106	72,627
A5 Transfers between funds			-	-	-
A6 Cash funds last year end	164,489	-	-	164,489	91,862
Cash funds this year end	209,595	-	-	209,595	164,489

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2022

Section B Statement of assets and liabilities at the end of the period				
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank account	209,447	-	-
	Petty cash	149	-	-
		-	-	-
	Total cash funds	209,595	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	-	
		-	-	
		-	-	
		-	-	
		-	-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	

Accounts

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

**TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2021**



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report and Unaudited
Receipts and Payments Accounts**
for the year ended 31 March 2021

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2021

CONTENTS

Legal and administrative information	1
Trustees' annual report	2
Independent examiner's report	9
Receipts and payments accounts	12
Statement of assets and liabilities	13

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2021

Reference and administrative details

Charity Name: Foundation for Change

Registered Charity Number: 1156575

Principal address: 119 Shoreditch High Street, London, E1 6JN

Trustees

1. James Odling-Smee: Communications: Chair
2. Caroline Simmons: Finance: Treasurer
3. Caroline East: Strategy: Secretary
4. Eleanor Besley-Gould: Fundraising
5. Clifford Atkins: Legal
6. Matt Clack: Public Health

Senior Staff

1. Bob Bharij: Director of Operations
2. Liz Naylor – Director of Learning

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2021

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2020. The reference and administrative information set out on page 1 forms part of this report. The Trustees have taken advantage of the smaller charities exemption under Section 133 of the Charities Act 2011, and have prepared these accounts on a Receipts and Payments basis. Consequently, the charities reporting guidance and requirements under "Accounting and reporting by charities: Statement of Recommended Practice (SORP)" do not apply to these accounts.

Structure, Governance and Management

Description of the charity's trusts:

Type of governing document:	Constitution dated 14 th March 2014
How the charity is constituted:	Charitable Incorporated Organisation
Trustee selection methods:	Only the board has the power to appoint new trustees. Proposals will be made to the Chair of the Board and the directors. Candidates must submit an expression of interest which is reviewed by the Chair and directors who then interview the candidate. The chair and the directors make their recommendations to the rest of the board to approve the candidate's appointment.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2021

Objectives and Activities

Summary of the objectives of the charity set out in its governing document:

To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society*.

**For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; being a carer for a family member affected by substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards; crime (either as a victim of crime or as an offender rehabilitating into society).*

Summary of the main activities undertaken for the public benefit in relation to these objectives:

Foundation for Change (FfC) is a registered CIO bringing about social change and working towards creating a more just, equal and inclusive society where people with histories of trauma live with dignity and are able to fulfil their potential. Our overall aim is to change the way addiction – and other symptoms of complex disadvantage that have trauma at their root – are addressed at individual and systemic levels through the transformative power of education.

We address the revolving door of treatment by enabling individuals with histories of addiction to permanently exit the treatment system, have better futures and become more active members of their communities. At an individual level, we do this through our range of educational courses, drop-in programs and move-on support.

At a systemic level, we aim to help develop a more sophisticated understanding of trauma and its manifestations so that individuals are seen as people and not problems. We will achieve this through communicating the outcomes of our work (that will include future independent analysis) and replicating our approach via a social franchise model to increase the reach of our work.

Culture and Protections: We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or trainees who are or become disabled.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2021

Public Benefit

In setting our objectives and planning our activities, our trustees have given careful consideration to the charity commission's guidance on public benefit.

Our work

We run a range of programmes in psychology, philosophy and sociology to support individuals who have experienced drug and alcohol addiction to make changes in their lives through the transformative power of education. Our programmes recognise that education is crucial in helping people to move towards greater economic opportunity and develop connections to others in the wider community.

Our current, day to day work, relates to our two closed-group, structured courses - Psychology for Change (PfC) and Feminism for Change (FemfC), and our drop-in groups - the Women's Space and the Seminars attached to our Making Sense Of... Podcast.

Rather than treating the symptoms of systemic inequality – addiction, poor mental health and emotional resilience, poor physical health, limited opportunities in education and employment – we use education to help people to understand themselves and the world they live in. Our work is pioneering in that it makes explicit to our beneficiaries, the inter-relationship between individual experiences and the broader socio-political and economic structures that perpetuate inequality. This understanding supports the creation of more accurate and coherent life narratives which significantly reduces shame and stigma, and ultimately liberates, leading to increased psychological wellbeing and the ability to be a part of society.

As the name of our organisation suggests, we work with people to lay down a new set of healthy foundations for taking part in the world as empowered human beings who are not reduced to the labels of 'addicts', 'ex-offenders' or 'homeless people'.

Achievements and Performance

All of our work since April 2020 has been online. The move to remote working highlighted the significant barriers our beneficiary group experience when accessing online content: a lack of IT experience, knowledge and confidence; lack of suitable technology – laptops, tablets, and wifi; lack of safe and private spaces in which to access online support groups (particularly for those in hostels); and a lack of trust and fear about the confidentiality of online spaces.

Though engagement has been challenging as a result of this, we are proud to have worked with 49 people over the course of the year via our online offerings: the support groups - The Making Sense Of... Podcast and accompanying weekly seminars and our fortnightly Women's Space; and online versions of our flagship courses, Feminism and Psychology for Change.

From April 2020 to March 2021, we recorded and released 22 episodes of our podcast, hosted 78 seminars and had around 5 people average per group. In an early focus group relating to the podcast and seminar

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2021

package, one participant stated: *"It's affirming that I'm not going mad. I'm learning to trust myself and check that out with everyone else here in the seminars. I find that it's validating the reality I have and really helping to be able to think critically about what we're being told. I feel like I'm seeing more clearly and not becoming so anxious from political agendas or the news like I was before."*

Future plans

Over the following year, from April 2021 to March 2022, we aim to:

- Future proof our work to enable the rapid switching between in-person and virtual formats in the case of sudden lockdowns or new pandemics
- Build the capacity of the training team to increase our course offerings
- Offer exclusively online courses to enable access to individuals outside of London or those with restricted mobility
- Implement of our new, Theory of Change-aligned M&E system and the translation of previous data into it
- Build the capacity of the operational team (specifically around fundraising and comms)
- Move towards better and fairer salaries for staff, a clearer pay scale structure and a new appraisal system to strengthen staff progression
- Recruiting new board members in line with our organisational strategy and a skills audit carried out in 2020

We believe that over the coming months our work will be more relevant than ever, as people come to terms with the psychological and material fallout from Covid-19. In a landscape where health and support services will most likely be overstretched and under-funded, it is essential that we continue to work toward the impacts identified in our Theory of Change.

- A greater number of people being able to reduce and manage problematic symptoms and permanently exit support services.
- People completing our programmes and going on to lead meaningful lives and becoming more active members of their communities.
- Having an impact on the wider narrative around public health.
- Encouraging services that support people with multiple needs to recognise the interplay between personal experience and systemic disadvantage and the role that education can play.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 March 2021

Financial Review

Review of financial position

We began the 2020/21 financial year with funds of £91,638 carried over from the previous year. In total we secured £245,887 of funding in the year 2020/21, ending the year with a total of £164,265, which is above our reserves requirement. Of the total funds at year end, £112,845 was unrestricted and £51,420 was restricted.

Reserves and reserves policy

As a sign of our continuing financial robustness, the trustees follow the reserves policy that was set in place in November 2017. The directors meet monthly to specifically focus on finances and fundraising; they meet with the treasurer every two months to assess the level of reserves as well as income and expenditure, cash flow, forecasting, and fundraising activities. The policy requires that unrestricted reserves are set as being two months' expenditure (rather than a fixed amount), based on costs relating to the previous two months at any given time. This allows for flexibility for fluctuating running costs. The policy states the organisational aim of increasing the level of reserves from two to three months – we are happy to say that we were able to achieve this as of January 1st 2021.

Going concern

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

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	E Besley-Gould	
Position (e.g. Secretary, Chair, etc.)	Chair	
Date	19.07.21	

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2020

Independent examiner's report on the accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name

Foundation for Change

**On accounts for the year
ended**

31 March 2021

**Charity no
(if any)**

1156575

Set out on pages

12-14

(remember to include the page numbers of additional sheets)

**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 year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

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

**Basis of independent
examiner's statement**

My examination was carried out in accordance with 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 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

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2021

the statement below.

- Independent examiner's statement** In connection with my examination, no matter has come to my attention (other than that disclosed below)
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 Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act
 have not been met; or
 2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

DocuSigned by:
Sandra Jedsmo
 F97D5EA2FE514FE...

Date:19th July 2021**Name:**

Sandra Jedsmo

Relevant professional qualification(s) or body (if any):

ICAEW

Address:

Jeds Un Ltd, 8 Quarles Park Rd, Romford, Essex, RM6 4DE

Section B**Disclosure**

Only complete if the examiner needs to highlight material problems.(E.g. accounting records have not been kept in accordance with s132 of the Charities' Act 2011 and those accounts do not comply with the requirements of the 2008 Regulations setting out the form and content of charity accounts; any material expenditure or action which appears not to be in accordance with the trusts of the charity; any failure to be provided with information and explanations by any past or present trustee, officer or employee; and any material consistency between the accounts and the trustees' annual report.)

FOUNDATION FOR CHANGE

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TRUSTEES ANNUAL REPORT AND ACCOUNTS
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Give here brief details of any items that the examiner wishes to disclose.

N/A

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TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2021



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
Foundation for Change

No (if any)
1156575

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	01/04/2020		31/03/2021

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grants and donations					
Fundraising Events	620	-	-	620	3,559
Individual Donations (incl. Standing Orders & Website appeals)	2,123	-	-	2,123	2,778
Major Donors (Private)	18,695	-	-	18,695	18,500
Statutory (Local Authority)	1,200	-	-	1,200	1,400
Trusts and Foundations	202,893	13,146	-	216,039	114,943
Other					
Gift aid	-	-	-	-	5,000
Services	7,200	-	-	7,200	3,756
Miscellaneous income	10	-	-	10	672
Sub total (Gross income for AR)	232,741	13,146	-	245,887	150,608
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	232,741	13,146	-	245,887	150,608

A3 Payments

Staff salaries	84,413	22,207	-	106,620	101,718
PAYE and National Insurance	28,784	-	-	28,784	39,868
Pensions	6,034	-	-	6,034	6,805
Staff Travel	-	-	-	-	17
Staff Refreshments	-	-	-	-	29
Supervision	1,500	-	-	1,500	450
Consultants	-	2,945	-	2,945	9,579
Advertising and publicity	206	-	-	206	-
Bank Charges	69	-	-	69	60
Accountancy	354	-	-	354	-
Independent examination	324	-	-	324	56
Insurance	569	-	-	569	565
Refuse disposal	-	-	-	-	103
Rent	6,158	10,339	-	16,497	26,847
Communications - Talk Talk/Zoom/Mobile	543	111	-	654	430
Stationery and postage	112	-	-	112	413
Office Equipment, Repairs & Maintenance	0	654	-	654	3
Staff training	545	-	-	545	-
Events	-	-	-	-	978
Website	6,867	-	-	6,867	1,595
Trainee refreshments	-	-	-	-	413
Trainee travel	-	-	-	-	2,628
OCN learner fees	114	-	-	114	518
Open College Network annual fee	325	-	-	325	650
Miscellaneous expenditure	86	-	-	86	878
Sub total	137,004	36,256	-	173,260	194,605

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FOR THE YEAR ENDED 31 March 2021

A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	137,004	36,256	-	173,260	194,605
Net of receipts/(payments)	95,737	- 23,110	-	72,627	- 43,997
A5 Transfers between funds					
A6 Cash funds last year end	68,752	23,110	-	91,862	135,859
Cash funds this year end	164,489	-	-	164,489	91,862

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank account Petty cash Total cash funds (agree balances with receipts and payments account(s))	164,265 224 - 164,489 OK	- - - - OK	- - - - OK
B2 Other monetary assets	Details	- - - - - -	- - - - - -	- - - - - -
B3 Investment assets	Details	Fund to which asset belongs - - - - -	Cost (optional) - - - - -	Current value (optional) - - - - -

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	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities		-	-	
		-	-	
		-	-	
		-	-	
		-	-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	E besley-Gould	19/7/21