
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

(Registered Charitable Incorporated Organisation No. 1156575)

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

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 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

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

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	164,265	-	-
	Petty cash	224	-	-
		-	-	-
	Total cash funds	164,489	-	-
	(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		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2021

	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