

TEMPUS NOVO

TRUSTEES REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDING 28 FEBRUARY 2021

Trustees:	Mr G Grant Mr G Bullen Mrs V Heywood Mr C Forbes-Adam Mr H Pearson
Charity Number:	1157079
Principal Address:	84a Akeferry Road Graizelound Haxey Doncaster South Doncaster DN9 2NF
Independent Examiner:	Haines Watts Leeds Chartered Accountants Sterling House 1 Sheepscar Court Meanwood Road Leeds West Yorkshire LS7 2BB
Bankers:	Barclays Bank plc 10 Market Street Bradford West Yorkshire BD1 1EG

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The Trustees present their report and accounts for the year ended 28 February 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Constitution, the Charities Act 2011, and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, Governance and Management

The Charity was established by a charitable trust deed 16th May 2014.

The Charity is managed by a board of Trustees who have regular oversight of the activities of the Charity. The Trustees receive monthly reports from the Treasurer as to the financial affairs of the Charity.

The day-to-day business of the charity is carried out by the Executive Team, who report to the Trustees on their activities at the Charity's six weekly Board Meetings. Whilst the Executive Team sets the direction of the Charity and have key responsibility for the running of its activities, no major decision can be taken – as regards financial matters – without the approval of the Trustees.

The Charity's President is not a Trustee and does not sit on the Trustee Board but represents the Charity in an honorary capacity.

None of the Trustees received any remuneration save for reimbursement for legitimate expenses.

The Trustees who served during the year were:

Mr George Grant	Chairman
Mr Charlie Forbes Adam OBE	Treasurer
Mrs Valerie Heywood	Secretary
Mr Gareth Bullen	Trustee
Mr Henry Pearson	Trustee

The Executive Team who served during the year were:

Mr Steve Freer	CEO
Mr Valdemar Wawrosz	Managing Director

Introduction from the Chairman

2020 has been the most extraordinary, and for many the most challenging, year of our lifetimes. The onset of the Covid-19 pandemic has upended society in ways previously unthinkable, and no area of life has gone untouched. This includes of course the charity sector and indeed our own area of operations in justice and prisoner rehabilitation. It is estimated that the onset of Covid-19 has left a £12 billion black hole in the UK charitable sector, with more than four fifths of charities suffering a decline in funding, many sharply so. For some charities, the decline will be terminal. It is therefore testament to the importance of the work undertaken by Tempus Novo, and the esteem in which the charity is held, that no single donor has reduced, still less withdrawn or withheld funding, since the onset of the pandemic.

That is not to say, however, that the work of Tempus Novo has been unaffected. Our focus of operations is supporting ex-offenders into sustainable employment, and that is made significantly more difficult when large swathes of the national economy have been forcibly shut down. There is no doubt that Tempus Novo's unique operational model has enabled the charity to succeed in its mission where many others have failed, but it is equally undeniable that our work has been assisted over the past few years by historically low levels of unemployment in the United Kingdom. Whilst increases in unemployment have not yet been as sharp as many feared following the onset of the Covid-19 crisis, still business confidence remains fragile in many sectors and more than 12 months of intermittent and extended lockdowns have hit many businesses extremely hard.

This has been reflected in the decline in numbers of ex-offenders Tempus Novo has succeeded in supporting into work over the past 12 months. Over the 2020-21 financial year, Tempus Novo supported 70 ex-offenders into work, as compared to 148 in the previous year. Under the circumstances, to find jobs for even 70 is remarkable, but the decline by more than half on the previous period is nevertheless stark. Whilst the number of referrals was also down owing to the pandemic, 613 in 2020-21 as compared to 814 in 2019-20, this decrease was less pronounced, demonstrating that whilst the appetite for helping ex-offenders into work remains strong, the opportunities for them to do so have become fewer and farther between.

As we begin to emerge from this pandemic, it is to be hoped that an economic revival will bring with it fresh opportunities for employment and the work of Tempus Novo will pick-up speed once more. Nevertheless, we should be under no illusions that the coming months and indeed years may bring with them great hardship. It is my immense privilege to continue serving as Chairman of the Board of Trustees, and I am acutely aware that it is precisely because the current climate will prove so difficult for ex-offenders, that the work of Tempus Novo now is more important than ever. And I can speak with certainty on behalf of the entire Trustee Board in saying that if there is any organisation that can succeed under such circumstances, it is Tempus Novo. As the confidence placed in the charity by our many donors and other supporters has demonstrated over the past year, Tempus Novo remains as resilient as ever, and it is a confidence that is shared by us, the Trustees of this remarkable charity.



George Grant
Chairman of the Board of Trustees

About Tempus Novo

The Charity

Tempus Novo is an award-winning charity focused on working with serving prisoners and ex-offenders looking for a way out of crime. The Charity works with repeat offenders to get them into employment and break the cycle of crime that damages our country's social fabric and costs the taxpayer several billion pounds every year (£18.1 Billion MOJ 2018 figures)

Tempus Novo's unique strength is its direct links into – and an understanding of – the British prisons system and those within it. Founded in 2014 by two serving Senior Prison Officers at HMP Leeds, Tempus Novo operates both inside and outside prisons to identify offenders committed to transforming their lives by helping prepare them, both practically and emotionally, for the world of work.

The Charity works with a growing number of employers in and around Yorkshire and beyond who share its vision and values and are willing to give offenders a second chance. Tempus Novo does not ask employers to hire its ex-offenders as a gesture of goodwill, but because they are the right people for the job.

Having begun in HMP Leeds, where the charity retains its headquarters, Tempus Novo now has working relationships in the following prisons,

- HMP Leeds
- HMP Wealstun
- HMP & YOI Hatfield
- HMP Askham Grange (women's)
- HMP New Hall (women's)


Through demand for our service, from HMPPS and our National business partners, we are now forming relationships with Prisons and depots in other parts of the country including HMPPS Springhill, Sudbury and Thorn Cross.

Tempus Novo has a strong working relationship with the Probation Service, through whom a significant proportion of referrals come, along with the Department for Work & Pensions (DWP) and Job Centre Plus.

Over this reporting period, despite operating throughout a Pandemic Tempus Novo generated 613 referrals, of which 250 were risk-assessed and 70 placed into sustainable employment, just 4 of the 70 have since been returned to custody, 5.7% of the total. (These figures are checked on the Prisons management system monthly)

613	referrals
250	interviews and risk-assessments
70	placed into work.
50	still in work after six months (71% retention)
4	returned to custody (5.7%)

Having evaluated the attendance rate of those that we have placed into employment in Logistics, it turns out that the absence rate is around half of the normal absence rate in this Sector, 2.9 days absence versus 6 days absence per annum.

	2014 - 2016 (Jan – Dec)	2017 (Jan – Dec)	2018 (Jan – Dec)	2019 (Jan – Dec)	2020 (Jan – Dec)	2021 (Feb)
Total Referrals	500	717	761	814	613	94
Total Interviewed	214	278	366	387	250	47
Into Work	76	70	103	148	70	7
Currently in Work (Over 6 Months)	52	60	79	108	44	Pending
Returned to Custody	12	2	1	6	4	0
%PPO (Priority Prolific Offenders)	51%	35%	25%	27%	23%	Pending
Retention Rate	69%	74%	73%	73%	75%	83%

The Founders

Tempus Novo was founded by Steve Freer and Val Wawrosz. Between them, Steve and Val have over 60 years' experience working with offenders in prisons the length and breadth of the country, most recently at HMP Leeds. They have a comprehensive understanding of Offender Management having overseen both Integrated Offender Management units (IOM and Resettlement teams in Custodial settings).

Steve and Val are now recognised as influential leaders on prison reform and as such are now members of a select alliance working with the CSJ Centre For Social Justice on future Policy, they are also Leadership Fellows of St Georges House Windsor Castle where leaders from all sectors come together from across the Globe to effect change for the better in our Society. This is achieved by nurturing wisdom through dialogue.

Together with the Charity's President, former Cabinet Minister, and ex-offender Jonathan Aitken, along with its Trustees, Tempus Novo also enjoys a strong relationship with both ministers and officials at the Ministry of Justice and elsewhere inside Government.

President and Trustees

Jonathan Aitken – President

Jonathan Aitken is the President of Tempus Novo. Mr Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP, and ex-prisoner. Through his writing, speeches and broadcasting he has been a leading voice for the cause of rehabilitating offenders.

His ground-breaking report 'Locked-up potential: A strategy for reforming prisons and rehabilitating prisoners' was published to widespread acclaim by the Centre for Social Justice (CSJ) in 2010. It has since had a major impact on government policy and continues to influence the Tempus Novo journey.

John Samuels – Vice President

His Honour John Samuels QC has been the Chairman of the Criminal Justice Alliance since 2012. He was a Trustee of the Prisoners' Education Trust for 13 years, its Chairman for 6, and is now its first President. He was previously a Circuit Judge (he sat in the Crown Court for a total of 27 years); and had been Chairman of the Criminal Committee of the Council of Circuit Judges, where he pioneered liaison between the Council, Ministers, and their officials. A long-term proponent of judicial

monitoring, he has written and lectured on the topic both in this jurisdiction and overseas for over 10 years. In January 2016 he was appointed by the Lord Chancellor and Lord Chief Justice to advise a current Working Group on problem-solving courts. He was a founder member of the National Sentencing Probation Forum until March 2012, when he also retired from the London Probation Forum, of which he had been a member for 10 years. He is a Trustee of the Howard League for Penal Reform.

He is the Board member for England & Wales of the International Association of Drug Treatment Courts; and is Vice President of both UNLOCK, the National Association of Reformed Offenders and of

the Association of Members of Independent Monitoring Boards. He is a Patron of prisoners' Advice Service. Between 2005 and September 2015 he was a judicial member of the Parole Board and visited prisons up to 3 times per week in that capacity. In 2012 he was appointed a Visiting Professor at Nottingham Law School, focusing on sentencing and criminal justice issues. He remains actively involved in the educational agenda of Lincoln's Inn, of which he has been a Bencher since 1990.

BOARD OF TRUSTEES

George Grant (Chairman)

George Grant joined Tempus Novo as a Trustee in December 2015 and serves as Chair of the Tempus Novo Trustees.

Mr Grant is a former foreign correspondent, policy analyst and Parliamentary candidate who now manages the estate at Stockeld Park, his family home. In addition to his legal responsibilities as Chairman, Mr Grant actively represents Tempus Novo in the public policy arena, including in the media, politics, and civil society. Mr Grant also serves on the Advisory Board of the mental health charity, Mind Hong Kong.

Gareth Bullen (Trustee)

Gareth Bullen serves as Trustee on the Tempus Novo Board. Mr Bullen has over 30 years' experience of working as a senior manager in the Utilities Sector and running his own successful, international training consultancy.

Mr Bullen specialises in transformational leadership, supporting organisations in creating an entrepreneurial culture and helping them achieve customer excellence, transformational innovation, and outstanding employee engagement. He is an award-winning coach, mentor and facilitator and regularly speaks at conferences and events. Mr Bullen also works in partnership with several organisations and charities to promote opportunities for young people and the over 50s in training and employment.

Valerie Heywood (Secretary)

Valerie Heywood serves as Secretary on the Tempus Novo Board. She has been a Magistrate for 23 years, sitting in adult crime, youth crime and family Courts, and as a member of the Independent Monitoring Board at HMP Leeds for 20 years.

Mrs Heywood also sits on the board of several other prison-related charities, being a Trustee of the Jigsaw Visitors' Centre at HMP Leeds as well as a Trustee of Bradford Courts' Chaplaincy Service, which helps and supports defendants and their families when visiting Bradford Magistrates and Crown Courts.

Charlie Forbes Adam OBE (Treasurer)

Charlie Forbes Adam OBE joined the Trustee Board in 2019 and brings with him a wealth of experience on offender rehabilitation and the broader justice sector.

Henry Pearson (Trustee)

Henry currently works at Deloitte as a Director in their Debt and Capital Advisory team, where he specialises in helping companies navigate through the process of raising debt finance. Henry started his career in Deloitte's audit practice, gaining experience across a range of businesses as well as qualifying as a Chartered Accountant. After being introduced to Tempus Novo, Henry was struck by the large impact that Tempus Novo has on the lives of ex-offenders and their families. Outside of work Henry is a keen cyclist and enjoys spending time out in the countryside with his wife and children.

EXECUTIVE TEAM

Steve Freer (CEO)

Steve Freer is the CEO and co-founder of Tempus Novo. Mr Freer has worked in the criminal justice system since 1986. Starting at HMP Wormwood Scrubs, he worked with some of the most notorious criminals in the UK. Since then, he has managed a wide range of projects in prisons in the North of England.

More recently he worked as Business Development Manager at HMP Leeds, and it was during this time he developed a successful model for rehabilitating ex-offenders based on employment. Keen to do more, Mr Freer decided to set up Tempus Novo.

Valdemar Wawrosz (Managing Director) MD

Valdemar Wawrosz is the Managing Director and co-founder of Tempus Novo. Mr Wawrosz has been working in the criminal justice system since 1988, starting his career working at HMYOI Huntercombe with young offenders and then moved to HMP Leeds in 1990 retiring from the service in 2015. He has worked with every type of prisoner from remands to those serving a life sentence including some of the most difficult prisoners in the country. Mr Wawrosz passion for the rehabilitation of offenders was instrumental in the creation of Tempus Novo.

Criteria

Tempus Novo works mainly with male adult offenders who are looking for a way out of crime. We do not work with offenders who have convictions for Arson, Murder, or Terrorist or Sexual Offences

If they demonstrate a good level of desire to change, a good work ethic (including in custody) and even better with a great personality, then we will look to work with them.

Referrals

All ex-offenders at Tempus Novo are known as graduates to assist with their transition back into mainstream society. The referral process is kept simple and can consist of a phone call by the offender or the person nominating, usually a probation officer, prison officer, police officer or another caseworker.

Interview

At interview, the offender must have the following:

1. Curriculum Vitae
2. ID in the form of passport, Driving license or birth certificate
3. Bank account
4. Covenant (personal letter outlining their past and why they now want to change)

This allows for a speedier service should we suddenly have a position become available. The interview setting and the way we interact is key to putting the candidate at ease and forming a trusting relationship necessary for any level of success, should we decide to take them on to the program. It is done in such a way as to make our service personal and bespoke.

A comprehensive risk assessment is carried out using prison and police intelligence to ensure as far as is possible nothing can happen which could damage the reputation of the companies we work with.

Once on our programme we support both employee and employer for a minimum of 12 months from the date of employment. The support consists of visits, phone calls and texts and is designed around the needs of both employee and employer as each case is different.

Employers working with Tempus Novo.

We continue to work with a growing number of small to medium size Employers, as word gets out about how employing ex-offenders is actually good for business. One of our larger Employers, Clipper PLC operate in the Logistics Sector which we have found to be appropriate and for most of our candidates this is suitable entry level work. (70% of those in prison having literacy and Numeracy levels of a 12 to 13 year old) We still work with a wide range of Employers in order to facilitate as many of our candidates as possible including warehousing, window cleaning, wood scouring, engineering, catering, construction, call centres, a broad spectrum of work.

Tempus Novo Funders

In the period March 2020 to February 2021 Tempus Novo received income totalling £219,904, of which £218,266 was from charitable donations, listed below as follows:

The Forrester Trust	£10,000
Barbara Harrison HCD	£32,000
Garfield Weston Trust	£20,000
Henry Smith Trust	£30,000
The Tolkien Trust	£40,000
The Tudor Trust	£2,000
Roger Kaye	£13,882
HB Trust of York	£10,000
Santander Financial	£10,000
Marsh Foundation	£10,000
Other Donors	£40,384
TOTAL	£218,266

How Tempus Novo has used the monies donated.

Total expenses over the period totalled £289,530, of which £245,023 was accounted for as salaries paid to members of the Executive Team and employees. No salaries were paid to any Trustees, over this reporting period. All other monies spent went to cover operating expenses, principally:

Business plan consultancy costs

Fund writing applications

Design, print work and website

Internet access

Telephones, x2 mobiles

Laptop computers, x 2

Accountants' fees

Subscriptions

Travel expenses

Vision for the future

In the last year our direction has been somewhat guided by 2 things :-

1.The demand from specific prisons. These have tended to be from the Open estate with Category D status. We have found that working with these prisons, is much more accessible and progressive with Rehabilitation as their focus. Moving forward we anticipate working with more Category D prisons which tends to have the more motivated individuals. The fact that we are now supplying some really hard-working and loyal employees from these prisons, the demand from the Employers is increasing and more Employers are wanting to get involved. We are confident that subject to the right level of support this model can go on to help many more people coming out of prison and be replicated across the country and therefore be helping around 500 people into sustainable employment every year. Our research into growth industries shows Logistics as one of the leading sectors and it therefore makes sense to concentrate on our existing relationships with the Logistics industry.

2. The Covid Pandemic has certainly restricted the number of people that we have been able to deal with because of the restrictions in place, we have had to do telephone assessments instead of the usual face to face assessments which is not an ideal situation as it is difficult to assess someone properly over a telephone. Despite this we have still managed to place 70 people into work this reporting period which is outstanding when there have been thousands of people laid off work.

Moving forward, Tempus Novo has determined that a near-exclusive reliance on charitable donations is an ultimately unsustainable model. Whilst the level of charitable donations is extremely welcome, it is nevertheless of concern to the Trustees that they account for almost 78% of the charity's income. With this in mind we are having conversations with Employers around how we can make the organisation more sustainable, one idea which was raised by an Employer, is to form an Exclusive membership Club where Employers pay an annual donation.

Consequently, both the Executive Team and the Trustee Board are united in their determination to see Tempus Novo move towards an operating model that sees stakeholders who benefit from the charity's service contributing to it financially. Tempus Novo has determined to adopt a 'Thirds' model as follows:

1. One third from Stakeholders and employers.
2. One third from philanthropists
3. One third from Trust Foundations

The charity has made good progress with Employers in moving towards a model that will see them contribute in this way. We are also actively looking at other ways to bring in revenue, one example is to explore opportunities with Social Investors.

What is really significant and exciting is that companies are now approaching Tempus Novo as their preferred recruiter, this is what we dreamt of when we first started out on this journey, this is evidence of how well this model actually works. Here are just a few of the companies that have recently contacted us Culina Logistics, XPO Logistics, Tuffnells Parcel express, Front Row Support.

Part of our planning for the future sustainability of the charity, we now have in place a Risk Register compiled by the Executive team and Marsh Global Insurance management team (this piece of work kindly done Pro Bono by Marsh Group)

Financial review

The Trustees regularly review the financial position of the Charity and can confirm that at the date of signing the annual report, the Charity has adequate funds to meet its commitments. In the short-to-medium term, we believe it will be important to secure additional funding to ensure the long-term viability of the charity. To that end, several funding applications have been submitted, and we are encouraged by their prospects for success. As mentioned in the previous section, the charity is also working hard to encourage stakeholders who benefit from the Tempus novo service to contribute to it financially.

Over the period, income received totalled £281,261, set against total expenditure of £289,530. This represents an overall deficit of £8,269 which the Trustees consider a fair outcome for a charity undergoing a difficult year for fundraising.

Moving forward and including new members of staff, the monthly outgoings are predicted to be around £23,000 per month, we intend to raise the reserves to £230,000 at the next Trustees meeting so that we have ten months outgoings target as reserve.

Overall, the Trustees are satisfied with the financial health of Tempus Novo for this period, whilst remaining committed to reducing expenditure where feasible and moving the charity towards a more sustainable funding model centred on increasing stakeholder contributions.

On behalf of the board of Trustees



Mr G Grant
Chairman



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Mr C Forbes Adam
Treasurer

Dated 16th August 2021

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF TEMPUS NOVO

Independent examiner's report to the trustees of Tempus Novo ('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 28 February 2021.

Responsibilities and basis of report

As the charity's trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



James Sutton BA (Hons) FCA
ICAEW
Haines Watts
Chartered Accountants
Sterling House
1 Sheepscar Court
Meanwood Road
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LS7 2BB

Date: 19/08/2021

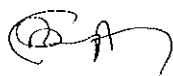
TEMPUS NOVO
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 28 FEBRUARY 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<u>Incoming resources from generated funds</u>					
Donations and legacies	2	77,384	140,882	218,266	349,849
Investment income	3	138	-	138	428
		<u>77,522</u>	<u>140,882</u>	<u>218,404</u>	<u>350,277</u>
Other incoming resources	4	62,857	-	62,857	19,370
		<u>140,379</u>	<u>140,882</u>	<u>281,261</u>	<u>369,647</u>
Total incoming resources					
<u>Resources expended</u>	5				
Governance costs		44,507	245,023	289,530	261,869
		<u>44,507</u>	<u>245,023</u>	<u>289,530</u>	<u>261,869</u>
Total resources expended					
Net income for the year / Net movement in funds		34,515	(42,784)	(8,269)	107,778
Fund balances at 1 March 2020		195,202	66,843	262,045	154,267
Fund balances at 28 February 2021		<u>229,717</u> =====	<u>24,059</u> =====	<u>253,776</u> =====	<u>262,045</u> =====

TEMPUS NOVO
BALANCE SHEET
AS AT 28 FEBRUARY 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	8		18,896		9,253
Current assets					
Debtors	9	-		1,400	
Cash at bank and in hand		249,727		320,564	
		<u>249,727</u>		<u>321,964</u>	
Creditors: amounts falling due within one year	10	(14,847)		(1,957)	
Net current assets			<u>234,880</u>		<u>320,007</u>
Total assets less current liabilities			<u>253,776</u>		<u>329,260</u>
Creditors: amounts falling due after more than one year	11		-		(67,215)
Net assets			<u>253,776</u>		<u>262,045</u>
			=====		=====
Income funds					
Restricted funds			24,059		66,843
Unrestricted funds			<u>229,717</u>		<u>195,202</u>
			<u>253,776</u>		<u>262,045</u>
			=====		=====

The accounts were approved by the Trustees on 16th. August 2021



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Mr C Forbes Adam
Treasurer

1. Accounting policies

1.1 Basis of preparation

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention

1.2 COVID-19

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information in making their assessment. In particular, in response to the COVID-19 pandemic, the Trustees have taken into account the impact on the charity and possible scenarios brought on by the impact of COVID-19, alongside the measures that they can take to mitigate the impact. Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

1.3 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	3 years
Motor vehicle	4 years

1.7 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.8 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.9 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

1.10 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.11 Cash and cash equivalent

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

1.12 Creditors

Short term creditors are measured at the transaction price.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Donations and gifts	77,384	140,882	218,266	349,849
	=====	=====	=====	=====

3 Investment income

	Total 2021	Total 2020
	£	£
Interest receivable	138	428
	=====	=====

TEMPUS NOVO
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 28 FEBRUARY 2021

4 Other income resources

	Total 2021 £	Total 2020 £
Service fees received	1,500	19,370
Furlough income	61,357	-
	62,857	19,370
	=====	=====

**5 Total resources
expended**

	Staff Costs £	Depreciation £	Other Costs £	Total 2021 £	Total 2020 £
Governance costs	245,023	7,507	37,000	289,530	261,869
	=====	=====	=====	=====	=====

6 Trustees

There were no trustees' remuneration or other benefits for the year ended 28 February 2021 nor for the year ended 29 February 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 28 February 2021 nor for the year ended 29 February 2020.

7 Employees

No employees had employee benefit more than £60,000.

Employment Costs	2021 £	2020 £
Wages and salaries	222,223	193,220
Social security costs	17,425	14,468
Other pension costs	5,375	3,764
	245,023	211,452
	=====	=====

The average monthly number of employees during the year was as follows:

	2021	2020
Total	8	7
	=====	=====

8	Tangible fixed assets	Computer equipment	Motor vehicles	Total
		£	£	£
	Cost			
	At 1 March 2020	8,736	9,000	17,736
	Additions	17,150	-	17,150
	At 28 February 2021	25,886	9,000	34,886
	Depreciation			
	At 1 March 2020	6,233	2,250	8,483
	Charge for the year	5,257	2,250	7,507
	At 28 February 2021	11,490	4,500	15,990
	Net book value			
	At 28 February 2021	14,396	4,500	18,896
	At 28 February 2020	2,503	6,750	9,253
9	Debtors	2021	2020	
		£	£	
	Other debtors	-	1,400	
		=====	=====	
10	Creditors: amounts falling due within one year	2021	2020	
		£	£	
	Accruals	1,513	1,957	
	Deferred Income	<u>13,333</u>	-	
		14,846	1,957	
		=====	=====	
11	Creditors: amounts falling due after more than one year	2021	2020	
		£	£	
	Deferred income	-	67,215	
		=====	=====	

12 Pension and other post-retirement benefit commitments

Defined contribution	2021 £	2020 £
Contributions payable by the company for the year	5,375 =====	3,764 =====

13 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 28 February 2021 are represented by:			
Tangible fixed assets	18,896	-	18,896
Current assets	225,669	24,058	249,727
Creditors: amounts falling due within one year	(14,847)	-	(14,847)
Creditors: amounts falling due after more than one year	-	-	-
	<u>229,718</u> =====	<u>24,058</u> =====	<u>253,776</u> =====

14 Movement in funds

	At 1/3/20 £	Net movement in funds £	At 28/2/21 £
Unrestricted funds			
General fund	195,202	34,516	229,717
Restricted funds	66,843	(42,784)	24,059
Total funds	<u>262,045</u> =====	<u>(8,269)</u> =====	<u>253,776</u> =====

Net movement in funds, included in the above are as follows

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	79,022	(44,507)	34,515
Restricted funds	140,882	(183,666)	(42,784)
Total funds	<u>219,904</u> =====	<u>(228,173)</u> =====	<u>(8,269)</u> =====

15 Related party disclosures

There were no related party transactions for the year ended 31 December 2020.