

BEATING TIME

England & Wales · Charity number 1158013

Details

Other names	CHOIRS BEATING TIME
Status	Registered
Legal form	CIO
Registered	2014-07-25
Register	View on the Charity Commission register

Contact

Address Redemption Roasters
c/o: Beating Time
9C York Way
London
N7 9GY

Phone 07783880919

Email info@beatingtime.org

Website www.beatingtime.org

Activities

Objects: THE PROMOTION OF THE REHABILITATION OF PRISONERS FOR THE PUBLIC BENEFIT IN PARTICULAR BUT NOT EXCLUSIVELY BY SETTING UP CHOIRS IN PRISONS AS A MEANS TO BUILD THE SKILLS AND CAPACITY OF OFFENDERS SO THAT THEY CAN BREAK THE CYCLE OF RE-OFFENDING ON RELEASE.

Activities: Set up and run singing & performance groups with prisoners and other groups whose health has been impaired or who are at the risk of exclusion from society. Our creative groups have a personal and development aspect, promoting the well-being and personal development of the groups, reducing the likelihood of re-offending by ex-offenders and helping the members re-join and contribute to society.

Classification

- **How:** Provides Services
- **What:** Education/training, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£668,987	£685,318	£243,556	9
2024-04-30	£712,439	£601,525	£271,776	6
2023-04-30	£501,810	£516,885	£161,084	7
2022-04-30	£251,383	£310,102	-	-
2021-04-30	£266,125	£166,185	-	-

Trustees

Name	Role	Appointed
Heather Jane Phillips		2025-01-01
Henry James Featherstone		2019-06-12
Paul John Jackson		2020-07-24
Rachel Mary Mace		2025-09-01
Shoaib Ahmad Mr		2025-04-24
Simon David Morgan		2020-07-24

BEATING TIME

England & Wales - Charity number 1158013

Accounts



**ANNUAL REPORT AND
FINANCIAL STATEMENT**

FOR THE YEAR ENDED 30 APRIL 2025

Charity registration number 1158013





Front cover: Photograph used with permission from Alberto Gonzalez

Alberto was a jewellery photographer for auction house Christies, when he became addicted to drugs and was sentenced to 6 years in prison for drug-related offences. We met him in 2017 in HMP Maidstone. Suffering from poor mental health, he joined choir becoming its champion. When he left prison, we found him a job with Snappy Snaps, a Timpson company. He joined a local community choir and sought help with recovery. By 2021 he had rebuilt his career, securing a post at a major Mayfair jeweller. He was an invaluable member of the Board of Trustees of Beating Time from 2019 to 2024. He remains a friend and big inspiration to all of us.

REFERENCE AND ADMINISTRATIVE DETAILS

Chair/ Founder Heather Phillips

Chief Executive Officer Olivia Wicks

Trustees Simon Morgan
Paul Jackson
Henry Featherstone
Shoaib Ahmad

Charity Registration Number 1158013

Principal Office Gunnery Works
9-11 Gunnery Terrace
Cornwallis Road
Woolwich
London
SE18 6SW

Independent Examiner Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

The Charity Bank
Fosse House
182 High Street
Tonbridge
TN9 1BE

Triodos Bank
Deanery Road
Bristol
BS1 5AS

245

JOB STARTS

1

NEW CHOIR

287

SINGING SESSIONS

2

NEW PRISONS
FOR INSIDE JOB

49

INTERVIEW SURGERIES
(PRISONS & COMMUNITY)

5

STRONG TEAM IN
WEST MIDLANDS

20

KOESTLER AWARDS

MANAGEMENT
SUCCESSION

CJA AWARD

FOR OUTSTANDING
MEDIUM ORGANISATION

HIGHLIGHTS OF THE YEAR
JANUARY – DECEMBER 2025





CHAIR'S STATEMENT

HELPING PEOPLE PUT PRISON BEHIND THEM

The overview of the 2024/25 financial year is set out in the Trustees' Annual Report. But I wanted to reflect on the last 12 months; a period of transition with our first change of the charity's senior management since its inception and my own move from CEO of the Charity I founded some 11 years ago, to a trustee, then, at the close of the financial year 2024/25, its Chair.

Management changes are always challenging, and their impact is greater in a small organisation. Beating Time's last year has been no different, with perhaps more than its fair share of hurdles (internal and external). I have given some flavour of these below, along with celebrating the numerous successes. Throughout, the Charity has continued to support its singers, find Candidates work and maintain and grow its prison community and funder relationships. We are all looking forward, during 2026, to continuing to realise our vision and making more positive impact on the lives of people serving sentences.

Right: Jon walking 100 miles home after release

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Peer Recruiters
in HMP Hewell

(Photograph used with
permission from
T Cronin Media Ltd)

WHO WE ARE

Beating Time is an award-winning charity whose mission is to help imprisoned people survive their sentence and thrive on release.

We run two different, but complementary programmes:

- Choirs Beating Time (CBT) uses weekly group singing to improve mental health. For over a decade, CBT has helped people retain a sense of self and social inclusion in prison.
- Inside Job, launched in 2021, is a peer-led employment programme that supports people towards the end of their sentence to prepare for work and helps them secure employment and training on release.

We work across 13 prisons and from three hubs in the community in Birmingham, London and (in partnership) Newcastle.

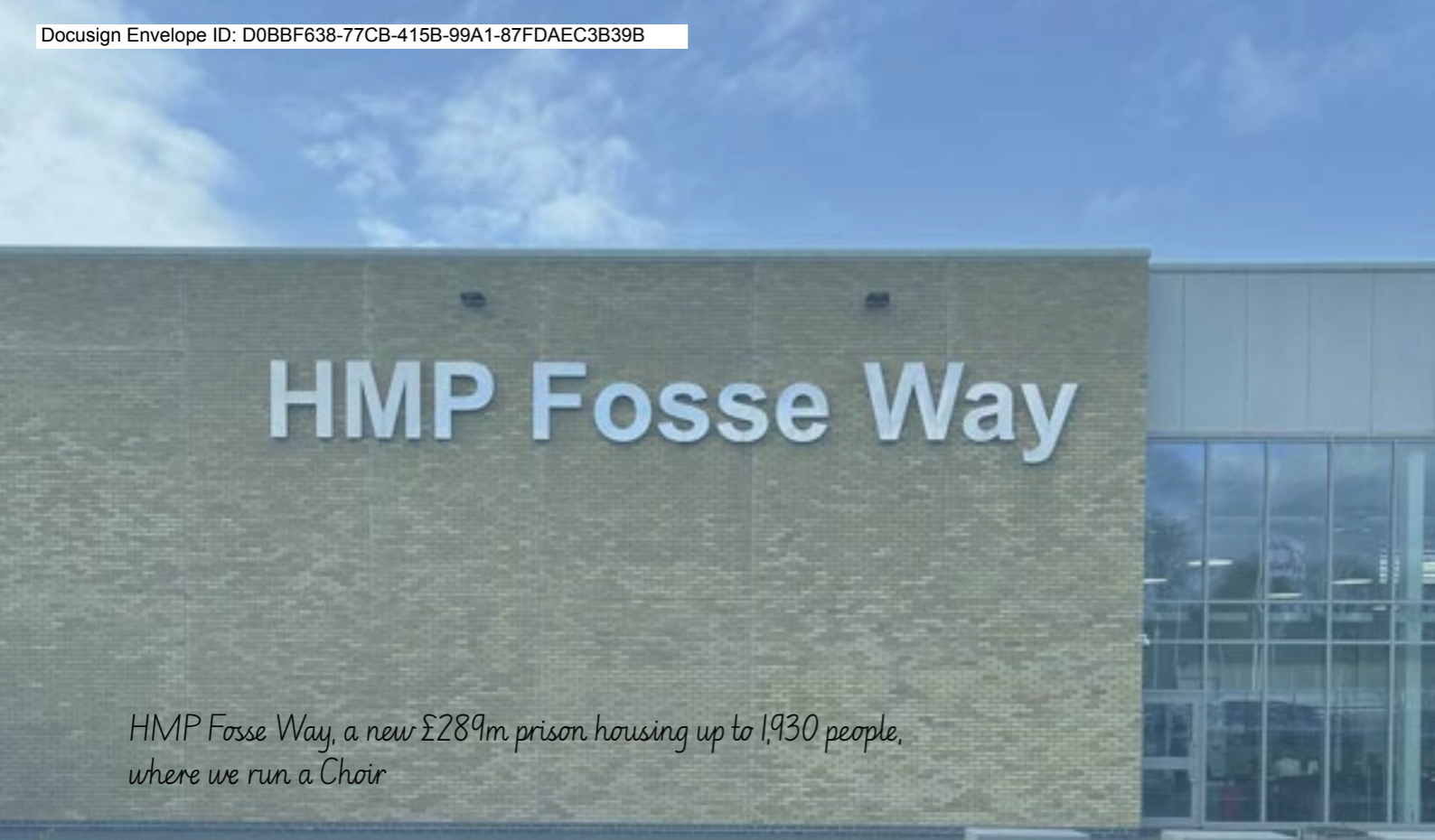
By supporting people both inside and outside prison, we instigate real change and make it stick.

At the heart of Beating Time is the belief that everyone in prison – regardless of age, offence, sentence length, release date, physical or mental health – should have access to meaningful programmes which help them cope with the present and plan for a better future. We believe in the transformative power of creativity and community in custody, but we also believe in personal responsibility, taking opportunity and fulfilling potential.

WHERE WE OPERATE



Key: ● Inside Job ● Choirs Beating Time Both programmes



HMP Fosse Way, a new £289m prison housing up to 1,930 people, where we run a Choir

THE STATE OF PLAY

CRIME AND THE CRIMINAL JUSTICE SYSTEM

Let me open with a truth that cannot be repeated often enough: crime continues to fall, even though around 70% of the public believes it is rising. Crime is one of the most misunderstood and misrepresented aspects of our society.

The offence rate per 1,000 people stood at 87 in March 2025, compared with 111 in 2002¹. The ONS Severity Score, which weights offences by typical sentence length to estimate how dangerous our society really is, has returned to its 2002 level of 16 per 1,000 people, after falling dramatically in the intervening years.

Yet, during that same period, average sentence lengths rose by 86% (Sentencing Academy). In other words, serious violence has fallen, but we are punishing more harshly than ever.

We are, by almost every measure, safer than we have ever been. Our tolerance for violence has collapsed. We no longer accept hitting children, bullying in schools or in the workplace. We live in a cashless society. CCTV, smart doorbells and nanny cams are ubiquitous. These changes, amongst others, have reduced the crime we once saw on our streets.

¹ONS Crime Severity Score, 9 December 2025

Much of today’s crime happens largely behind closed doors – violence against women and girls, sexual offences, and online fraud. As one Chief Constable told a conference I attended recently, *“Bobbies on the beat are not the answer to modern crime”*.

THAT’S CRIME, WHAT OF PUNISHMENT?

It remains a stark fact that you are 10 times more likely to go to prison if you are poor. The likelihood is even higher if you are mentally ill, neurodivergent, illiterate, homeless or care-experienced. For some of our poorest communities, prison has become a tragic rite of passage. For politicians, it remains a crude shorthand for a tough stance on crime. For much of the public, it is still vastly overestimated in terms of both living conditions and effectiveness.

Prison is necessary – to punish and to protect. It is also deeply inefficient and increasingly misused.

Last year, we noted that despite record numbers of people in prison (the highest rate in Western Europe), the UK Government is building 20,000 new prison places (5 years behind schedule) at a cost of £10bn (100% over budget). But there were reasons to be hopeful: the prison population was 3,500 smaller, James Timpson was Minister of State for Prisons, and David Gauke was chairing an independent sentencing review.

A YEAR ON, THAT SENSE OF OPTIMISM HAS FADED

More than 30,000 people in prison are not serving a sentence at all – they are either waiting for trial or have been recalled, often for minor technical breaches of licence conditions.

MEASURE	CURRENT POSITION
PRISON POPULATION	87,334 IN JUNE 2025 (–0.45% VS JUNE 2024).²
PRISONERS ON REMAND	17,700 AS OF 30 SEPTEMBER 2025 (20% OF THE TOTAL PRISON POPULATION – A 50-YEAR RECORD HIGH).³
PRISONERS ON RECALL	11,041 BETWEEN APRIL–JUNE 2025 (+13% VS THE SAME QUARTER IN 2024).⁴
CROWN COURT BACKLOG	74,234 IN DECEMBER 2024 (+10.5% VS DECEMBER 2023).⁵
PROBATION CASELOAD	246,502 IN SEPTEMBER 2025 (+0.94% VS JUNE 2025).⁶

² Ministry of Justice (2026) *Justice in numbers*. Available at: *Justice in numbers* (Accessed: 24 February 2026).

³ Ministry of Justice (2025) *Offender management statistics quarterly: July to September 2024*. Available at: *Offender management statistics quarterly: July to September 2024* (Accessed: 24 February 2026).

⁴ Ministry of Justice (2025) *Offender management statistics quarterly: April to June 2025*. Available at: *Offender management statistics quarterly: April to June 2025* (Accessed: 24 February 2026).

⁵ Ministry of Justice (2026) *Justice in numbers*. Available at: *Justice in numbers* (Accessed: 24 February 2026).

⁶ *Ibid.*

THE STATE OF PLAY continued

We are not looking at a crime problem, we are looking at systems and policy failure. Nearly 40,000 people have been released under Early Release Schemes since September 2024. These Schemes have not reduced the prison population. Instead, they have destabilised prison regimes, overwhelmed probation services and created chaos both for prison staff and people trying to rebuild their lives on release.

The money and effort invested would have achieved far greater impact if it had been directed toward interventions with proven, long-term outcomes.

The solutions are not a secret. Government already knows what to do:

- Use electronic monitoring and community sentences for lower risk offences.
- Reverse sentence inflation.
- Properly resource the courts.
- Make licence conditions proportionate and realistic.
- Listen to prison governors, probation leaders and judges.
- Implement the recommendations in the reports the Government commissions at taxpayers' expense.

As David Gauke made clear in the Independent Sentencing Review,⁷ a step-change will only come when Government

'Integrated Offender Management... requires...specialist support from Charities.' He recommends **"increasing funding, expanding local commissioning and improving data sharing, as well as scaling up local examples of good practice.'**

– David Gauke,
Independent Sentencing Review

properly recognises and resources not-for-profit organisations that are crucial to delivering community-centred justice and helping people who have resorted to crime make long-term change.⁸

Small and mid-sized charities are hugely impactful, more trusted and, we believe, more cost-effective than publicly commissioned services. We are effective because we must be. Donors demand real change. We do not have money to waste. We do not deliver one-size-fits-all services that fit no one. And, unlike probation, we do not have conflicted mandates around enforcement and risk management.

True, prison charities do not operate "at scale" (sadly, we cannot afford to). But nothing delivered "at scale" is still nothing – look at the Early Release Schemes! Meanwhile Beating Time and our partner, The Recruitment Junction put 400+ people into work this year, reducing the number of people recalled to jail and reoffending.

OUR PROGRAMMES

INSIDE JOB

AN EFFECTIVE PEER-DELIVERED EMPLOYMENT AND RESETTLEMENT PROGRAMME

Inside Job is designed and delivered by people who are serving, or who have served, custodial sentences. They support their peers – our **Candidates** – to prepare for work and secure sustainable employment on release.

We believe that those closest to the problem often hold the best solutions.

Inside Job began five years ago on a single prison wing, with just two people: one in custody (Jon) and one in the community (me). From those beginnings, it has grown into a proven, peer-led model operating across multiple prisons.

We start by building confidence and motivation while people are still in custody. We then support them to create a strong CV and a clear personal offence disclosure letter. Once ready, they are invited to monthly **Interview Surgeries**, where real employers come into prison to offer real opportunities.

Our Candidates face several and overlapping barriers to employment. Many lack confidence, formal qualifications, stable housing, ID, or recent work experience. Others are navigating trauma, addiction, or the practical realities of release after long sentences.

INSIDE JOB'S 3 STEP MODEL

RECRUITERS

We train and pay people serving their own sentences to recruit Candidates and prepare them for work.

EMPLOYERS

We run focused Interview Surgeries, taking one employer into prison, every month, to interview Candidates.

SPECIALIST SUPPORT

On release, we fill in the practical and emotional potholes in the road to employment before placing Candidates into work.

⁷ *Independent Sentencing Review, Final Report and Proposals for Reform (Ministry of Justice, 22nd May 2025)*

⁸ *Independent Sentencing Review, Final report and proposals for reform (Ministry of Justice, 22 May 2025) [p.116 ibid]*

Support into paid work does not stop at the prison gate. On release, we help with:

- travel and work clothes
- training and qualifications
- probation requirements
- ID and bank accounts
- navigating employer expectations
- confidence and belief

Whatever the barrier, we work alongside the individual to remove it so that the opportunity they have earned can become a job they can sustain.



OUR IMPACT

MEASURE	SINCE 2021	JAN–DEC 2025
JOB STARTS	864	245
PRISON INTERVIEW SURGERIES	173	37
COMMUNITY INTERVIEW SURGERIES	20	12
PRISONS WITH AN INSIDE JOB DESK	12	8

2025 INSIDE JOB HIGHLIGHTS

HMPYOI Isis

HMPYOI Isis has seen radical improvement – 59 jobs have been secured in the space of 12 months (Jan–Dec 2025). This is a significant achievement in one of the most operationally challenging establishments in the prison estate.

Running the Model in Isis is hard, given a strict “keep apart” policy between wings and a young population that lacks work experience, education and training. In this context, our outcomes in Isis represent a major success for the Model.

HMP High Down

We continued to deliver on our strategy to grow our London presence from one to three prisons in three years. In January 2026, we opened a new Inside Job operation in HMP High Down, with four Peer Recruiters onboarded and holding our first Interview Surgery.

We are targeting a third London prison in 2026.

HMP Durham

The Recruitment Junction, our partner in the North East, launched an Inside Job desk in HMP Durham. Inside Job is now in three prisons in the North East, strengthening its regional footprint and continuing to build on our successful partnership.

Community growth

In 2025, we doubled the number of Community Interview Surgeries to support both our growing number of work-ready Candidates and the increase in referrals we receive from Government agencies,

including Creating Future Opportunities (CFO), Probation and DWP.

Out of this, we have developed a pioneering Reverse Mentoring Project, pairing leaders from our employers with mentors who have lived experience of the criminal justice system, challenging traditional power dynamics and assumptions. Honest, first-hand conversations between those pairings have deepened employers’ understanding of barriers to employment, inspired more inclusive second-chance hiring, and built confidence and agency for mentors.

*Top: Reverse Mentoring workshop in our Birmingham office
Bottom: Skanska interviewing a Candidate in HMP Birmingham*



2025 CHALLENGES AND RESILIENCE

Operationally, our new Senior Management Team have had a lot to contend with this year.

The Inside Job West Midlands Team disintegrated. Multiple people left over the course of the year. In a four-person team, that had significant consequences.

Jon Floyd, the co-founder of Inside Job, and Liv have been heroic in their efforts to keep servicing our three prisons and Candidates in the West Midlands. Crucially, they have bought us the time to rebuild.

'We've got a great, fully trained, new team in the Midlands. Bex, Chloe and Tiarna are running our 3 prisons. That leaves me free to focus on employers and opening up new opportunities for Candidates and Lucia to help scale and improve impact' – Jon

I'm delighted to say, as of today (February 2026), we have been joined by four new team members. Under Jon's leadership in Birmingham, this marks a renewed and resilient foundation for the year ahead.

Below: Jon, Lucia, Bex, Tiarna and Chloe, our Midlands Team outside our Birmingham Hub



SUCCESS STORY

AYSA



'When I was released, within 24 hours the support was there. I had been called, offered a job interview, got some new clothes and was given the second chance I needed' – Aysa

Above: Aysa, with Inside Job Community Consultants, Jem and Patrick

Aysa was an Inside Job Recruiter in HMPYOI Isis. While in custody, he helped organise an Interview Surgery in which he met one of our employers, Oliver Connell & Sons.

On release in June 2025, we met him for a coffee. Although he'd found some short-term work with a family member, he was clear about wanting something more stable – a real career, not just a stopgap.

We invited him to take part in our 'Fast Lane Day' with Taylor Woodrow, where he completed his Construction Site Certificate of Safety and interviewed with several subcontractors. As a result, Aysa received four job offers.

He accepted a position with Oliver Connell & Sons as a trainee engineer and is now working towards starting their engineering apprenticeship next year.

He regularly sends us photos from site. He's thriving.

SPOTLIGHT ON EMPLOYERS

TAYLOR WOODROW SUCCESS STORY

Below: Fast Lane Day organised in collaboration with Taylor Woodrow



Since 2021, Inside Job Candidates have been placed with over 400 different employers. This year, we placed a strong focus on deepening our existing relationships and creating meaningful opportunities for the people we support. Fifteen were employed through just two of these strengthened relationships alone.

In July 2024, Taylor Woodrow visited HMPYOI Isis. A prison lockdown meant interviews had to be conducted through cell doors – yet even under those conditions, two Candidates secured job offers and moved straight into work on release:

- Jahrome is now working as a labourer on the Meridian Water project for Taylor Woodrow.
- Horace secured a role with their subcontractor Cognition as a trainee quantity surveyor.

This was followed by an Interview Surgery in March 2025, focused on opportunities at Meridian Water where 32 young men were interviewed. Five Candidates stood out, but it was clear that more support would be needed in the community.

So, we and Taylor Woodrow developed two “Fast Lane Days” for the best Candidates, which included:

- Health & Safety training
- CITB testing
- Working at Height qualification
- full PPE provision
- interviews with 6 subcontractors

It was a major success, resulting in nine job offers, five of which have already become Job Starts.

‘Inside Job does not just support prisoners; it changes the trajectory of people’s lives, and I am proud to play a part in that’

– Josh, Social Value Manager at Taylor Woodrow

PERTEMPS SUCCESS STORY

The Chair of Pertemps attended a Reverse Mentoring session, which fired her resolve to promote our Candidates to Pertemps’ employer base.

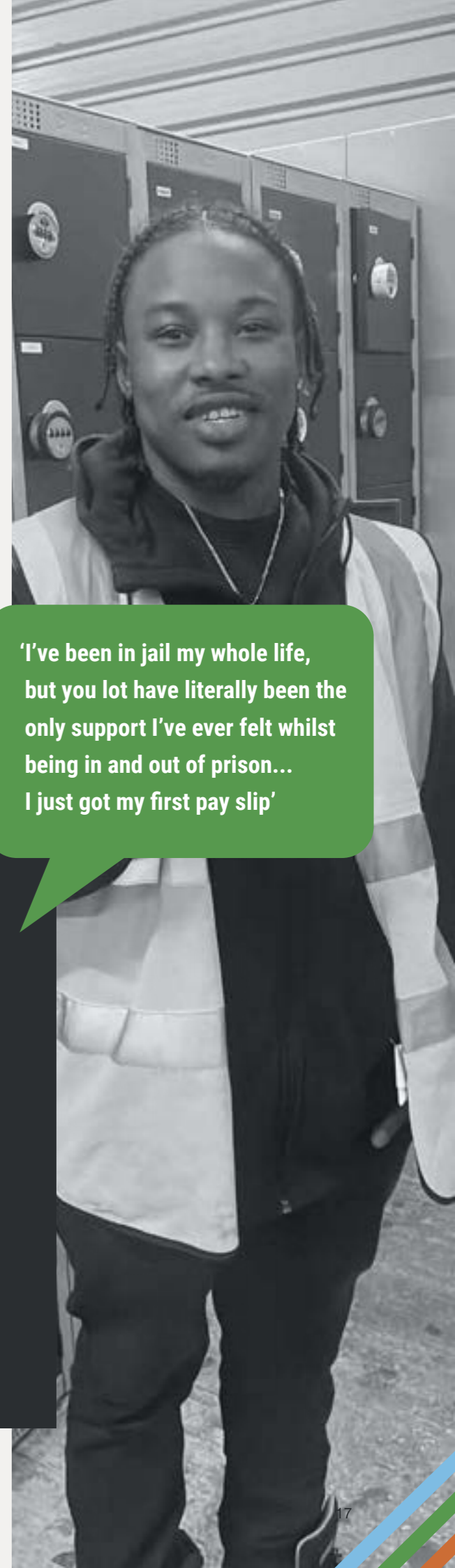
Pertemps delivered three information sessions at our West Midlands office in Digbeth for 20 participants. These sessions resulted in 12 job offers, with eight people already in work.

GARY SUCCESS STORY

We met Gary in HMP Birmingham. Born in another country, he had no right-to-work documents and faced significant barriers to finding employment. Working closely with his Peer Recruiter, he created a CV and personal offence disclosure letter and attended multiple Interview Surgeries while still in prison, gaining both practical skills and confidence.

On release, Gary attended a community-based Surgery, where he was recruited by Pertemps for a role at Boots.

Right: Gary on the first morning of his shift at Pertemps



‘I’ve been in jail my whole life, but you lot have literally been the only support I’ve ever felt whilst being in and out of prison... I just got my first pay slip’

CITY & GUILDS ASSURED COURSE

During 2025, we have rolled out our first-of-its-kind Peer Recruiter training course, the “Inside Job Employment Specialist Course”, across HMPs Birmingham, Durham, and Hewell, and HMPYOI Isis.

Piloted at HMP Stoke Heath in 2024, the programme sets a new standard for peer-led employment support in and out of prison. The 12 sessions equip participants with the skills and confidence to support our Candidates preparing for employment.

Key themes include Candidate selection, understanding prison regimes, CV and personal offence disclosure letter writing, communication skills, employer expectations, delivering Interview Surgeries and removing barriers to work. The Head of Education, Skills and Work at HMPYOI Isis, observed a session and commented:

‘It effectively walks Recruiters through barriers and shows how they can help overcome them – a strong example of curriculum meeting resettlement needs’

At HMP Birmingham, one participant reflected:

‘I would 100% encourage the prison to keep this course going. It has been life-changing, helping me understand how I can get my life back on track’

With a strong pipeline of trained participants ready to step into Peer Recruiter roles as releases occur, this programme is embedding Inside Job across our prisons and provides a solid foundation to scale.

Below: Inside Job Peer Recruiters and Jon at HMP Hewell

(Photograph used with permission from T Cronin Media Ltd)



CHOIRS BEATING TIME

CREATIVELY COPING IN PRISON

Having revived 11 Choirs after the two years of silence imposed by Covid, 2025 has been disappointing. Cuts to the Ministry of Justice (MoJ) education budget (in particular, the DPS budget) meant we had to take the decision to pull our professional Music Directors from HMP Gartree, HMP Rye Hill and HMP Stafford. However, *Harmony on the Hill* and *Beyond Bars*, the Choirs at Rye Hill and Stafford respectively (both prisons for people convicted of sexual offences) live on, as Pete, Head of our Music Team, supported talented amateur musicians in the groups to keep them going.

At HMP Maidstone, where MoJ funding was also withdrawn, we made the decision to continue one of two Choirs using our reserves (thanks to our Kent-focussed supporters). With less resource than other prisons and a huge emotional strain on people uncertain about their future (HMP Maidstone is a foreign nationals prison), Choir is a lifeline.

Elsewhere, the remaining Choirs have thrived during 2025, except for our oldest Choir at HMP Birmingham, where ease of movement off the wings is an ongoing issue for all activities. But we are not cowed. In 12 years of singing in prisons, a two-bar rest has often been followed by a rising crescendo and dissonance by harmony – the music will go on.

OUR IMPACT

MEASURE	SINCE 2014	JAN-DEC 2025
CHOIR SINGERS	1,754	248
CONCERTS	74	19
REHEARSALS	806	287
AUDIENCE MEMBERS	7,405	598

2025 HIGHLIGHTS

Our singers won 20 Koestler Awards for their music this year, taking our total to 76.

We expanded music to several wings at HMPYOI Swinfen Hall.

We reopened a Choir at HMP Featherstone, following a five-year closure post-Covid.

Despite funding cuts at HMP Maidstone, singer numbers grew and we had huge staff support.

SPOTLIGHT ON OUR MUSIC DIRECTORS

Choirs Beating Time's Music Directors are more than facilitators and teachers: they create safe spaces and welcoming communities, mentor, compose and arrange. Through music and performance, they enable people serving sentences to connect with themselves and give something beautiful to others.



Pete Churchill has been a community music facilitator for over 30 years. At home in mental health facilities, schools, prisons, and running choirs for the homeless, he arranges everything from Bach to Beyoncé and has written musicals, protest and love songs. A multi-instrumentalist, he plays with classical musicians, indie and folk bands and for Church services in prison. Pete leads from the front (the side, the back...) and where he leads, everyone follows.

Gladstone Wilson is a pianistic genius with infectious talent. Gladstone has arranged music for ITV's X Factor, played with Bobby Womack, Tracy Chapman and Eternal. He has directed and produced musical theatre at the Young Rep Theatre and Youth Rep Choir. He is a tutor at the Royal Birmingham Conservatoire, inspiring the next generation of young musicians. However, he is adamant that the best hours of his week are spent with the *Swinfonics* at HMPYOI Swinfen Hall.



Claire Fowler was once a Probation Officer. She's now a vocal coach and music facilitator. Claire has worked with us for seven years. She has developed a specialism with young people in prison. First, she worked with the "poor copers" in HMPYOI Brinsford. Now Claire works with Gladstone at HMPYOI Swinfen Hall. They lead a monthly Choir, made up of young people, many of whom identify as members of the LGBTQ+ community, and weekly small groups on each wing, to make music more widely accessible across the prison.

Joe Novelli is a member of the professional a cappella group, The Sons of Pitches. He has taught thousands of school children the power and versatility of the human voice. His musical arrangements have featured on the BBC, ITV2 and Sky. Like Pete, he gives back by leading the homeless choir, *Choir With No Name*, in Coventry and our Choir at HMP Fosse Way.



Gavin Alexander is a singer-songwriter who runs our groups at HMP Maidstone and HMP Swaleside. Gavin has written for a cappella group, The Flying Pickets and performs with his band Arcelia, known for their beautiful harmonies. Gavin has built music groups on the Mental Health and Drug Recovery wings in Swaleside and a vibrant choir in Maidstone. He has just started teaching guitar in HMP Maidstone to augment our musical offering.

Sally Debiage, our Midlands Choir Manager, pulls everything together. She has worked with Pete for over 10 years. Throughout her career, Sally has used the arts to bring people together. Alongside Choirs Beating Time (Midlands), she manages *The Choir With No Name* in Birmingham and Coventry, choirs of around 50 people with lived experience of homelessness. Post-COVID, it was Sally who rebuilt 11 Choirs over 12 months with our then COO, Rachel. She organises concerts, finds great musicians, looks after the singers and finds ways to make things work in prison.



With this talent and enthusiasm in our team and the enduring power of music on our side, we are determined to get more people in prison singing.

'As a part of the choir I experience a true sense of community and fellowship that has been missing from my life so far'

– HMPYOI Swinfen Hall



Listen to our choirs

THE RECRUITMENT JUNCTION



Above: Rob opening an Inside Job Desk in HMP Durham



Above: The TRJ Team

Beverley Brooks started The Recruitment Junction (TRJ) at roughly the same time as we launched Inside Job. We are similar in size, share a common vision and values and this year, both organisations passed the 800 Job Starts milestone.

TRJ's model is different to the Inside Job programme. Based in the community, they support anyone with a conviction into work and get many of their referrals from DWP and Probation. Inside Job, by contrast, currently works almost exclusively with people leaving custody and finds its Candidates in prison.

Like us, TRJ have strong relationships with local employers and rely primarily on Trusts & Foundations for their funding. Under Beverley's leadership, TRJ now have a 17-strong team in the North East. For the past three years, they have

been running Inside Job, first in HMP Northumberland, then HMP Holme House. In 2025, they opened at HMP Durham.

Neither organisation has the resources to scale nationally on their own, but by working together, we now cover the South East, West Midlands, and North East. Beverley plans to expand TRJ into the North West, while our mid-term strategy remains to focus geographical growth in the East Midlands. Between us, through effective collaboration, we are covering more ground and changing more lives.

The partnership has been transformative. We have learned from TRJ's expertise in employer engagement and recruitment; they have drawn on our experience of working inside prisons and supporting people at the point of release.

Our collaboration has allowed us to achieve far more than either organisation could alone.

It was the icing on the cake of our effective collaboration when we were both award winners at the 2025 Criminal Justice Alliance Awards; The Recruitment Junction won "Outstanding Small Organisation", and we took home "Outstanding Medium Organisation".

Right: Beverley Brooks (CEO and Founder) and Jo Sutton (Director) collecting The Recruitment Junction's CJA Award for Outstanding Small Organisation

"Working alongside Beating Time to expand Inside Job into the North East means more people leaving prison can access vital peer-led support right when they need it most, helping them build stability, confidence and have a real chance at a fresh start. We're proud to be flying the Inside Job flag and continuing our close relationship with Beating Time".

– Beverley Brooks, CEO and Founder of The Recruitment Junction





Above: Pulling together on The Thames

A YEAR OF TRANSITION

2025 has been, as I said in my opening paragraph, a crucial one for Beating Time. At the end of December 2024, after over 10 years, Rachel (former COO) and I handed over to a new team; a team with the fresh energy which we felt was needed to take the Charity forward. At the same time, we bid farewell to Shoaib, our tech whiz, and Sarah, our financial backbone.

As Simon outlined in last year's Chair's Statement, we had a 2-year plan to find a new leadership team, systemise all our processes and capture our know-how, whilst also keeping the Charity running. 2024/25, the financial year under review, was a crucial one for us to ensure that the new team had the best foundation to settle in and to go forward with the strategy.

Prior to the handover we rationalised Inside Job, Finances and the Board, which meant:



INSIDE JOB:

- Refining our in-house designed and built, bespoke portal to better track Candidate and employer data, status and progress.
- Developing a Job Scanner, to make job searching the websites of the employers we work with easier for our Community Consultant team.
- Updating the Shared Contact Database.
- Capturing our know-how in a City & Guilds' assured 12-part course for Inside Job staff and Recruiters, enabling consistent delivery of the Inside Job model and providing the technical foundation to scale.
- Streamlining a full document suite, including:
 - o all the branded promotional materials used to make us visible in prison
 - o comprehensive, easy-to-use documentation for our community staff and Prison Recruiter colleagues to gather information on Candidates
 - o all documentation relevant to employers.



FINANCES:

- Renewing and/or winning MoJ Dynamic Purchasing ("DPS") contracts (where national prison budget cuts allowed).
- Maximising Trusts & Foundations funding, renewing as many grants as possible and securing new ones to leave the new team with a strong financial footing.
- Ensuring our funding processes and document library were complete and extensive.
- Enhancing our monthly financial review process.



BOARD CHANGES:

Sam Eastwood, Tom Snowden and Alberto Gonzalez stepped down from the Board, after five years of great service and friendship. I joined on 1 January 2025 and in April, Simon Morgan, after three years of excellent leadership as Chair, passed the baton to me. We were delighted to welcome Shoaib back, this time to the Board.

This combination of professional and commercial skills and lived experience of prison is what has enabled us to come so far in such a short period of time and deliver two very different programmes across so many prisons. I am grateful to my fellow trustees for their continuing commitment to the charity and work at every level. Rachel joined the Board on 1 September 2025.



BUILDING THE NEW TEAM:

Finally, we undertook an extensive search and recruitment process for a new CEO, COO and finance lead. This was not easy and unsurprisingly for charity succession, we had a couple of false starts which curtailed the intended handover period. We are grateful to Rachel for stepping into the breach in Spring 2025 to cover the COO function for five months whilst we recruited a new replacement. Abi joined us as COO on 11 August 2025.

The new Senior Management Team, Liv and Abi, have approached the challenges and responsibilities of running a prison charity with courage, dedication and skill and kept Beating Time on track, a feat we do not underestimate. Our new finance lead, Garima, has quickly earned the team's confidence.

It has not been plain sailing, but we are afloat and on course.



FINANCES

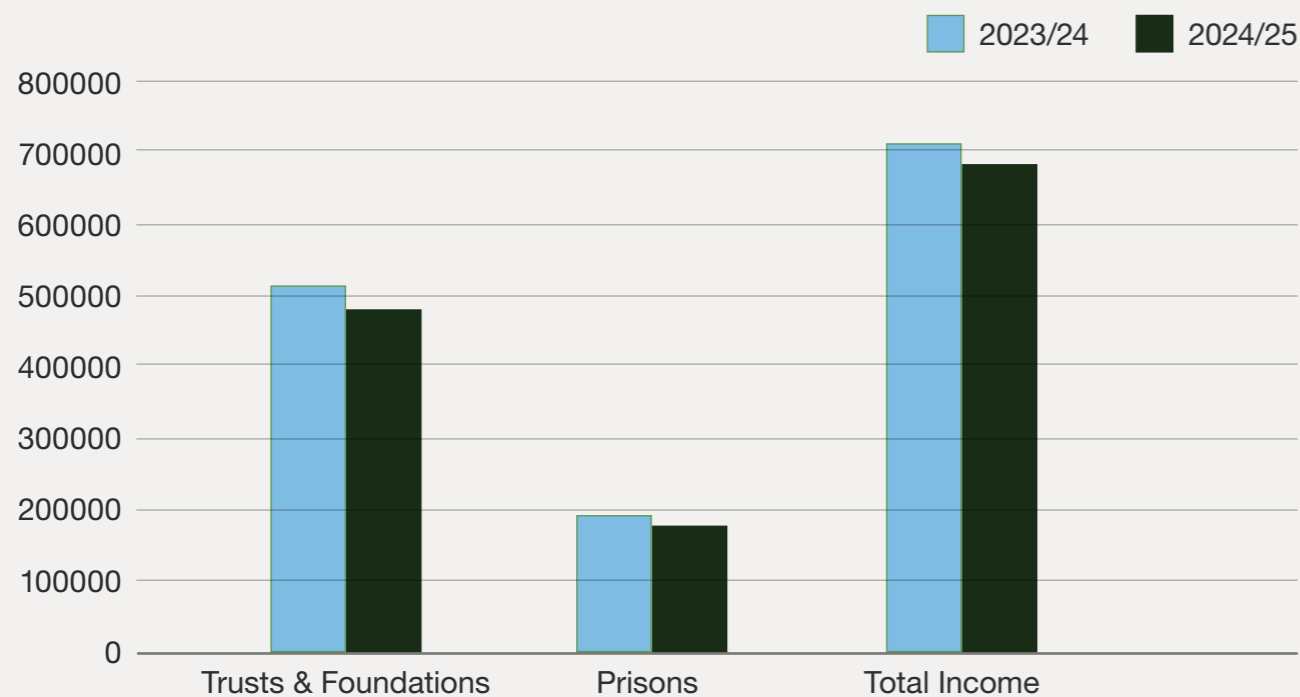
2024/25: Our income for 2024/25 slightly reduced (down 6%) both from Trusts & Foundations and Prisons as compared to our last financial year. Given the 42% increase in funding in the year to April 2024 on the previous year and the transition we had been implementing, this was anticipated.

What was not anticipated were the severe cuts to the Ministry of Justice’s Prison Education Dynamic Purchasing System (“DPS”) budget, which meant three of the five prisons Inside Job operated in contributed little or nothing financially

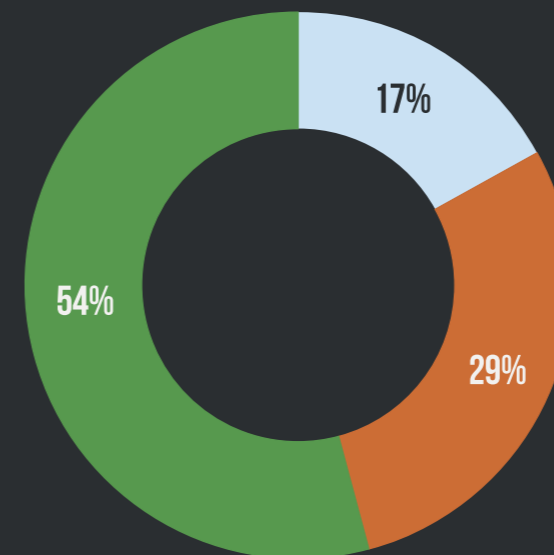
during the year under review. It also meant we had to close choirs in some prisons that could not make any financial contribution beyond 31 March 2025, in order to maintain reserves for 2025/26.

Despite these challenges, we raised £668,987 in 2024/25 against expenditure of £685,318. We closed 24/25 with total reserves (restricted and unrestricted) of £243,556. This, combined with known income to be received for 2025/26 of £442,098 achieved our goal of giving the new team a strong headstart for 2025/26’s standstill budget of £750,000.

FUNDING: INCOME SPLIT BY SOURCE

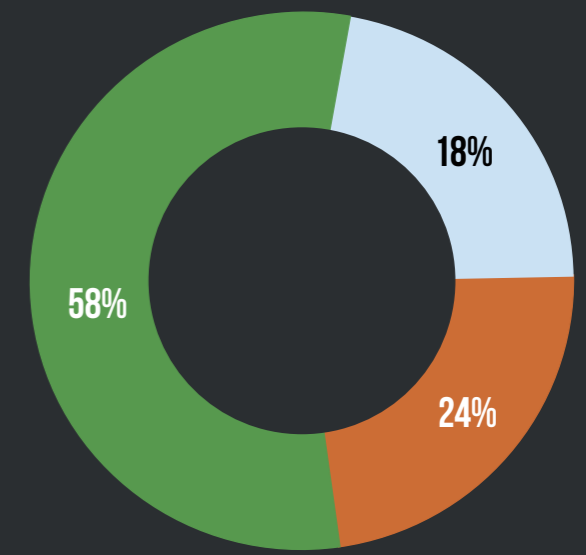


EXPENDITURE 2023/24



- Central Administration
- Choirs Beating Time
- Inside Job

EXPENDITURE 2024/25



- Central Administration
- Choirs Beating Time
- Inside Job

FUNDERS

Not many Trusts & Foundations support prison charities. Over the past five years, we have been fortunate to secure grants from most of those that do. In London, our work continues to be supported by City Bridge Foundation, and elsewhere by Henry Smith Foundation and Garfield Weston Foundation. However, many trusts only invest for three years at a stretch or are changing the focus of their giving, so we are now seeing much of that funding coming to an end. We are particularly grateful to The Worshipful Companies of Drapers, Fishmongers, Weavers and Goldsmiths for their support in the past, and the long-term commitment made by The Bromley Trust and Charles Hayward Foundation.

Our new team have been outstanding during **2025/26**, securing 11 new funders to replace some of those reaching the end of their cycle and the loss of prison income highlighted above. We look forward to delivering the impact these funders want to see in the lives of people leaving prison and developing these new relationships.

2026/27: We are anticipating entering the 2026/27 financial year with stronger reserves than in previous years. This is both due to the new relationships mentioned above and perhaps the only silver lining from a staff shortage over the last 12 months – a reduction in 25/26 expenditure against planned budget. This projected strong close is giving us the flexibility to direct funds towards our strategy of expanding into the East Midlands.



STRATEGY AND GROWTH

Succession from a charity's founders is a notoriously risky time. Thanks to the work undertaken in 2024/25 (the financial year under review), we were able to provide a strong headstart in funding, a robust infrastructure, and established prison and funder relationships for 2025. Our new Senior Management Team have been able to focus on mastering their remits, ensuring impact, and sufficient stability to move forward.

Staffing, rising unemployment, the chaos in prisons and government cuts have been strong headwinds, but we know that these are the realities of operating in a harsh environment. In the circumstances, we are very pleased with the impact we have achieved in this year.

We are continuing to build the capacity needed for growth, in particular to strengthen leadership and oversight. We have recruited a Head of Programme Delivery to our senior team. With Choirs Beating Time and Inside Job now active across 13 prisons in the Midlands, London, Kent and (in partnership) Newcastle, this role is essential to maintaining discipline, consistency, and high standards across all programmes.

Our strategy for the remainder of 2025/26 and into 2026/27 is to:

- Maintain our presence in existing prisons.
- Open one new prison in London, taking the Inside Job London cluster to three.

- Open one new prison in the West Midlands, returning our group there to four.
- Launch two new Choirs.
- Establish a foothold for Inside Job in the East Midlands.
- Support 250 people a year into work immediately post-prison.
- Deliver 240 group singing sessions for at least 200 participants a year.
- Tailor and expand our music offer in the prisons we serve.

East Midlands Expansion

Opening Inside Job in the East Midlands remains part of our strategy during 2026/27. The region has seen significant expansion in the prison estate with the building of HMP Fosse Way, HMP Five Wells and expansion at HMP Gartree. This new capacity, when added to that of the existing prisons around Nottingham, Leicester, Peterborough and Derby, gives this area a high prison population. Support services have not increased proportionately. Accordingly, we feel this is where Inside Job should head next to meet the need.

We already have a Choir at HMP Fosse Way, so our established expansion strategy of creating local prison contacts through Choir and then building Inside Job around them, is underway. The area also has reasonable employment opportunities e.g., as a logistics hot spot based around the M1 and with ease of access to London, the North and East coast ports.



Above: Lir (CEO) collecting Beating Time's CJA Award for Outstanding Medium Organisation

AWARDS

Recognition, while not necessary, is always gratifying. We were proud to receive the Criminal Justice Alliance award for 'Outstanding Medium Organisation' in 2025. We were selected by a panel of experts in the field: Diane Curry OBE, Chris Henley KC and Christopher Stacey.



SOME OF OUR SUCCESSFUL CANDIDATES

THANK YOU

To our funders – your support makes our impact possible. We are grateful for your commitment to getting to know us, understanding our issues and fostering collaboration across the wider sector.

To our talented team of Music Directors and Sally, for keeping the music playing and bringing people together to make it.

To the prison governors and staff whose dedication shines through. Despite enormous challenges from all directions, you have, in every sense, opened the doors we, our candidates, singers and employers have walked through.

To the juggling experts of our Inside Job team, thank you for creating and pinning down all those opportunities for our candidates, and for your compassion and resilience.

To the tiny but mighty central team, who have hit the ground running and driven our fundraising and communications forward with energy and optimism.

To everyone at The Recruitment Junction for their partnership, friendship and professionalism which makes us more than the sum of our parts.

To my fellow trustees and in particular my predecessor as Chair, Simon, for their generosity, wealth of experience, intelligence, insight and integrity.

Finally, to our new Senior Management Team, who have climbed a mountain this year.

Yours faithfully,

DocuSigned by:
Heather Phillips
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Heather Phillips
Chair of Trustees and Founder of Beating Time

TRUSTEES' REPORT

The trustees present the annual report together with the financial statements of the charity for the year ended **30 April 2025**.

OBJECTIVES AND ACTIVITIES

The charitable objectives of Beating Time are unchanged. Our purpose remains *the promotion of the rehabilitation of prisoners for the public benefit to build the skills and capacity of offenders so that they can break the cycle of reoffending on release*.

Our main activities in relation to that purpose are:

- Choirs Beating Time: our therapeutic prison singing programme, and
- Inside Job: our through-the-gate employment programme.

The trustees have had and continue to have due regard to the guidance issued by the Charity Commission on public benefit.

ACTIVITIES: OUR PROGRAMMES AND AIMS

We run two continuous programmes, Choirs Beating Time (CBT) and Inside Job (IJ).

Choirs Beating Time

A year-round, weekly group singing and performance programme. It aims to:

- improve mental health and well-being;
- create a sense of social inclusion;
- maintain a positive identity.

Inside Job

An in-prison and through-the-gate employment initiative which:

- develops peer-led recruitment teams in prison;
- introduces employers to our Candidates, recruited by the Peer Recruiters;
- supports Candidates in prison and post-release into work.

ACTIVITIES: OUR PRISONS

Our work is delivered from three geographical hubs. We run hubs supporting (1) the Midlands (largely West Midlands) and (2) London & Kent. Our third hub in the North East is a joint venture with Newcastle-based charity and post-prison employment specialist, The Recruitment Junction.

During the financial year 2024/25 we have had contracts/relationships with the following prisons:

PRISON (Men)	PRISON TYPE	CONTRACTED/AGREED PROGRAMMES
Midlands		
HMP Birmingham	Local	CBT (including Artist-in-Residence) Inside Job
HMP Hewell	Local	Inside Job
HMP Gartree	Cat B	CBT (closed March 2025)
HMPYOI Swinfen Hall	YOI (18–29)	CBT Inside Job
HMP Stafford	Cat C – Sexual Offences	CBT (closed April 2025)
HMP Rye Hill (G4S)	Cat B – Sexual Offences	CBT (closed October 2024)
HMP Fosse Way (Serco)	Cat C – Resettlement	CBT
HMPYOI Stoke Heath	Cat C & YOI – Resettlement	Inside Job
London & Kent		
HMP Maidstone	Cat C – Foreign Nationals	CBT (two choirs until 31/3/25 and one choir subsequently)
HMP Swaleside	Cat B	CBT (two therapeutic groups – one based on the PIPE wing (psychological care) and one based on the addiction recovery wing)
HMPYOI Isis	YOI (18–27)	Inside Job
North East		
HMP Northumberland (Sodexo)	Cat C	Inside Job – in partnership with The Recruitment Junction
HMP Durham	Cat B	Inside Job – in partnership with The Recruitment Junction
HMP Holme House	Cat C	Inside Job – in partnership with The Recruitment Junction

Our work in 10 of these prisons has been funded through a combination of charitable donations and payments received under a contract with the prison. In addition, we received a small contribution from Oxleas NHS Foundation Trust during this period for our work in HMP Swaleside.

In HMP Northumberland, HMP Durham and HMP Holme House, management and day-to-day support of the project is provided by The Recruitment Junction. In the year under review, Beating Time made a £20,000 contribution towards Inside Job delivery in the North East.

During the financial year, we successfully retendered for four further contracts (Birmingham, Hewell, Swinfen Hall (CBT only), and Fosse Way). Rye Hill, Stafford, Maidstone and Gartree did not retender during the year for choir due to pressures on their budgets. We won two new DPS contracts in HMPYOI Isis and HMP & YOI Stoke Heath. These contracts expired or will expire during the financial year 2025/26. As in previous years, we will apply for renewal.

ACTIVITIES: COLLABORATIONS

We are continuing with our strategy to increase impact through collaboration. Alongside The Recruitment Junction, we continue to develop relationships with corporate partners to increase job opportunities available for Candidates.

ACHIEVEMENTS

Main achievements during the financial year to 30 April 2025:

- Supported **322** Choirs Beating Time singers, delivering **343** rehearsals and **26** performances.
- Supported **1,122** Inside Job Candidates throughout the financial year.
- Increased total Candidate job starts by **233** to **667**, demonstrating strong progression into employment.
- Delivered a bespoke, training programme for Inside Job Peer Recruiters in prison. The course has now been assured by City & Guilds.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Beating Time is a registered Charitable Incorporated Organisation (CIO) with voting members in addition to its trustees. Its governance is set out in its constitution, which is based on the Charity

Commission's model governing document. Trustees are appointed and operate in accordance with the constitution, and all new trustees receive a welcome guide outlining our key processes.

Organisation:

Trustees: Our trustees as at 30 April 2025 were:

- Heather Phillips – Chair
- Henry Featherstone
- Simon Morgan
- Paul Jackson
- Shoaib Ahmad

Changes during the accounting year:

Seymour (Sam) Eastwood, Thomas Snowden and Alberto Gonzalez-Carcavilla resigned as trustees.

Heather Phillips, former Chief Executive of the charity, joined the board on 1 January. Shoaib Ahmad was appointed trustee on 24 April 2025

As the financial year came to a close, Simon Morgan stepped down as Chair (he remains a trustee) and was succeeded by Heather Phillips.

Senior Management Team:

As reported in last year's Chair's Statement, Heather resigned as CEO on 31 December 2024 along with the COO, Rachel Mace. Liv Wicks replaced Heather as CEO. Following the new COO's resignation, Rachel Mace returned as interim COO in a part-time capacity in April 2025 for 5 months whilst a replacement was recruited and onboarded.

Central Team:

Two members joined the central team in September 2024 to increase fundraising and communications capacity. These are split roles with 50% of time allocated to front-line programmes.

The charity's freelance bookkeeper, Sarah retired in November 2024 having handed over the role to her replacement, Garima Rimal (also freelance).

The replacement of Heather, Rachel and Sarah was planned two years in advance.

Inside Job:

Inside Job had 6.5 FTE members of staff based in our Birmingham Office and 2.5 FTE members based in our London office over the year under review.

Changes during the accounting year:

One team member went on maternity leave. Five new members joined the team during the reporting period, one with

50% role allocation to Inside Job and one on a part-time fixed term contract.

Choirs Beating Time:

Area Managers: our Midlands Cluster continued to be overseen by Sally Debiage who is based in Birmingham. Our Kent prisons are managed out of our London Office as part of a split role (50% of the COO's time until 31 December 2024 then by Olivia Millard, Development Officer).

Musicians: Our team of seven community musicians continued to be led by Pete Churchill. Five of the team were based in the Midlands with two delivering to our four groups in two Kent prisons.

Volunteers:

We had 35 volunteers working as our Peer Recruiters delivering Inside Job in our prisons over the course of the financial year.

Data recording, analysis and development was supported by a volunteer based in our London office.



FINANCIAL REVIEW

Going concern: The trustees are pleased to report that Beating Time continues as a going concern.

Reserves and cash: The Charity’s reserve policy was expanded during the year under review to better reflect the charity’s fundraising strategy, pattern of receipts and needs. In particular, the ongoing reduction in available unrestricted funding (whether from charitable donors or prison contracts for charitable activities) and an increase in restricted funding. The reserves set aside provide financial stability and the means for the development of the charity’s principal activities.

In determining whether reserves at any time are at a sufficient level, the trustees have regard to, among other factors:

- all contractual commitments of Beating Time with third parties, e.g., prisons, to deliver its charitable activities and the period over which those activities are to be delivered,
- the level of bursaries accrued but not yet due to be paid to Inside Job Recruiters,
- payroll (including NIC and pension contributions) and freelance staff/consultants’ costs and contract notice provisions,
- lease or premises licence obligations and the term(s) of those agreements,
- any other payments which must be met to comply with legal and other regulatory requirements, e.g. insurance, cyber security certificate,

- expenditure which is fully funded by restricted funding (Excluded Expenditure),
- the current level of restricted funds and the purpose for which they are held,
- anticipated multi-year grants,
- the current pipeline of funding applications, the funding climate and the funding strategy.

The trustees intend to maintain reserves at a level which is at or about (or greater than) 25% of Operating Expenditure (total annual operating expenditure – Excluded Expenditure).

The trustees keep this policy under regular review.

The total funds carried forward as at the year-end are £243,556. Of these reserves:

- £108,981 was restricted, and
- £134,573 was unrestricted as of 1st May 2025.

The trustees confirm that this complies with the current reserves policy.

Cash: As at the year-end, we had £210,147 cash in the bank (plus shares valued at £24,000).

Funding: We have two principal sources of funding – charitable donors and prison contracts.

Trusts & Foundations currently contribute c71% of the Charity’s income. For the financial year to 30 April 2025, we have received:

FUNDING SOURCE		AMOUNT
Trusts and Foundations	Unrestricted	£110,010
	Restricted	£364,000
Prison contracts		£177,009
Individual donations (unrestricted)		£10,332
Investment income		£7,636
Total income		£668,987

Expenditure

In the year under review, expenditure totalled £685,318. This was an increase on the previous year (23/24), where costs totalled £601,525. Between 23/24 and 24/25, there was an increase (5%) in our central costs. This was due to the planned overlap period for the handover of the

Senior Management Team roles. In addition, we added two new hybrid roles, focusing 50% on central support and 50% on frontline operations. This planned expansion of central management capacity was long overdue and necessary to underpin future growth.

OUR MAJOR DONORS (£10,000 AND ABOVE) WERE:

- Anne Bonavero Charitable Trust
- Bromley Trust
- Charles Hayward Foundation
- The Christopher and Henry Oldfield Trust
- City Bridge Foundation
- Drapers’ Charitable Fund
- Fishmongers’ Company’s Charitable Trust
- Garfield Weston Foundation
- Henry Smith Foundation
- Rayne Foundation
- Sackler Trust
- Society of the Holy Child Jesus
- Swire Charitable Trust
- Torsten & Cynthia Hart Charitable Trust

We wish to thank all our funders and those who donate considerable amounts of their time to support Beating Time’s work.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the Charity on 17th February 2026 and signed on its behalf by:

DocuSigned by:

Heather Phillips

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Heather Phillips (Chair and On Behalf of the Trustees)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BEATING TIME

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 April 2025 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees of Beating Time 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 Beating Time'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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since Beating Time's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Beating Time as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting 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.

DocuSigned by:

TIM SULLIVAN

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Tim Sullivan FCA
 Field Sullivan Limited
 9 Hare & Billet Road
 Blackheath
 SE3 0RB
 Date: 26/02/2026

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 APRIL 2025


	Note	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:							
Donations and legacies	3	120,342	364,000	484,342	147,554	373,233	520,787
Charitable activities	4	177,009	-	177,009	186,461	-	186,461
Investment income	5	7,636	-	7,636	5,191	-	5,191
Total income		304,987	364,000	668,987	339,206	373,233	712,439
Expenditure on:							
Charitable activities	6	(320,952)	(364,366)	(685,318)	(290,155)	(311,370)	(601,525)
Total expenditure		(320,952)	(364,366)	(685,318)	(290,155)	(311,370)	(601,525)
Unrealised gains/losses on investment assets		(11,889)	-	(11,889)	(222)	-	(222)
Net movement in funds		(27,854)	(366)	(28,220)	48,829	61,863	110,692
Reconciliation of funds							
Total funds brought forward		162,429	109,347	271,776	113,600	47,484	161,084
Total funds carried forward	17	134,575	108,981	243,556	162,429	109,347	271,776

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for 2024 is shown in note 17.

BALANCE SHEET AS AT 30 APRIL 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	10	567	648
Tangible assets	11	6,790	9,932
		<u>7,357</u>	<u>10,580</u>
Current assets			
Debtors	12	36,230	19,269
Investments	13	24,000	35,889
Cash at bank and in hand		210,147	240,146
		<u>270,377</u>	<u>295,304</u>
Creditors: Amounts falling due within one year	14	<u>(34,178)</u>	<u>(34,108)</u>
Net current assets		<u>236,199</u>	<u>261,196</u>
Net assets		<u>243,556</u>	<u>271,776</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	17	108,981	109,347
Unrestricted income funds			
Unrestricted funds		134,575	162,429
Total funds	17	<u>243,556</u>	<u>271,776</u>

The financial statements on pages 40 to 55 were approved by the trustees, and authorised for issue on 26th February 2026 and signed on their behalf by:

DocuSigned by:

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 Heather Phillips
 Chair and Trustee

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 APRIL 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income / (expenditure)		(28,220)	110,692
Adjustments to cash flows from non-cash items			
Depreciation		6,365	6,085
Amortisation		81	81
Investment income	5	(7,636)	(5,191)
Revaluation of investments		11,889	222
		<u>(17,521)</u>	<u>111,889</u>
Working capital adjustments			
Decrease / (increase) in debtors	12	(16,961)	33,942
Increase in creditors	14	2,499	9,576
Increase in deferred income		(2,429)	8,096
Net cash flows from operating activities		<u>(34,412)</u>	<u>163,503</u>
Cash flows from investing activities			
Interest receivable and similar income	5	4,169	2,899
Purchase of tangible fixed assets	11	(3,223)	(7,256)
Income from dividends	5	3,467	2,292
Net cash flows from investing activities		<u>4,413</u>	<u>(2,065)</u>
Net increase / (decrease) in cash and cash equivalents		(29,999)	161,438
Cash and cash equivalents at 1 May		240,146	78,708
Cash and cash equivalents at 30 April		<u>210,147</u>	<u>240,146</u>

All of the cash flows are derived from continuing operations during the above two periods.

42 | The notes on pages 43 to 55 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025

1 CHARITY STATUS

The charity is domiciled in England and Wales.

The address of its registered office is:

Gunnery Works,
9–11 Gunnery Terrace,
Cornwallis Road,
Woolwich,
London,
SE18 6SW

2 ACCOUNTING POLICIES

Statement of compliance

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Beating Time meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

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

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025 (CONTINUED)

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable that settlement is required, and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Trademarks	10 year straight line

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	4 year straight line

Current asset investments

Current asset investments are included at the lower of cost and net realisable value / market value.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025 (CONTINUED)

3 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted General £	Restricted £	Total 2025 £	Total 2024 £
Donations and legacies;				
Donations from foundations	110,010	364,000	474,010	510,383
Donations from individuals	10,332	-	10,332	10,404
	120,342	364,000	484,342	520,787

4 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted General £	Total 2025 £	Total 2024 £
Prisons	177,009	177,009	186,461

5 INVESTMENT INCOME

	Unrestricted General £	Total 2025 £	Total 2024 £
Income from dividends;			
Dividends receivable from other listed investments	3,467	3,467	2,292
Interest receivable on bank deposits	4,169	4,169	2,899
	7,636	7,636	5,191

6 EXPENDITURE ON CHARITABLE ACTIVITIES

	Choirs Beating Time £	Inside Job £	Administration and Support £	2025 £	2024 £
Musical Directors	113,478	-	-	113,478	129,297
Recruiter & Candidate costs (a)	-	4,392	-	4,392	1,629
Equipment & merchandise	-	1,972	-	1,972	3,921
Consultancy costs (b)	-	-	2,727	2,727	5,440
Fundraising Costs	-	-	2,973	2,973	7,809
Charitable Donations (c)	-	14,666	-	14,666	21,833
Bursaries (d)	-	23,982	-	23,982	19,130
CBT Regional Managers	14,495	-	-	14,495	15,676
Salary Costs (e)	26,531	268,689	92,762	387,982	299,252
IE Fees	-	-	2,802	2,802	2,694
Depreciation of trademarks	27	27	27	81	81
Rent, Rates & Utilities	4,315	30,160	4,316	38,791	24,506
Insurance	-	-	713	713	1,176
Telephone & Internet	253	505	253	1,011	1,369
Bookkeeping & Administration	556	2,223	8,781	11,560	6,263
Computer software and Maintenance	2,556	5,811	2,556	10,923	11,924
Printing Postage & Stationery	242	3,203	1,492	4,937	5,473
Trade Subscriptions	-	-	1,121	1,121	639
Sundries	-	-	-	-	75
Travel, Accommodation & Subsistence	1,498	21,876	1,994	25,368	20,840
Bank Charges	-	-	151	151	323
Depreciation of Office Equipment	1,591	3,183	1,591	6,365	6,085
Recruitment	-	2,170	576	2,746	1,666
Trustees Expenses	-	-	-	-	490
Training	-	8,795	-	8,795	3,923
Inside Job Programme Development	-	-	-	-	7,800
CBT equipment costs	63	-	-	63	-
Staff wellbeing and teambuilding	548	2,128	548	3,224	2,211
Totals	166,153	393,782	125,383	685,318	601,525

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025 (CONTINUED)

Notes to expenditure on charitable activities

Recruiter & Candidate Costs (a) – To meet needs, e.g., training materials, course fees, right to work documents, travel passes, where alternative, expedient funding is not available to support in securing work.

Consultancy costs (b) – Retention of HR advisors.

Charitable Donations (c) – This relates to carefully considered charitable donations to further Beating Time’s objectives, in particular, a donation to The Recruitment Junction to support the Inside Job partnership in the North East.

Bursaries (d) – We set aside a bursary for each Inside Job Peer Recruiter (our peer team workers in prison). It is calculated at a weekly rate of £120 per prison, divided by the number of Recruiters from time-to-time (capped at £60/week/head). It accrues weekly and is paid to the Recruiter on release or transfer to the open estate, subject to fulfilment of duties.

Salary costs (e) - Salary costs increased by £88,730 in the year ended 2024–2025 due to transitional overlap in senior leadership roles and the addition of two new members of staff split 50/50 central support and frontline programme delivery.

7 TRUSTEES REMUNERATION AND EXPENSES

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No other trustees have received any reimbursed expenses and no trustees have received any other benefits from the charity during the year.

8 STAFF COSTS

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	350,404	272,249
Social security costs	32,222	22,980
Pension costs	5,356	4,036
Other staff costs	8,795	3,088
	<u>396,777</u>	<u>302,353</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Charitable activities	<u>9</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £98,471 (2024 – £55,645).

Note 1: CBT staff costs were incurred through freelance session workers – see “Musical Directors” £133,478 (2024: £129,297) and “CBT Regional Support Manager” £14,495 (2024: £15,676) in note 6 of the accounts – and so are not included in the aggregate payroll costs.

Note 2: The aggregate payroll allocated to the programmes – CBT £26,531 (2024: £22,082) and Inside Job £268,689 (2024: £225,305) – are set out in note 6 to the accounts.

Note 3: Key management personnel included the CEO and COO salary and a (planned) overlap between the outgoing and incoming CEO and COO. In 2024, only the CEO salary was included as key management personnel.

9 TAXATION

The charity is a registered charity and is therefore exempt from taxation.

10 INTANGIBLE FIXED ASSETS

	Other intangible asset £	Total £
Cost		
At 1 May 2024	810	810
At 30 April 2024	<u>810</u>	<u>810</u>
Amortisation		
At 1 May 2024	162	162
Charge for the year	<u>81</u>	<u>81</u>
At 30 April 2025	<u>243</u>	<u>243</u>
Net book value		
At 30 April 2025	567	567
At 30 April 2024	<u>648</u>	<u>648</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025 (CONTINUED)

11 TANGIBLE FIXED ASSETS

	Furniture and equipment £	Total £
Cost		
At 1 May 2024	34,352	34,352
Additions	3,223	3,223
At 30 April 2025	37,575	37,575
Depreciation		
At 1 May 2024	24,420	24,420
Charge for the year	6,365	6,365
At 30 April 2025	30,785	30,785
Net book value		
At 30 April 2025	6,790	6,790
At 30 April 2024	9,932	9,932

12 DEBTORS

	2025 £	2024 £
Trade debtors	13,643	-
Prepayments	2,735	1,321
Accrued Income	7,750	15,068
Other Debtors	12,102	2,880
	36,230	19,269

13 CURRENT ASSET INVESTMENTS

	2025 £	2024 £
Somero Enterprises Inc.	24,000	35,889

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other taxation and social security	2,799	3,765
Other creditors	19,990	6,295
Accruals	5,722	15,952
Deferred income	5,667	8,096
	34,178	34,108

15 PENSION AND OTHER SCHEMES

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £5,356 (2024-£4,036).

16 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025 (CONTINUED)

17 FUNDS

CURRENT PERIOD

	Balance at 1 May 2024 £	Incoming resources £	Resources expended £	Recognised gains/ losses £	Balance at 30 April 2025 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	162,429	304,987	(320,952)	(11,889)	134,575
Restricted funds					
The Drapers' Charitable Fund	-	25,000	(25,000)	-	-
The Fishmongers' Company's Charitable Trust	-	30,000	(30,000)	-	-
Foyle Foundation	8,000	-	(8,000)	-	-
The Goldsmiths' Company Charity	13,376	-	(13,376)	-	-
Swire Charitable Trust	-	20,000	(1,854)	-	18,146
The Henry Smith Foundation	31,869	70,000	(70,875)	-	30,994
Colyer-Fergusson Charitable Trust	8,749	-	(8,749)	-	-
Marsh Christian Trust	-	500	(500)	-	-
Garfield Weston Foundation	-	37,500	(37,500)	-	-
The Rayne Foundation	-	20,000	(20,000)	-	-
Charles Hayward Foundation	-	25,000	(25,000)	-	-
The Sackler Trust	-	25,000	(25,000)	-	-
City Bridge Foundation	-	67,000	(50,250)	-	16,750
G.I.L Charitable Trust	-	5,000	(3,816)	-	1,184
Torsten & Cynthia Hart Charitable Trust	-	10,000	(10,000)	-	-
The Robert Gavron Charitable Trust	-	4,000	(4,000)	-	-
The Charles Dunstone Charitable Trust	15,000	-	(15,000)	-	-
Maria Bj rnsen Memorial Fund	-	5,000	(2,000)	-	3,000
City & Guilds' Foundation	32,353	-	(6,703)	-	25,650
The Noel Buxton Trust	-	4,000	(4,000)	-	-
The Hadley Trust	-	5,000	(2,324)	-	2,676
The Hedley Foundation	-	5,000	-	-	5,000
The Charles Burnett III Memorial Fund (administered by Kent Community Foundation)	-	6,000	(419)	-	5,581
Total restricted funds	109,347	364,000	(364,366)	-	108,981
Total funds	271,776	668,987	(685,318)	(11,889)	243,556

17 FUNDS

PREVIOUS PERIOD

	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	Recognised gains/ losses £	Balance at 30 April 2024 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	113,600	339,206	(290,155)	(222)	162,429
Restricted funds					
Acts 435	-	400	(400)	-	-
The Drapers' Charitable Fund	-	25,000	(25,000)	-	-
The Fishmongers' Company's Charitable Trust	-	20,000	(20,000)	-	-
Foyle Foundation	-	10,000	(2,000)	-	8,000
The Goldsmiths' Company Charity	-	58,333	(44,957)	-	13,376
Henry Smith Charity	-	35,000	(3,131)	-	31,869
Colyer-Fergusson Charitable Trust	14,484	10,000	(15,735)	-	8,749
The 29th May 1961 Charitable Trust	-	4,000	(4,000)	-	-
The Brook Trust (administered by Kent Community Foundation)	-	5,000	(5,000)	-	-
CHK Foundation (Trustee's special interest grant)	8,000	10,000	(18,000)	-	-
Garfield Weston Foundation	-	30,000	(30,000)	-	-
The Rayne Foundation	-	25,000	(25,000)	-	-
Charles Hayward Foundation	-	25,000	(25,000)	-	-
KPMG	-	5,000	(5,000)	-	-
Foundation NX	-	4,000	(4,000)	-	-
Sackler Trust	-	5,000	(5,000)	-	-
Tinsley Foundation	-	2,500	(2,500)	-	-
The Weavers' Company Benevolent Fund	-	20,000	(20,000)	-	-
The Charles Dunstone Charitable Trust	20,000	15,000	(20,000)	-	15,000
Esmée Fairbairn Foundation (TASK Grant)	-	14,000	(14,000)	-	-
Maria Bj rnsen Memorial Fund	5,000	-	(5,000)	-	-
City & Guilds' Foundation	-	50,000	(17,647)	-	32,353
Total restricted funds	47,484	373,233	(311,370)	-	109,347
Total funds	161,084	712,439	(601,525)	(222)	271,776

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025 (CONTINUED)

The specific purposes for which the restricted funds received in the financial year are to be applied are as follows:

Inside Job:

Charles Hayward Foundation

City Bridge Foundation

Drapers' Charitable Fund

Fishmongers' Company's Charitable Trust

Garfield Weston Foundation

Marsh Christian Trust

Rayne Foundation

Swire Charitable Trust

The G.I.L. Charitable Trust

The Goldsmiths' Company

The Hadley Trust

The Hedley Foundation

The Henry Smith Foundation

The Noel Buxton Trust

The Robert Gavron Charitable Trust

The Sackler Trust

Torsten & Cynthia Hart Charitable Trust

Choirs Beating Time:

Maria Björnson Memorial Fund

The Charles Burnett III Memorial Fund (administered by Kent Community Foundation)

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted General £	Restricted £	Total funds £
Current period			
Intangible fixed assets	567	-	567
Tangible fixed assets	6,790	-	6,790
Current assets	161,396	108,981	270,377
Current liabilities	(34,178)	-	(34,178)
Total net assets	134,575	108,981	243,556
Previous period			
Intangible fixed assets	648	-	648
Tangible fixed assets	9,932	-	9,932
Current assets	185,957	109,347	295,304
Current liabilities	(34,108)	-	(34,108)
Total net assets	162,429	109,347	271,776



BEATING TIME

England & Wales - Charity number 1158013

Accounts



BEATING TIME

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended 30 April 2024



Our team of trustees, musicians, Inside Job consultants, CEO and COO row 16 miles down the Thames to celebrate the 10th anniversary of Beating Time on 24th July 2024. A symbolic journey which we achieved by pulling together, whatever the weather. This photo shows us before, the front cover during. Five of the people in our team served a prison sentence.



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REFERENCE AND ADMINISTRATIVE DETAILS

Chair	Simon Morgan	Independent Examiner	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB
Chief Executive Officer	Heather Phillips	Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Trustees	Seymour Eastwood Henry Featherstone Alberto Gonzalez-Carcavilla Paul Jackson Simon Morgan Thomas Snowden		
Charity Registration Number	1158013		The Charity Bank Fosse House 182 High Street Tonbridge TN9 1BE
Principal Office	Gunnery Works 9-11 Gunnery Terrace Cornwallis Road Woolwich London SE18 6SW		Triodos Bank Deanery Road Bristol BS1 5AS

CHAIR'S STATEMENT

BEATING TIME KEEPING PEOPLE OUT OF PRISON

Prisons have been in the news a lot this year.

THE GOOD NEWS

There are three bits of good news. Firstly, there are 3,500 fewer people in prison today than there were when I wrote this letter a year ago. That's the equivalent of about 3 prisons' worth of people.

Secondly, we have in Lord Timpson, the first Minister of State for Prisons who is not a politician, and who is vocal about his belief that we have too many people in our prisons. Uniquely, he understands the importance of welcoming those who have served a sentence back into our communities and workplaces.

He has had direct personal and positive experience of working with colleagues who have been to prison.

Thirdly, the Government has asked David Gauke, a former Conservative Secretary of State for Justice, to look at sentencing. Significant sentence inflation over the last 15 years has meant our prisons are now at full capacity.

Leaving no one behind/
No matter who they are/
Or where they're from.



the people who make Inside Job happen

THE BAD NEWS

The bad news is that, as a country, we are showing no signs of quitting our addiction to the overuse of imprisonment.

Prisons mask our inability to deal properly with social problems that have nothing to do with crime, and need not result in it.

Whenever governments discuss prisons, they focus exclusively on locking up 'dangerous criminals.' Few would dispute that goal. However, the reality is that alongside 'dangerous criminals' other groups are disproportionately represented: 25% of the prison population are care-experienced (vs. 2% of the general population), 18% are severely mentally ill, 15% homeless, 63% excluded from school (41% permanently), and many have experienced substance abuse issues. Most come from poor socioeconomic backgrounds, with little to no access to the support, resources and opportunities needed to function in today's complex world. That is before getting to the 17,000 people in prison on remand who have not yet been brought to trial. Imprisonment, particularly of many vulnerable people, comes at a huge cost to the whole of society.

- **97,700 PEOPLE IN PRISON IN THE UK: HIGHEST RATE IN WESTERN EUROPE**
(double that of Germany)*
- **20,000 MORE PRISON PLACES BEING BUILT**
(6,500 built – 14,000 to go)
- **£10BN - COST OF NEW PRISON BUILD**
(up from 2021 budget of £5bn)
- **5 YEARS BEHIND SCHEDULE: NEW PRISON BUILD**
(due 2025/6 – now 2031)
- **£670M – ANNUAL COST OF RUNNING NEW PRISONS**
- **12,400 - SHORTFALL IN PRISON PLACES BY 2027**
(even if the current plan is delivered)
- **£51BN - TOTAL SPEND ON PRISONS IN THE NEXT 10 YEARS**
(build and running costs, before inflation)

Figures taken from National Audit Office report "Increasing the capacity of the prison estate to meet demand" December 2024 ("NAO Report")

THE CONTEXT

Our work cannot be separated from the political decisions that have led to the current crisis in our prisons.

In December 2024, the National Audit Office published a 50-page report detailing how successive governments have increased sentences and expanded police capacity—without considering the impact on the prison and probation services. The result? Overcrowded prisons, chaotic early release schemes, and a colossal prison-building programme at hugely inflated prices.

“...it does not represent value for money... and...increases risks for prisoners, staff, the public and the wider justice system”.

This is the reality we operate in, and it makes our work more important than ever. Instead of simply expanding the prison system, we should focus on reducing reoffending and keeping people out of prison in the first place. We believe that's a far better use of effort and resources than building more prisons.



OUR WORK

We continue with our mission to make people's first prison sentence their last. To do that two things must happen. People need to leave prison able to function in the outside world and then they need the opportunity and support to rebuild their lives: **survive then thrive**. Our contribution is our employment programme, Inside Job, and our two creative programmes, Choirs Beating Time and Art Beat.

I am delighted to report on our achievements this year and let some of our staff, singers and employment candidates explain what we mean to, and have done for, them.

- **264** NUMBER OF EMPLOYERS WE WORK WITH
- **131** NUMBER OF PRISON INTERVIEW SURGERIES ARRANGED
- **7** NUMBER OF PRISONS INSIDE JOB RUNS IN
- **76.2%** CANDIDATES STILL IN WORK AFTER 9 MONTHS
- **2%** OUR REOFFENDING RATE (Based on a NOMIS search of 58 candidates from 1 prison)
- **620** NUMBER OF JOB STARTS SINCE 2021
- **1,850** NUMBER OF INTERVIEWS SINCE 2021

SUCCESS STORY

JON: THE MAN WHO CAME UP WITH THE IDEA THAT BECAME INSIDE JOB



I chose to serve the last two years of my sentence in closed prison conditions during Covid to help develop Inside Job with Heather.

I turned down living in an open prison, the chance to work in the community and visit my family, in order to develop the model. Four years later, after a lot of hard work and some serious challenges, I could not be prouder of what we've achieved.

As well as being in four prisons in the West Midlands, seeing us expand into London, and Beverley and her team at The Recruitment Junction bring Inside Job to the Northeast, feels as if meaningful scale is within our grasp.

INSIDE JOB

AN EFFECTIVE PEER-DELIVERED EMPLOYMENT AND RESETTLEMENT PROGRAMME

Inside Job is designed and run by people serving, or who have served, custodial sentences. They enable their peers (our "Candidates") to find and sustain employment on release. We believe those closest to problems have the best solutions. We started in earnest, four years ago, on one wing of one prison, with one person in prison (Jon) and one person in the community (Heather).

Our Candidates have many issues to resolve and barriers to overcome before they can work. We start with building their confidence and resolve in prison. Then we equip them with a good quality CV and personal offence disclosure letter, before inviting them to monthly Interview Surgeries, where they are interviewed by real employers offering real jobs.

We follow through on release, helping with housing, travel, training, clothes, tricky probation relationships and restrictions, ID and banking. We remove whatever the blocker is to taking the opportunities we have opened up.

INSIDE JOB'S 3 STEP MODEL

RECRUITERS

We train and pay people serving their own sentences to recruit Candidates and prepare them for work.

EMPLOYERS

We run focused Interview Surgeries, taking one employer into prison, every month, to interview Candidates.

SPECIALIST SUPPORT

On release, we fill in the practical and emotional potholes in the road to employment before placing Candidates into work.

A successful Candidate, Malachi, talks about his experience of finding and starting work to other Candidates at an Interview Surgery in the community.



COLLABORATION — THE RECRUITMENT JUNCTION

Our impact and growth have been transformed by our collaboration with The Recruitment Junction, a charity based in Newcastle. Their expertise is finding work for people in the community who have convictions.

Historically, most of their work has come via Probation and DWP. However two years ago they agreed to open an Inside Job desk in HMP Northumberland. It has been a long road. The prison was beset by RAAC, and normal functions ground to a halt. Today, they are running Inside Job every week in HMPs Northumberland and Holme House. They have two staff members dedicated to Inside Job.

We are learning more from them about job placement and recruitment processes and they from us about operating in prisons and working with people who have just left custody. It has also meant we have been able to leverage their expertise, resources, location and contacts successfully to scale the Inside Job Model. We feel that we have met more of our tribe and are fortified by their considerable skills and ambition.



CONSTRUCTIVE CUSTODY COALITION

Last year, we became aware that prisons were not able to contribute to the cost of Choirs Beating Time or Inside Job. Talking to other prison charities we found that all third sector organisations working in prisons were facing the same issue. We decided to take the lead. A Freedom of Information Act request revealed the budget that funds the rehabilitative work of prison charities had been cut by 78%. In October 2024, our CEO Heather Phillips enlisted the help of Shannon Trust's CEO, Ian Merrill and The Clink Charity's CEO, Yvonne Thomas. Together, we formed the Constructive Custody Coalition and asked 54 frontline prison charities and their funders to join us in writing to Lord Timpson.

We brought to his attention the dependence of prisons on the third sector for rehabilitative programmes. We stressed the extra capacity and funding we bring into the system. Raising over £110M in the last five years, charities heavily subsidise rehabilitation in our prisons and in the community.

The criminal justice third sector is hugely effective, specialised and represents exceptional value for money. Our work, and our funders' investment, is being squandered. Rehabilitation is being sacrificed as more prisons are being built. This has led to an ongoing dialogue with the Ministry of Justice

Rob and Rob, who work for The Recruitment Junction, run the Inside Job programme at HMP Northumberland and HMP Holme House.



I want you to know me
Before you judge me
Then hopefully, you'll
understand



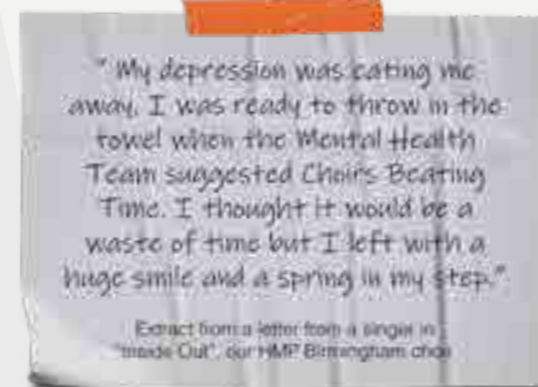
Cover of "Freed My Mind" an album of songs, written, performed and recorded by The Maidstone Jammers.

CHOIRS BEATING TIME

TACKLING THE MENTAL HEALTH
CRISIS AND BUILDING SOCIAL
INCLUSION THROUGH MUSIC

Choirs Beating Time has had another vibrant year, our second following our post-Covid reopening in 2022. Our eight professional musicians have led ten year-round, weekly groups – bringing isolated people together, improving mental health, creating safe spaces to express emotions and enriching life for the wider prison. 100% of our singers report feeling more positive after participating in a rehearsal.

Many of our choirs look and sound like any group of singers you might be part of in the community. Others are more specialist interventions. In HMP Swaleside (Kent), we deliver singing and songwriting to small groups weekly on the addiction recovery wing, the PIPE wing (psychological disorders), and on the independent substance-free living wing. All the groups are award winning, and this year our singers received 14 Koestler Awards. We have also extended our songwriting programme to our choirs in HMPs Birmingham, Gartree, Swaleside, and Maidstone. CDs of the original tracks are provided to singers, prison staff, family members and supporters.



1623

SINGERS SINCE 2013

1740

WEEKLY REHEARSALS

185

PERFORMANCES

53

KOESTLER AWARDS
(13 IN 2023)

6700

PEOPLE ATTENDING OUR
PERFORMANCES



**Missing all my loved ones
Can't forget their faces
The years go by
But the love is never wasted**

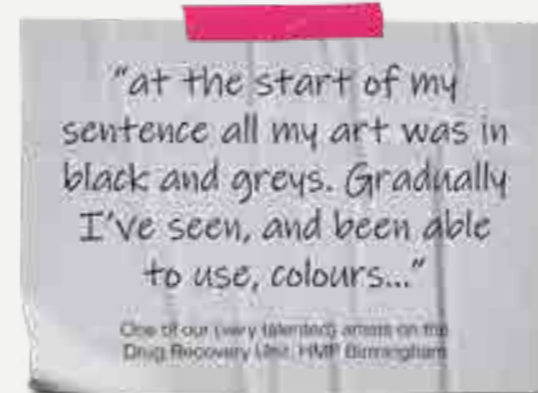
ART BEAT

SEEING THINGS DIFFERENTLY

For the last two years we have been collaborating with Chris Millin of Community Arts Projects UK, to provide an Artist-in-Residence at HMP Birmingham.

This year, Chris has expanded the project beyond murals on the wings to offer even more artistic opportunities. He now provides art materials for people to use in their cells and has established two dedicated art rooms on the Recovery Wing, along with another in the education block. He also runs art groups on three wings.

Chris has trained a peer worker who helps run some of the sessions. Working closely with Pete Churchill, the Music Director of our HMP Birmingham Choir (now in its tenth year), they have organised and run Family Events for the families of artists and singers, where the men can sing and create art with their children. Last year, Chris ran a Christmas card competition across the whole prison. He also organised exhibitions of the artwork created in various venues from Birmingham to Kent.



462

ART SESSIONS

1000+

ART PACKS DELIVERED TO CELLS

3

EXHIBITIONS IN THE COMMUNITY

3

KOESTLER AWARDS (2024)

3

DEDICATED ART ROOMS
(IN HMP BIRMINGHAM)





SUCCESS STORY ELEAZAR



JULY 2024



Whilst serving a two-year prison sentence, Eleazar became Inside Job's first ever London Recruiter in HMP/YOI Isis. Before going to prison he had worked in recruitment, and really shone in the role of Recruiter. In custody he found a passion for supporting his peers and wanted to find a more purposeful role on release.

We trained Eleazar to write professional CVs, disclosure letters, and give employment advice. He met two employers at Inside Job interview surgeries. He helped us organise the surgeries whilst in custody, receiving great feedback which boosted his confidence. On release, we helped him transfer these skills and secure a role as a Lived Experience Consultant at prison charity User Voice.

Just three months after his release he was invited back to YOI Isis to inspire other young men and receive a High Sheriff Award in recognition of his hard work in custody. He is now living with his brother again in a new flat. We are extremely proud of him.

SCALE/ GEOGRAPHY

We now operate in twelve prisons across the Northeast, Southeast, West Midlands and East Midlands. Our hope this year is to open in three more prisons, subject to funding.





PEOPLE

The senior team consists of the CEO, COO and a part-time bookkeeper. Two part-time choir managers run our five choirs in the Midlands and five choirs in Kent. On the frontline, delivering choir and art, we have eight freelance musicians and one Artist-in-Residence. Inside Job has seven community-based Employment Consultants operating out of our hubs in Birmingham, London and Newcastle. We work alongside two Robs from The Recruitment Junction to run Inside Job desks in HMP Northumberland and HMP Holme House.

Within those teams are two London-based executives who combine frontline work with supporting management, fundraising and communications. We have also been blessed this year with Shoaib Ahmad, a former Recruiter for us in HMPs Birmingham and Hewell, who volunteered for nine months as our Chief Information Officer, upgrading our use of data and technical job searching capability. Now working as a software developer (a job opportunity Inside Job opened up), he has agreed to become one of our Trustees.

TECHNOLOGY & TRAINING

PORTALS: we have developed our own bespoke portals for Choirs Beating Time and Inside Job.

The Inside Job portal stores all the data on our Candidates and employers, enables the team to manage its caseload, evaluate its performance and report to both prisons and funders.

The Choirs Beating Time portal collates information on singers, rehearsals, performances and audience numbers. It also provides a management and information sharing function, enabling our team to learn continuously from each other. We use it to assess impact and report to stakeholders.

JOB SCANNER: Shoaib Ahmad, our volunteer CIO, developed a bespoke job scanner which reads and collates all the jobs that our employers have available each day in real time – without the need for any input from either us or the employers. It produces around 20,000 vacancies a day currently. It speeds up and widens our job searches for Candidates.

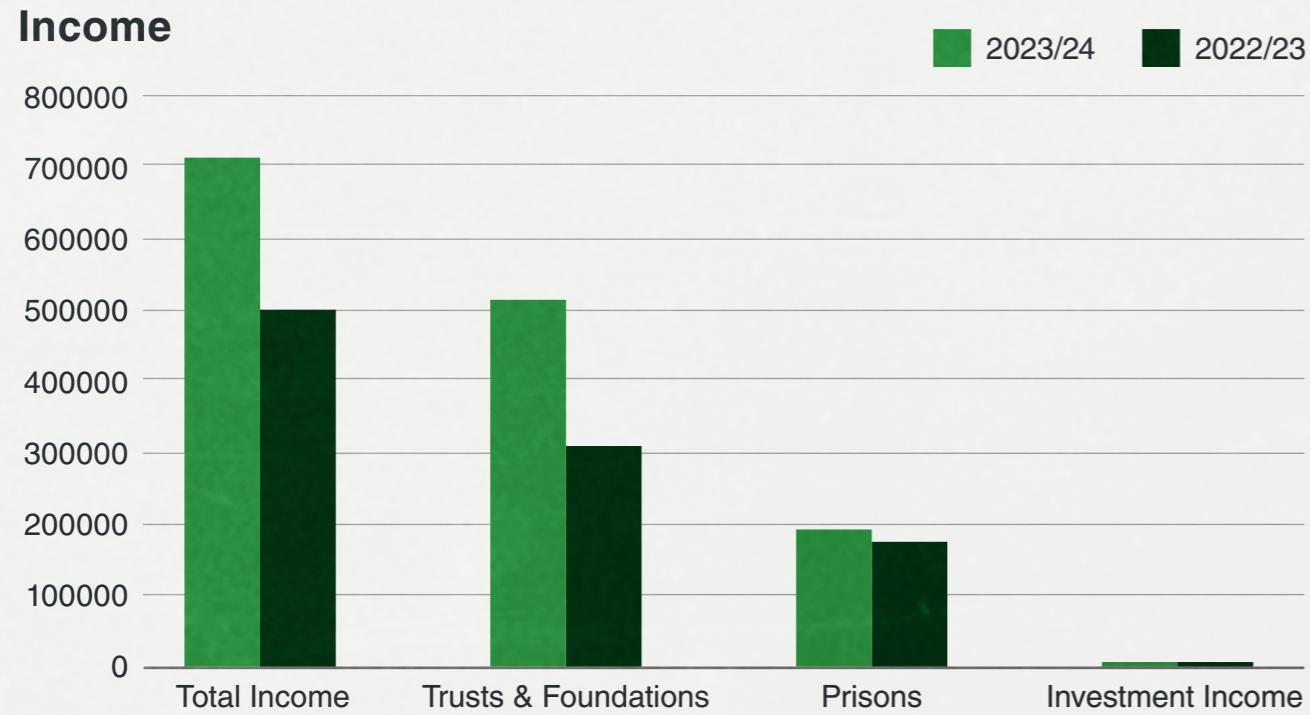
INSIDE JOB CITY & GUILDS ASSURED COURSE:

This year we wrote and piloted our own unique, in-depth course and had it assured by City & Guilds. It trains our Recruiters to prepare Candidates for work, deliver Interview Surgeries and operate successfully in a prison environment. By capturing and disseminating our specialist expertise, we have put ourselves in a good position to scale Inside Job.



FUNDING:

INCOME: We have increased our income by 42% in the year to 30 April 2024.



The 42% increase in income enabled us to expand Inside Job and sustain Choirs Beating Time, where funding is, traditionally, harder to find. We have opened an Inside Job programme in YOI Isis in London and hired someone to lead our new London Hub. It enabled us to contribute to The Recruitment Junction's expansion of Inside Job in the Northeast. It also enabled us to open another prison, HMP Stoke Heath, in the West Midlands.

However, a radical cut to the discretionary part of HMPPS' prison education budget (referred to as the "DPS") meant that these new prisons, which believed they were in a position to contribute to our costs, were unable to do so. It also meant that as contracts with existing prisons expired during the year, they were unable to renew them. This experience has been universal for prison charities in receipt

of money from the DPS. To date, we have not pulled out of any prison on the basis they cannot financially contribute to the work we do for them. This has inevitably meant we have had to delay planned growth and run down our reserves.

Through our ongoing conversations with the MOJ and the prisons we work in, it has become clear in recent months that HMPPS budget cuts will continue in 2025/26. As Choirs Beating Time is 75% funded by the prisons we work in, sadly, this will inevitably result in the closure of some of our choirs, if we are unable to find alternative funding.

We are also looking at further diversifying our funding sources to DWP and Probation, and developing a social value offer for employers, as well as increasing funding from trusts and foundations.

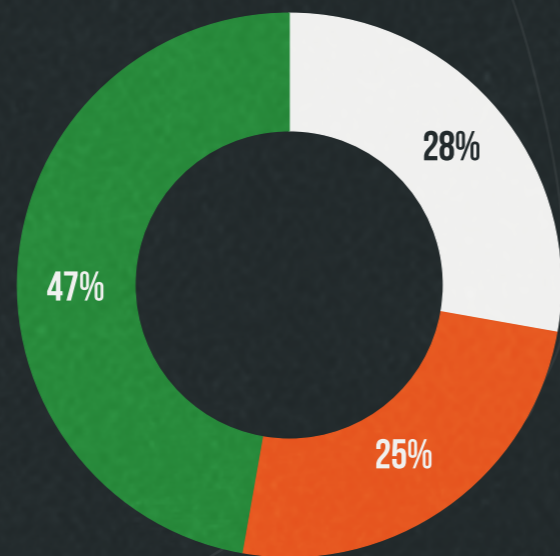
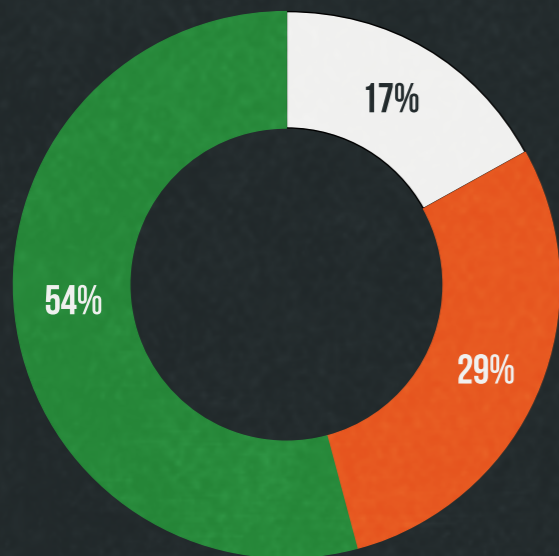
EXPENDITURE: Expenditure divided approximately over the year:

Expenditure 2023/24

Expenditure 2022/23


- Management & Administration
- Choirs Beating Time
- Inside Job


- Management & Administration
- Choirs Beating Time
- Inside Job






Some of our lived experience team
Inside Job, West Midlands Community Team

 I didn't know I had this strength
I am a new man
I got a new plan

 Now I'm alone
And nobody is there
Things aren't going right
No one seems to care

 Gotta keep the faith
Make an effort
One day at a time

VISION

Echoing what I said last year, Inside Job is a programme which merits being scaled. Opening in YO1 Isis, HMP Stoke Heath and HMP Holme House in 2024 was the start of realising that ambition. This year, we, and The Recruitment Junction, are talking to four more prisons. However growth depends on funding.

We want to emulate the hugely successful, peer-led model in prison run by the Samaritans and Shannon Trust. We want to become as effective, trusted and ubiquitous in the field of post-prison employment as they are in mental health and literacy.

Research and experience of peer-delivered models in prison shows they can lead to lasting change. These programmes give the peer-worker a chance to find meaning and value during an immensely difficult time in their own life, and offers the recipient the help they need, in a form they can accept.

Choirs Beating Time will continue to sing out when the walls close in, helping people find community, maintain their mental health and find a voice in prison. People in prison often feel that they have little to offer to others. We offer our singers the chance to give something to their prison community, giving the gift of music at family days, funerals, high days and holidays. This act of giving is proof of their worth – not just to others, but to themselves. We also give the prison a valuable cultural asset it can use to bring the prison community together.



SUCCESSION

It is nearly two years since the Board of Trustees, together with Heather and Rachel, began longer term planning for Heather's retirement as CEO.

Heather and Rachel have taken the lead in finding successors and ensuring the charity remains financially stable without their funding expertise immediately on hand which has been built up over many years. They have also engineered a smooth handover of the extensive relationships and know-how which underpins all our work.

Finding a team with their unique skills, dedication and passion for what we do has been a challenge, but we believe we have found that in Liv Wicks our new CEO.

Heather passed the baton to Liv in December 2024, but both she and Rachel continue to provide extensive support to the team.

Heather joined the Board of Trustees on 1 January 2025 and I am delighted that the Board joined me in supporting Heather as my successor as Chair. She will take up the role at the end of the 2024/25 financial year when I step down after three years in what was only intended as a temporary role.

I will remain on the Board and am looking forward to the next chapter of Beating Time.



**SOME OF OUR
SUCCESSFUL CANDIDATES**

THANK YOU

To our generous funders without whom our work is not possible.

To our exceptionally talented team of musicians, Pete, Gina, Claire, Gladstone, Gavin, Sharon, Olly, Joe and Martha.

To the resilient and committed Inside Job Team, Jon, Jamie, Scott, Rosie and Jem.

To our friends at The Recruitment Junction, especially Beverley Brooks, its founder and guiding light, and the two Robs, Rob Bailey and Rob Douglas.

To my fellow trustees, Tom, Paul, Alberto, Sam and Henry, for helping us navigate some very choppy seas. Since the end of the financial term, Tom, Alberto and Sam have stepped down as trustees and I would like to express particular thanks to them for all they have done. I also welcome two recent new trustees, Shoab Ahmad and Judith Feline.

To Olivia and Jemima, for being the vital funding, comms and management support we badly needed.

To Liv, our new CEO, for agreeing to step into such big shoes and having the courage and compassion to take us on.

To Heather, our founder and outgoing CEO, for 11 years of strength, tireless graft and extraordinary vision.

I look forward to working with Heather on the Board and we all look forward to supporting Liv and her team.

Simon Morgan, Chair of Beating Time

Signed by:

222E58B65C354F8

FLANNERY

SUCCESS STORY MARTIN



SKANSKA

SEPTEMBER 2024



After his release from HMP Birmingham, Martin cycled 15 miles from Wolverhampton to Birmingham to take part in one of our Interview Surgeries. Not even getting knocked off his bike on his second trip could deter him! We found him a placement at Flannery's Skills Bootcamp.

We organised and paid for Martin's Health and Safety test so he could access the site with the necessary CSCS card. He not only gained essential skills in operating a 360 excavator but also built up his previous industry experience, completing his Lifting Ops, GPS training and Highway Passport.

With free-to-access training including soft skills development, and careers guidance leading to a guaranteed interview, Flannery helped Martin secure a full-time job at Skanska on the M42 Junction 6 project.

TRUSTEES' REPORT

THE TRUSTEES PRESENT THE ANNUAL REPORT TOGETHER WITH THE FINANCIAL STATEMENTS OF THE CHARITY FOR THE YEAR ENDED 30 APRIL 2024.

OBJECTIVES AND ACTIVITIES

The charitable objectives of Beating Time are unchanged. Our purpose remains the promotion of the rehabilitation of prisoners for the public benefit, in particular to build the skills and capacity of offenders so that they can break the cycle of reoffending on release.

Our main activities in relation to that purpose are, Choirs Beating Time (our therapeutic singing programme run weekly in prison), and Inside Job (our in-prison and through-the-gate employment programme).

Through these activities we build the capability and confidence of people serving sentences. Our goal is ultimately to stop people returning to prison.

The trustees have had and continue to have due regard to the guidance issued by Charity Commission on public benefit.

Activities: Our Programmes and Aims

We run two continuous programmes, Choirs Beating Time (CBT) and Inside Job (IJ). Choirs Beating Time (CBT) and Inside Job (IJ).

- **Choirs Beating Time** is a year-round, weekly group singing and performance programme. Its aims are to:
 - » improve mental health and wellbeing;
 - » create a sense of social inclusion;
 - » develop social and employability skills.

CBT incorporates Art Beat, an intensive, therapeutic art programme delivered in HMP Birmingham by an artist-in-residence in collaboration with Community Arts Projects UK.

- **Inside Job** is an in-prison and through-the-gate employment programme which:
 - » develops peer-led recruitment teams in prison;
 - » introduces employers to our candidates;
 - » supports candidates post release into work.

Activities: Our Prisons

Our work is delivered from three geographical hubs. We run two hubs directly in the West Midlands and London/Kent. Our third hub in the Northeast is a joint venture with Newcastle-based charity and post-prison employment specialist The Recruitment Junction.

During the financial year 2023/24 we have had the following relationships with men's prisons:

PRISON	PRISON TYPE	CONTRACTED/AGREED PROGRAMMES
Midlands		
HMP Birmingham	Local	CBT, Art Beat, IJ
HMP Hewell	Local	CBT and IJ
HMP Gartree	Cat B	CBT
HMP/YOI Swinfen Hall	YOI (18-29)	CBT and IJ
HMP Stafford	Cat C - Sexual Offences	CBT
HMP/YOI Brinsford	YOI (18-21)	IJ
HMP Rye Hill (G4S)	Cat B - Sexual Offences	CBT
HMP Fosse Way (Serco)	Cat C - Resettlement	CBT
HMP & YOI Stoke Heath	Cat C & YOI – Resettlement	IJ
London & Kent		
HMP Maidstone	Cat C - Foreign Nationals	CBT (2 choirs)
HMP Swaleside	Cat B	CBT (2 therapeutic groups – 1 based on the PIPE wing (psychological care) and 1 based on the addiction recovery wing)
HMP/YOI Isis	YOI (18-27)	IJ
Northeast		
HMP Northumberland (Sodexo)	Cat C	IJ – in partnership with The Recruitment Junction

Our work in nine of these prisons has been funded through a combination of charitable donations and payment received under a contract with the prison. Swaleside, Stoke Heath and Isis are 100% charitably funded. Northumberland, where day-to-day support of the project is provided by The Recruitment Junction, is jointly funded by the two charities.

During the financial year, we retendered successfully for six of seven prison contracts with public prisons (through the Prison Education Dynamic Purchasing System “DPS”). These contracts expired or will expire during the financial year 2024/25.

Activities: Collaborations and Donations

Collaborations: We are continuing our strategy to increase impact through collaboration. In particular, we have a partnership with The Recruitment Junction in the Northeast, supporting delivery of Inside Job at HMP Northumberland and since Autumn 2024 a pilot at HMP Holme House in Teesside.

Donations: We look to further the Charity's objectives through carefully considered donations and funding of activities which match our own aims. These include a donation to The Recruitment Junction for our joint work expanding the Inside Job programme in the Northeast..

ACHIEVEMENTS

Main achievements in financial year to 30 April 2024

- **223** Choirs Beating Time singers supported, **313** rehearsals delivered, and **32** performances held in our prisons.
- **370** Inside Job Candidates supported over the 12 months.
- **420** job starts secured since Inside Job's launch in 2021.
- **2** new prisons for Inside Job.
- **1** new geographical hub in London, with a new Inside Job lead added to the team.
- **42%** increase in our income from 22/23.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Beating Time is a registered CIO constituted with voting members other than its trustees. Its governing terms are contained in the constitution (which follows the Charity Commission's model form). Trustees are selected and act in accordance with the constitution. Incoming trustees are provided with a welcome guide including an outline of our processes.



Tom at work

Mural in HMP Birmingham



ORGANISATION

Trustees: Our trustees as of 30/04/2024 were:

- Simon Morgan – Chair
- Seymour (Sam) Eastwood
- Thomas Snowden
- Henry Featherstone
- Alberto Gonzalez
- Paul Jackson

Changes during the accounting year: Rosalind Fox resigned as a trustee with effect from 30 September 2023.

Senior Management Team: The team was unchanged during the financial year. Heather Phillips remained as CEO, assisted by Rachel Mace as Director/COO and Sarah Rigby as the Charity’s bookkeeper. Rachel works part-time and Sarah provides support as a freelancer.

Subsequent to the close of the accounting year, there has been a managed handover of the senior management team.

Inside Job: Inside Job had four members of staff based in our Birmingham Office.

Changes during the accounting year: 2 team members left and 2 new members joined the team.

Choirs Beating Time: Area Managers: our Midlands cluster continued to be overseen by Sally Debiage who is based in Birmingham. Rachel Mace managed our Kent prison relationships in addition to her central role.

Musicians: Our team of nine community musicians was led by Pete Churchill. Six of the team are based in the Midlands with three delivering to our four groups in two Kent prisons.

Volunteers: We had 11 volunteers delivering the Inside Job programme in prisons during the financial year, in the role of Inside Job Peer Recruiters. They are valued members of the team and a key component of Inside Job, enabling us to engage more quickly and effectively with the people who the programme seeks to support.

KPMG has supported our Inside Job Candidates in prisons with employability workshops with 30 volunteer mentors from their staff.

Data recording, analysis and development has been supported by a volunteer based in our London office.

Going concern: The trustees are pleased to report that Beating Time continues as a going concern.

FINANCIAL REVIEW

Reserves and cash: The Charity’s policy remains to hold unrestricted reserves equivalent to at least three months running costs from time to time. The Trustees keep this policy under regular review and, in determining the level, have regard to the known current and future obligations of the Charity, the specified purposes of the restricted funds, anticipated multi-year funding grants, prison contracts and the funding climate. As at the year-end we had £240,146 cash in the bank (plus shares valued at £35,889) and total net assets of £271,776. Of these reserves:

- £109,347 was restricted
- £162,429 was unrestricted

The Trustees confirm that this complies with the current reserves policy.

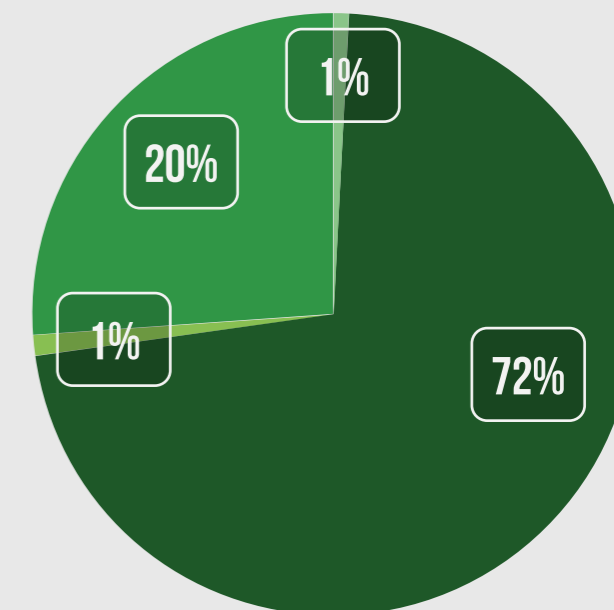
Funding: We have two principal sources of funding – charitable donors and prison contracts.

Trusts and Foundations currently contribute c72% of the Charity’s income. For the financial year to 30 April 2024 we have received:

- Foundations: £510,383
- Individuals (plus Gift Aid): £10,404
- Prison contracts: £186,461
- Investment Income: £5,191

INCOME 30 APRIL 2024

- TRUSTS & FOUNDATIONS
- INDIVIDUAL DONORS
- CONTRACTS (PRISONS)
- INVESTMENT INCOME



OUR MAJOR DONORS (£10,000 AND ABOVE) WERE:

The Bromley Trust
 CHK Charitable Trust (Trustee's special interest grant)
 Charles Dustone Charitable Trust
 City & Guilds' Foundation
 Colyer-Fergusson Charitable Trust
 Drapers' Charitable Fund
 Esmée Fairbairn Foundation (TASK Grant)
 Fishmongers' Company's Charitable Trust
 Foyle Foundation
 Garfield Weston Foundation
 Goldsmiths' Company Charity
 Henry Oldfield Trust
 Henry Smith Charitable Trust
 Rayne Foundation
 Tudor Trust
 Weavers' Company Benevolent Fund

We wish to thank all our funders and those who donate considerable amounts of their time to support Beating Time's work.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

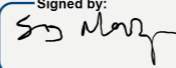
The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the charity on 20 February 2025 and signed on its behalf by:

Signed by:


222E58B65C354F6

Simon Morgan (Chair and On Behalf of the Trustees)



SUCCESS STORY ROBBY



DECEMBER 2024



We met Robby in HMP Birmingham. He was hesitant to engage with us, unsure about what steps to take next in his life. He had experience working in construction but saw it only as a way to earn quick cash. We encouraged him to think of possible career progression and job stability.

We helped Robby sign onto a CSCS and CPS Plant Machinery course to renew his outdated card. We located 3 course providers and Robby chose one that needed an Offender Risk Assessment. We intervened to speed up the safeguarding process so he could start the course on time.

Robby achieved 49/50 in his test and started onsite work via Daniel Owen agency. He is working as a groundworker and dumper driver, and thanks to his punctuality, commitment and great attitude, he was hired full time starting in the New Year.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BEATING TIME

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 April 2024 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees of Beating Time 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 Beating Time'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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since Beating Time's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Beating Time as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting 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.

DocuSigned by:
TIM SULLIVAN

Tim Sullivan FCA
Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB
Date: 2/28/2025

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 APRIL 2024

	Note	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:							
Donations and legacies	3	147,554	373,233	520,787	153,432	175,900	329,332
Charitable activities	4	186,461	-	186,461	167,032	-	167,032
Investment income	5	5,191	-	5,191	5,446	-	5,446
Total income		339,206	373,233	712,439	325,910	175,900	501,810
Expenditure on:							
Charitable activities	6	(290,155)	(311,370)	(601,525)	(349,113)	(167,742)	(516,855)
Total expenditure		(290,155)	(311,370)	(601,525)	(349,113)	(167,742)	(516,855)
Unrealised gains/losses on investment assets		(222)	-	(222)	(12,222)	-	(12,222)
Net (expenditure)/ income		48,829	61,863	110,692	(35,425)	8,158	(27,267)
Gross transfers between funds		-	-	-	24,644	(24,644)	-
Net movement in funds		48,829	61,863	110,692	(10,781)	(16,486)	(27,267)
Reconciliation of funds							
Total funds brought forward		113,600	47,484	161,084	124,381	63,970	188,351
Total funds carried forward	17	162,429	109,347	271,776	113,600	47,484	161,084

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for 2023 is shown in note 17.

BALANCE SHEET AS AT 30 APRIL 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	10	648	729
Tangible assets	11	9,932	8,761
		<u>10,580</u>	<u>9,490</u>
Current assets			
Debtors	12	19,269	53,211
Investments	13	35,889	36,111
Cash at bank and in hand		240,146	78,708
		<u>295,304</u>	<u>168,030</u>
Creditors: Amounts falling due within one year	14	<u>(34,108)</u>	<u>(16,436)</u>
Net current assets		<u>261,196</u>	<u>151,594</u>
Net assets		<u>271,776</u>	<u>161,084</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	17	109,347	47,484
Unrestricted income funds			
Unrestricted funds		162,429	113,600
Total funds	17	<u>271,776</u>	<u>161,084</u>

The financial statements on pages 36 to 51 were approved by the trustees, and authorised for issue on **20 February 2025** and signed on their behalf by:

Signed by:

 222E58B65C354F6...

Simon Morgan
 Chairman and trustee

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 APRIL 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash income / (expenditure)		110,692	(27,267)
Adjustments to cash flows from non-cash items			
Depreciation		6,085	5,997
Amortisation		81	81
Investment income	5	(5,191)	(5,446)
Revaluation of investments		222	12,223
		111,889	(14,412)
Working capital adjustments			
Decrease / (increase) in debtors	12	33,942	(42,336)
Increase in creditors	14	9,576	9,640
Increase in deferred income		8,096	-
Net cash flows from operating activities		163,503	(47,108)
Cash flows from investing activities			
Interest receivable and similar income	5	2,899	767
Purchase of intangible fixed assets	10	-	(810)
Purchase of tangible fixed assets	11	(7,256)	(2,978)
Income from dividends	5	2,292	4,679
Net cash flows from investing activities		(2,065)	1,658
Net increase / (decrease) in cash and cash equivalents		161,438	(45,450)
Cash and cash equivalents at 1 May		78,708	124,158
Cash and cash equivalents at 30 April		240,146	78,708

All of the cash flows are derived from continuing operations during the above two periods.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024

1 CHARITY STATUS

The charity is domiciled in England and Wales.

The address of its registered office is:
Gunnery Works,
9-11 Gunnery Terrace, Cornwallis Road
Royal Arsenal
Woolwich
London
SE18 6SW

2 ACCOUNTING POLICIES

Statement of compliance

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Beating Time meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

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

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources.

The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024 (CONTINUED)

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Trademarks	10 year straight line

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	4 year straight line

Current asset investments

Current asset investments are included at the lower of cost and net realisable value / market value.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024 (CONTINUED)

3 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted General £	Restricted £	Total 2024 £	Total 2023 £
Donations and legacies;				
Donations from foundations	137,150	373,233	510,383	300,900
Donations from individuals	10,404	-	10,404	28,045
Gift aid reclaimed	-	-	-	387
	<u>147,554</u>	<u>373,233</u>	<u>520,787</u>	<u>329,332</u>

4 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted General £	Total 2024 £	Total 2023 £
Prisons	186,461	186,461	167,032

5 INVESTMENT INCOME

	Unrestricted General £	Total 2024 £	Total 2023 £
Income from dividends;			
Dividends receivable from other listed investments	2,292	2,292	4,679
Interest receivable on bank deposits	2,899	2,899	767
	<u>5,191</u>	<u>5,191</u>	<u>5,446</u>

6 EXPENDITURE ON CHARITABLE ACTIVITIES

	Choirs Beating Time £	Inside Job £	Administration and Support £	2024 £	2023 £
Musical Directors	129,297			129,297	95,226
Recruiter & Candidate costs (1)		1,629		1,629	4,259
Equipment & clothing	795	3,126		3,921	
Consultancy costs (2)		5,440		5,440	
Fundraising Costs			7,809	7,809	225
Charitable Donations (3)		21,833		21,833	2,500
A Fairer Chance					10,000
Bursaries (4)		19,130		19,130	27,170
CBT Regional Managers	15,676			15,676	15,467
Salary Costs	22,082	225,305	51,865	299,252	244,229
Executive Assistant					35,000
IE Fees			2,694	2,694	2,202
Depreciation of trademarks	27	27	27	81	81
Rent, Rates & Utilities		12,113	12,393	24,506	25,871
Insurance			1,176	1,176	775
Telephone & Internet	342	685	342	1,369	2,231
Bookkeeping & Administration			6,263	6,263	6,121
Computer software and Maintenance	2,712	6,501	2,712	11,924	9,309
Printing Postage & Stationery	97	4,295	1,081	5,473	4,388
Trade Subscriptions			639	639	402
Sundries	75			75	425
Travel, Accommodation & Subsistence	1,851	18,989		20,840	22,669
Staff wellbeing/team building		1,142	1,069	2,211	766
Bank Charges			323	323	457
Depreciation of Office Equipment	1,521	3,043	1,521	6,085	5,997
Recruitment	82	1,009	575	1,666	685
Trustees Expenses			490	490	400
Training		2,428	1,495	3,923	
Inside Job Programme Development			7,800	7,800	
Totals	<u>174,557</u>	<u>326,695</u>	<u>100,274</u>	<u>601,525</u>	<u>516,855</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024 (CONTINUED)

Notes to expenditure on charitable activities

Recruiter & Candidate Costs (1) - to meet needs, e.g., training materials, course fees, right to work documents, travel passes, where alternative, expedient funding is not available to support in securing work.

Consultancy Costs (2) - (i) Development and production of two information/recruitment films on Inside Job Programme for employers, prisons, and funders. (ii) Retention of HR advisors.

Charitable Donations (3) - This relates to carefully considered charitable donations to further Beating Time's objectives, in particular, a donation to The Recruitment Junction to support the Inside Job partnership in the North East.

Bursaries (4) - We set aside a bursary for Inside Job Recruiters (our peer team workers in prison). It is calculated at a weekly rate of £120/Inside Job prison desk divided by the number of Recruiters from time-to-time (capped at £60/week/head). It accrues weekly and is paid to the Recruiter 'either on release or transfer to the open estate.

7 TRUSTEES REMUNERATION AND EXPENSES

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

Two trustees received reimbursed expenses of £25 each from the charity during the year in respect of the costs of a safeguarding training course.

No other trustees have received any reimbursed expenses and no trustees have received any other benefits from the charity during the year.

8 STAFF COSTS

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	272,249	247,610
Social security costs	22,980	22,301
Pension costs	4,036	3,318
Other staff costs	3,088	-
	<u>302,353</u>	<u>273,229</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Charitable activities	<u>6</u>	<u>7</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £55,645 (2023 - £33,392).

Note 1: Choirs Beating Time staff costs were incurred through freelance session workers - see "Musical Directors" £129,297 (2023: £95,226) and CBT Regional Support Manager £15,676 (2023: £15,467) in note 6 of the accounts - These are not included in the aggregate payroll costs.

Note 2: The aggregate payroll allocated to the programmes - CBT £22,082 (2023: £13,000) and Inside Job £225,305 (2023: £159,043) - are set out in note 6 to the accounts.

9 TAXATION

The charity is a registered charity and is therefore exempt from taxation.

10 INTANGIBLE FIXED ASSETS

	Other intangible asset £	Total £
Cost		
At 1 May 2023	810	810
At 30 April 2024	<u>810</u>	<u>810</u>
Amortisation		
At 1 May 2023	81	81
Charge for the year	81	81
At 30 April 2024	<u>162</u>	<u>162</u>
Net book value		
At 30 April 2024	<u>648</u>	<u>648</u>
At 30 April 2023	<u>729</u>	<u>729</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024 (CONTINUED)

11 TANGIBLE FIXED ASSETS

	Furniture and equipment £	Total £
Cost		
At 1 May 2023	27,096	27,096
Additions	7,256	7,256
At 30 April 2024	34,352	34,352
Depreciation		
At 1 May 2023	18,335	
Charge for the year	6,085	6,085
At 30 April 2024	24,420	24,420
Net book value		
At 30 April 2024	9,932	9,932
At 30 April 2023	8,761	8,761

12 DEBTORS

	2024 £	2023 £
Trade debtors	-	7,500
Prepayments	1,321	358
Accrued Income	15,068	42,473
Other Debtors	2,880	2,880
	19,269	53,211

Trade debtors and Accrued Income relate to invoices due or to be issued under the charity's contracts with prisons. These have returned to pre-Covid levels in 2023/24.

13 CURRENT ASSET INVESTMENTS

	2024 £	2023 £
Somero Enterprises Inc.	35,889	36,111

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other taxation and social security	3,765	3,514
Other creditors	6,295	4,152
Accruals	15,952	8,770
Deferred income	8,096	-
	34,108	16,436

15 PENSION AND OTHER SCHEMES**Defined contribution pension scheme**

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £4,036 (£3,318 in 2023).

16 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024 (CONTINUED)

17 FUNDS

CURRENT PERIOD

	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	Recognised gains/ losses £	Balance at 30 April 2024 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	113,600	339,206	(290,155)	(222)	162,429
Restricted funds					
Acts 435	-	400	(400)	-	-
The Drapers' Charitable Fund	-	25,000	(25,000)	-	-
The Fishmongers' Company's Charitable Trust	-	20,000	(20,000)	-	-
Foyle Foundation	-	10,000	(2,000)	-	8,000
The Goldsmiths' Company Charity	-	58,333	(44,957)	-	13,376
Henry Smith Charity	-	35,000	(3,131)	-	31,869
Colyer-Fergusson Charitable Trust	14,484	10,000	(15,735)	-	8,749
The 29th May 1961 Charitable Trust	-	4,000	(4,000)	-	-
The Brook Trust (administered by Kent Community Foundation)	-	5,000	(5,000)	-	-
CHK Foundation (Trustee's special interest grant)	8,000	10,000	(18,000)	-	-
Garfield Weston Foundation	-	30,000	(30,000)	-	-
The Rayne Foundation	-	25,000	(25,000)	-	-
Charles Hayward Foundation	-	25,000	(25,000)	-	-
Foundation NX	-	4,000	(4,000)	-	-
KPMG	-	5,000	(5,000)	-	-
Sackler Trust	-	5,000	(5,000)	-	-
The Weavers' Company Benevolent Fund	-	20,000	(20,000)	-	-
Tinsley Foundation	-	2,500	(2,500)	-	-
The Charles Dunstone Charitable Trust	20,000	15,000	(20,000)	-	15,000
Maria Björnson Memorial Fund	5,000	-	(5,000)	-	-
Esmée Fairbairn Foundation (TASK Grant)	-	14,000	(14,000)	-	-
City & Guilds Foundation	-	50,000	(17,647)	-	32,353
Total restricted funds	47,484	373,233	(311,370)	-	109,347
Total funds	161,084	712,439	(601,525)	(222)	271,776

17 FUNDS

PREVIOUS PERIOD

	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	Transfers £	Recognised gains/ losses £	Balance at 30 April 2023 £
Unrestricted funds						
<i>General</i>						
Unrestricted funds	124,381	325,910	(349,113)	24,644	(12,222)	113,600
Restricted funds						
Edward Cadbury Charitable Trust	2,798	3,000	(5,798)	-	-	-
Swire Charitable Trust	-	20,000	(20,000)	-	-	-
Colyer-Fergusson Charitable Trust	12,429	15,000	(12,945)	-	-	14,484
Henry Oldfield Trust	24,644	-	-	(24,644)	-	-
Mr J Hayes	6,667	-	(6,667)	-	-	-
People's Postcode Lottery	-	25,000	(25,000)	-	-	-
The 29th May 1961 Charitable Trust	-	4,000	(4,000)	-	-	-
Hilden Charitable Trust	2,595	-	(2,595)	-	-	-
The Michael & Shirley Hunt Charitable Trust	1,750	-	(1,750)	-	-	-
Marsh Christian Trust	400	-	(400)	-	-	-
CHK Foundation (Trustee's special interest grant)	-	10,000	(2,000)	-	-	8,000
Eveson Trust	-	14,000	(14,000)	-	-	-
Garfield Weston Foundation	-	30,000	(30,000)	-	-	-
Heart of England Community Foundation	-	2,000	(2,000)	-	-	-
Jaguar Landrover	-	400	(400)	-	-	-
Awards for All	-	10,000	(10,000)	-	-	-
CB & HH Taylor 1984 Trust	-	1,500	(1,500)	-	-	-
The Rayne Foundation	-	10,000	(10,000)	-	-	-
Baring Foundation	7,687	-	(7,687)	-	-	-
GIL Charitable Trust	5,000	5,000	(10,000)	-	-	-
Chapman Trust	-	1,000	(1,000)	-	-	-
The Charles Dunstone Charitable Trust	-	20,000	-	-	-	20,000
Maria Björnson Memorial Fund	-	5,000	-	-	-	5,000
Total restricted funds	63,970	175,900	(167,742)	(24,644)	-	47,484
Total funds	188,351	501,810	(516,855)	-	(12,222)	161,084

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024 (CONTINUED)

The specific purposes for which the restricted funds are to be applied are as follows:

Acts 435	for Inside Job Candidates' needs to support securing and sustaining work
The Drapers' Charitable Fund	for the Inside Job Programme
The Fishmongers' Company's Charitable Trust	for the Inside Job Programme
Foyle Foundation	for the training of young musicians as community music directors to deliver the Choirs Beating Time Programme in prisons
The Goldsmiths' Company Charity	for the Inside Job Programme
Henry Smith Charity	for the Inside Job Programme
Colyer-Fergusson Charitable Trust	for the Choirs Beating Time Programme in Kent prisons
The 29th May 1961 Charitable Trust	for the Inside Job Programme in the West Midlands
The Brook Trust (administered by Kent Community Foundation)	for the Choirs Beating Time Programme in Kent prisons
CHK Foundation (Trustee's special interest grant)	for the Inside Job Programme in London
Garfield Weston Foundation	for the Inside Job Programme
The Rayne Foundation	for the Inside Job Programme
Charles Hayward Foundation	for the Inside Job Programme
Foundation NX	for the Inside Job Programme (working with young people in prison)
KPMG	for the Inside Job Programme
Sackler Trust	for the Inside Job Programme
The Weavers' Company Benevolent Fund	for the Inside Job Programme (including partnership work with The Recruitment Junction)
Tinsley Foundation	for the Inside Job Programme
The Charles Dunstone Charitable Trust	for the Inside Job Programme
Maria Björnson Memorial Fund	for the Choirs Beating Time Programme
Esmée Fairbairn Foundation (TASK Grant)	for the Inside Job Programme
City & Guilds' Foundation, Big Ideas Fund	for the development and delivery of an Inside Job Employment Specialist Course

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted General £	Restricted £	Total funds £
Current period			
Intangible fixed assets	648	-	648
Tangible fixed assets	9,932	-	9,932
Current assets	185,957	109,347	295,304
Current liabilities	(34,108)	-	(34,108)
Total net assets	162,429	109,347	271,776
Previous period			
Intangible fixed assets	729	-	729
Tangible fixed assets	8,761	-	8,761
Current assets	120,546	47,484	168,030
Current liabilities	(16,436)	-	(16,436)
Total net assets	113,600	47,484	161,084



Heather Phillips and Pete Churchill, the people who started Beating Time in 2014, on our tenth anniversary in July 2024.



BEATING TIME

England & Wales - Charity number 1158013

Accounts

A black and white photograph of two men standing in a hospital corridor. The man on the left is wearing a light-colored polo shirt and dark trousers. The man on the right is wearing a dark t-shirt and dark trousers. They are both looking towards the camera. The corridor has large windows on the left and a metal trolley on the right.

BEATING TIME

ANNUAL REPORT AND FINANCIAL STATEMENTS
for the year ended 30 April 2023

CONTENTS

4	FOREWORD
5 TO 18	TEN YEARS “BEATING TIME”
19 TO 27	TUSTEES REPORT





We've come a long way,
this is a new day

- Written by Inside Out, our Choir in
HMP Birmingham

“ Running and funding a prison charity is exceptionally hard. We wanted to use this opportunity, to show you, and let you hear the voices of the people that provide us with the strength and motivation to do it. We want to share their transformational stories, their music and art.



Our impact is often measured in numbers – 400 job starts to date; 1190 singers – but behind every number is a real person with a name and a family. Every number is someone we have met and got to know, usually in very difficult circumstances.

These Accounts contain more numbers, representing money. However, that money is more than a line in a set of accounts. It has been donated by people who have taken the time to get to know us and our work and made a decision to help. Without them, none of this happens. Their pounds have built community, opened opportunity, changed the way people experience their prison sentences and helped them rebuild lives on release.

The people on these pages are our “Recruiters” and “Candidates.” The quotes are from songs written by people in our prison choirs. The art has been envisioned and painted on prison walls by our prison artists. We talk a lot about “Job Starts” because they are easy to understand. But before our Candidates get to that job start we have often worked with them for months, supporting them to fill in and walk past the potholes on their path to work. Frequently it is practical things such as food, clothes, travel cards, phone credit, a tank of petrol, car insurance, ID, housing, or licence conditions. In every case, it is a lack of opportunity and the knowledge and confidence to access the opportunities that are there.

We have yet to meet the person who leaves prison armed with the confidence and self-belief needed to start rebuilding their life immediately – however well qualified and whatever their circumstances. The myth of “low-hanging fruit” that walks out of prison and into work, is just that, mythical. As is the notion we can lock up people for over 20 hours a day and expect them to leave prison in one piece. That is why we continue to create opportunity in prison for people to sing, write songs, perform for each other, and paint – to do that together, in groups and communities – because to be human is to be sociable, creative and expressive. Broken people don’t work: for employers, themselves, their families or society.”

- Heather Phillips (Founder & CEO) & Rachel Mace (COO)

TEN YEARS “BEATING TIME”

THE WHY: SURVIVING THEN THRIVING

This coming July we will celebrate our tenth anniversary as a Charity. We exist to help people survive a prison sentence and thrive on release. We run two permanent programmes- *Inside Job* helps people find work on release; *Choirs Beating Time* runs weekly, open-to-everyone singing groups that help maintain mental health, preserve a sense of social inclusion and build confidence. Ultimately, we hope for a smaller prison population, because we believe it would make us a stronger and fairer society. Too many people in prison are people society has let down: care-leavers, the mentally ill, the addicted, the homeless and the poor. We are jailing people for longer and providing less and less support in prison or on release, creating a cycle of deprivation and incarceration. As I write, in February 2024, the numbers on crime are going in the right direction (down) and the numbers of prisoners is going the opposite way (up).



lunchtime yoga at Inside Job

89,000

THE NUMBER OF PEOPLE IN PRISON IN ENGLAND AND WALES (MOJ DEC.2023)

- Up 4,600 up on last year; the equivalent to the population of 4 large jails.
- 132 people in every 100,000 are in prison. The German average is 67 per 100,000. (ONS 2022)
- In our poorest areas the incarceration rate is 300/100,000. In wealthier parts, it's 30/100,000.
- Only 4% of the prison population are women.

75%

THE FALL IN CRIME SINCE 1995 (ONS: POLICE RECORDED CRIME AND PUBLIC CRIME SURVEY)

- At June 2023, crime was down by 10% on the year - including computer crime and fraud.

THE HOW AND WOW: BY US, FOR US

Inside Job was designed with, and is largely run by, people who are serving, or have served a prison sentence. They enable their peers (our “Candidates”) to find and sustain employment on release. We believe those closest to the problem have the solutions. We work in prison and in the community.

INSIDE JOB'S ROAD TO WORK

RECRUITERS

We train and pay people serving their own sentences to recruit Candidates.

EMPLOYERS

We take employers into prison every month to interview Candidates.

SPECIALIST SUPPORT

On release we fill in the practical (and emotional) potholes on the road to work.

We are supporting people who face some of the toughest barriers to securing employment: people who have served a custodial sentence and just been released. Currently, we are not working with people on community sentences or people with historic convictions. Our Candidates have many issues to resolve and barriers to overcome before they can work.

400

THE NUMBER OF JOB STARTS WE'VE ACHIEVED SINCE 2021

896

THE NUMBER OF INTERVIEWS WE HAVE SECURED

76.2

THE PERCENTAGE OF OUR CANDIDATES WHO ARE STILL IN WORK AFTER 9 MONTHS*

**Based on a telephone survey.*

50%

OUR REOFFENDING RATE*

**Based on a telephone survey.*

SUCCESS STORY

JON: THE MAN WHO CAME UP WITH AN IDEA, THAT BECAME INSIDE JOB.



“ I chose to serve the last two years of my sentence in closed prison conditions during Covid to help develop Inside Job with Heather as a self-help project on G Wing in HMP Birmingham. I turned down living in an Open Prison, the chance to work in the community and visit my family. Now, 3 years later, as our Head of Employer Development, opening opportunity to men in 6 prisons, setting up Inside Job Projects in Newcastle and London and changing lives on this scale, I know I made the right decision. It is incredible working with the tiny team of trojans that have modified and transplanted my seed of an idea and have funded and grown it into the Inside Job you see today.”

1190

THE NUMBER OF SINGERS SINCE 2013

10

THE NUMBER OF CHOIRS CURRENTLY
SINGING EVERY WEEK

1400

THE NUMBER OF WEEKLY REHERSALS

150

THE NUMBER OF PERFORMANCES, FOR
OVER 5200 PEOPLE

40

THE NUMBER OF KOESTLER AWARDS
(13 IN 2023)



Be stronger than your excuses

CHOIRS BEATING TIME

When I last wrote in July 22, we had just recruited 9 Musicians in order to re-open Choirs Beating Time following Covid. We are now in back in full voice, incubating creative communities, moving audiences...

Our singers continue to choose, learn and perform the music they sing and increasingly they write it. In one prison, we facilitate specialist therapeutic music groups, one on the wing supporting those with diagnosed or emerging psychological disorders, and one on the addiction recovery wing – both groups (who are unable to meet) have a healthy rivalry going through regular recordings broadcast on the in-cell radio station.

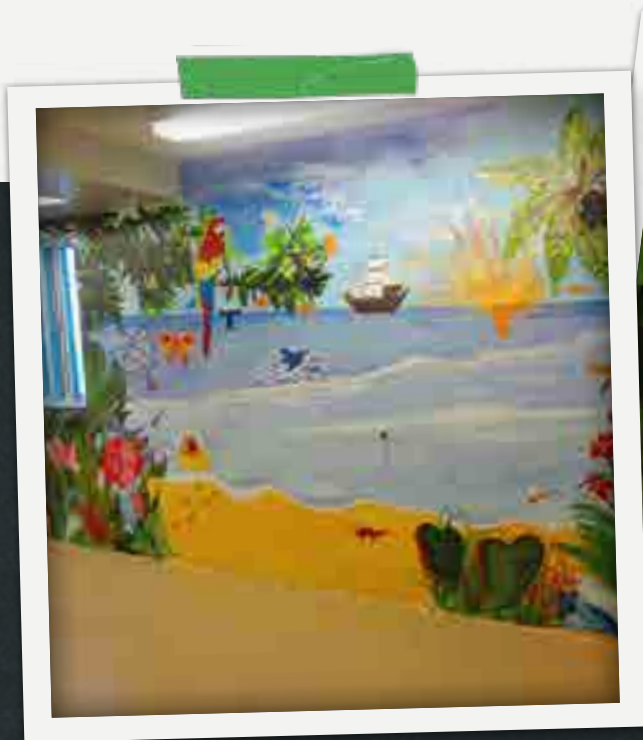


Never too late to
make a change.
Hope will never die.
Break the cycle.
Spread your wings.
Let the songbirds fly.

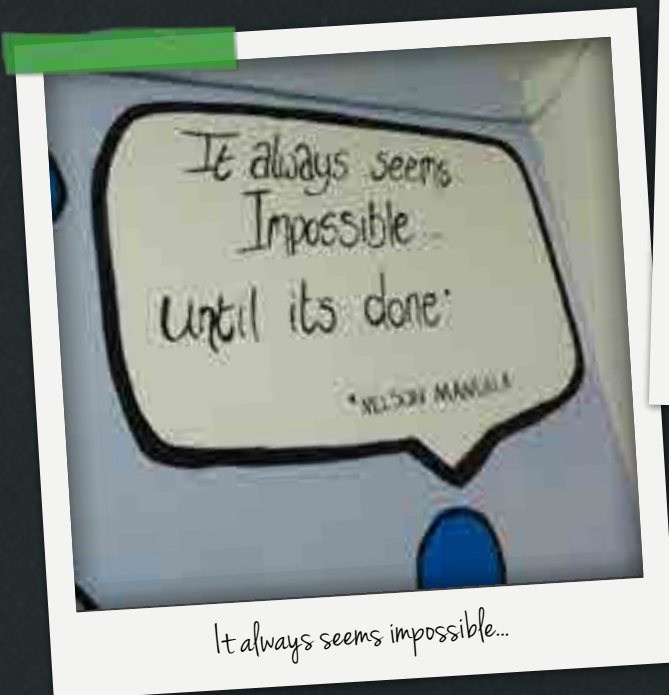
*The refrain from a song written by our Choir,
"inside out" in HMP Birmingham*

ART BEAT

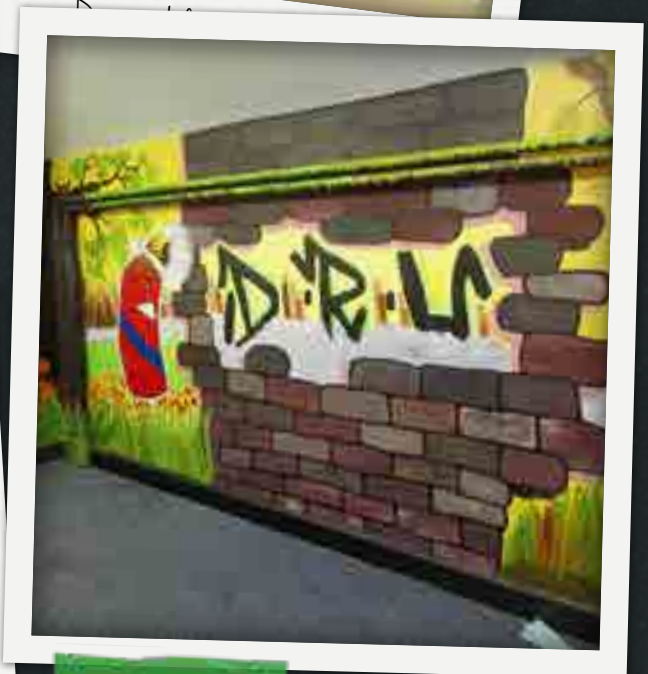
In 2023 we set up a permanent visual Artist in Residence programme in HMP Birmingham, in collaboration with Chris Millin of Community Arts Projects UK. We are making prisons less threatening places to live, work and visit with exhibitions in communal and staff areas and murals on the wings bringing warmth and light.



Desert Island
and Parrot



It always seems impossible...



Hole in the wall

SUCCESS STORY

JAY HAD 15 YEARS EXPERIENCE IN SALES AND RECRUITMENT WHEN HE WENT TO PRISON. HE ALSO HAD A DRUG ADDICTION WHICH HAD CAUSED LIFE TO UNRAVEL.



“ On release I was placed in Approved Premises, where people were openly taking drugs, I had no money and probation didn't think I was ready to work. Inside Job found me a job with HSS, funded my travel and cleared it all with probation. I'm still there 7 months later, have a flat, am drug free, financially independent and enjoying life.”

THE WHERE

Inside Job currently supports 4 prisons in the Midlands.

Midlands Hub

Our community team in Birmingham, supports 4 local prisons.

London Hub

In January 2024, we began a pilot at HMP/YOI Isis in Woolwich in London. It houses around 600 young men, mainly under 25.

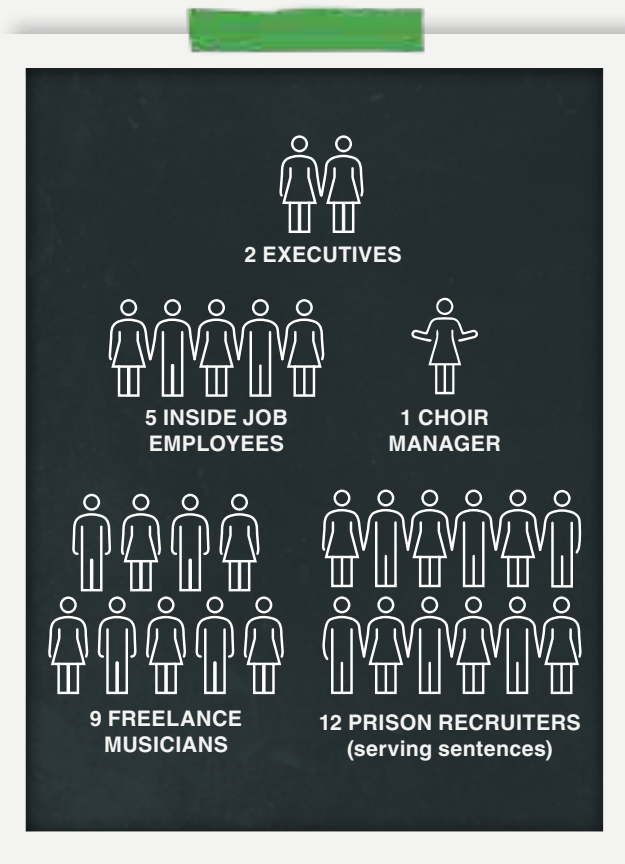
North East Hub

With The Recruitment Junction, we have an Inside Job operation in HMP Northumberland, which became fully established in January 2024. The Recruitment Junction, support the candidates in the community into work. In the first month of operation they placed 4 people into work.

Choirs Beating Time, currently runs 10 Choirs in 8 prisons, in the Midlands and Kent.



Our Recruiters
at HMP Hewell
←



THE WHO

Our People: Employing freelance musicians means we can be flexible and limit costs to contracts/prisons. Training people serving sentences gives us a skilled volunteer workforce (we save a bursary of £60 a week for each Recruiter). 3 of our 4 Inside Job community team have served a sentence themselves. We have a small management team, which will need to grow this year to make the Charity sustainable.

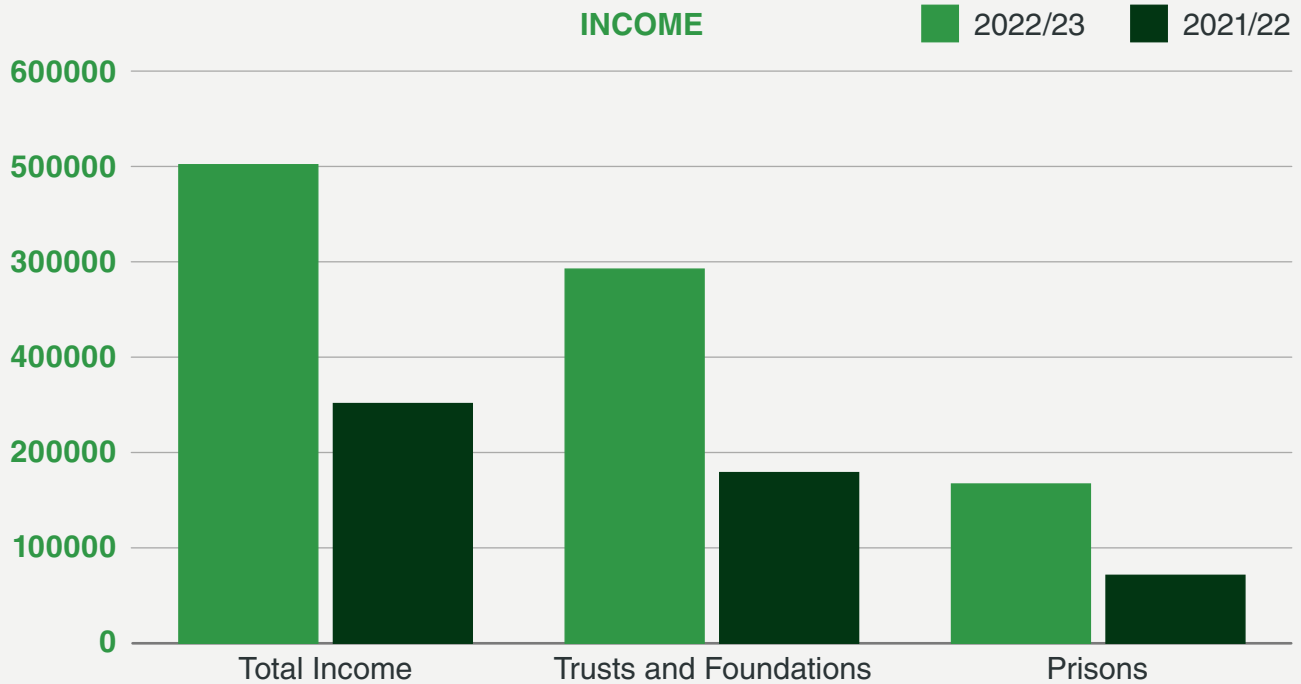
Collaborations: A common criticism of charities is that we don't work together. Well we do and we do it well.

CAP UK is running the visual art in HMP Birmingham with us. The Recruitment Junction in Newcastle is running an Inside Job desk in HMP Northumberland and will support Candidates in the community on their release. We are also working together to design and deliver a bespoke training programme for peer-led prison recruitment funded and supported by City & Guilds. Having worked with A Fairer Chance in HMP East Sutton Park, and cross-referred candidates and employers between relevant regions, we have employed one of their senior staff members to launch and run our new London Hub. We will continue to support each other.



FUNDING

Income: We doubled our funding in the year to 30 April 2023:

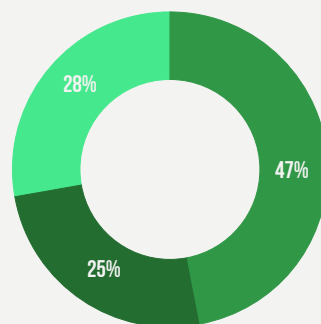


This growth has enabled us to re-open Choirs Beating Time, and to double the size of the Inside Job Team to support more Candidates. Income flow did not always keep pace with the opportunities to re-build and grow during the year as prisons emerged suddenly from their long Covid regimes. To manage cashflow, our two Executives reduced the already small central support team and sacrificed salary for 3 months, whilst at the same time, doubling fundraising efforts. This ensured we could meet the greater expenditure requirements of the Charity and that we would have sufficient reserves at the year end. They have ensured we are in, and continue to be in, a stable financial position for a Charity of our size growing at this rate.

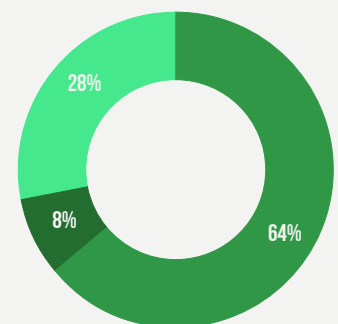
Expenditure: During the year, expenditure divided approximately:

EXPENDITURE

- Inside Job
- Management & Administration
- Choirs Beating Time



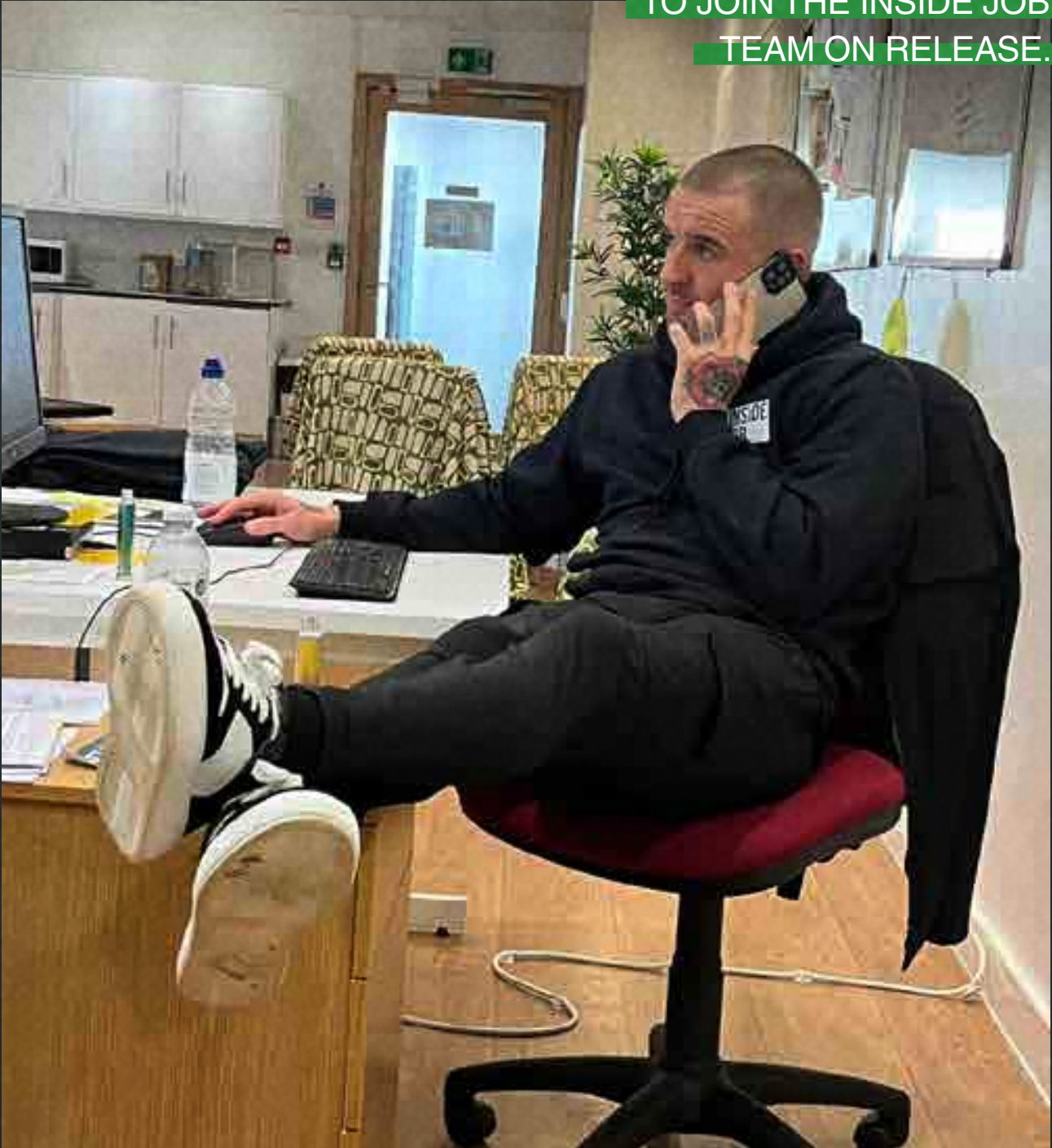
2022/23



2021/22

SUCCESS STORY

THE FOURTH RECRUITER TO JOIN THE INSIDE JOB TEAM ON RELEASE.



“ Scott is the father of three young children and was a carpet salesman, before serving 3 years in custody. He worked closely with Jon in HMP Birmingham in the early days of Inside Job. When he moved to an Open Prison in 2023 he took his Inside Job T-Shirts with him, and set up a desk to help men with CV's and Disclosure Letters. From there he worked for us in the community on Release on Temporary Licence from Prison. He is brilliant at working with Candidates and getting people into work. Scott is a very resilient, positive and funny person and we are lucky to have him joining us in March 2024 permanently as a Community Consultant.”

VISION

Inside Job, a successful peer-led initiative supporting people at their most fearful - just before release from prison - should be scaled. This year, opening in the North East and London, is, we hope, the start of realising that vision.


We want to be to post-prison employment what the national, peer-based prison charity programmes run by Samaritans and Shannon Trust are to, respectively, mental health and literacy & numeracy. In his 2022 Reith Lecture, Darren McGarvey said,


A call dispensed from a dispassionate distance by someone who has never lived it, rings hollow and smug. But a call-to-action from someone who has been in your shoes, who understands the colossal effort required to lift yourself up, far from patronising, can act as the catalyst.


This encapsulates why we believe lived experience and training people in prison to help their peers works. It gives one individual meaning and value and the other the support they need in a form they can accept.

Choirs Beating Time, will continue to make music, where silence deafens and, in the words of the singers of Inside Out Choir, HMP Birmingham, "Songbirds cry".

FROM CHOIRS BEATING TIME...

 I was weak,
now I'm strong,
come along,
this is my victory.

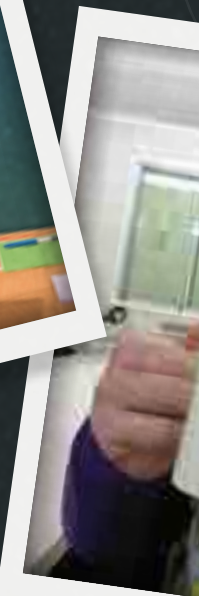
 They think
we are weak,
but we are
stronger.

 The decision
has been made
I control my
destiny.

-Fitz, HMP Featherstone



**SOME OF OUR
SUCCESSFUL CANDIDATES**





THANK YOU

Thank you to all our funders without whom this work is not possible, to Heather (our Founder and CEO) and Rachel (our COO) who have between them doubled our capacity, impact and funding; Sally and Pete, for re-building Choirs Beating Time; and to Jon and Jamie for consolidating Inside Job and creating and sustaining a platform for growth. We have now employed three people who were trained by us as Recruiters in Prison, as full-time members of the team. In the words of one colleague, working for Inside Job, *“saved my life in prison and it has given me a new life on release.”*

Simon Morgan

Simon Morgan, Chair of Beating Time



“You encouraged me so much and helped me move forward... you gave me confidence.”

“You lot are really helping people change their lives. I’ve been working 6 months now flat out and I love it!”

“Me saying thank you isn’t even enough. My little boys have got their dad back.”



**“Even though I
stumble, even
though sometimes
I fall, I know you
are always there.”**

Closer – by Nick – HMP Maidstone

TRUSTEES REPORT

OBJECTIVES AND ACTIVITIES

The charitable objectives of the Beating Time are unchanged. Our purpose remains the promotion of the rehabilitation of prisoners for the public benefit in particular to build the skills and capacity of offenders so that they can break the cycle of re-offending on release. Our main activities in relation to that purpose are:

- Choirs Beating Time: our therapeutic singing programme run weekly in prison; and
- Inside Job: our in prison and through-the-gate employment programme.

The Trustees have had and continue to have due regard to the guidance issued by Charity Commission on public benefit.

Activities: Our Programmes and Aims

We run two continuous programmes, Choirs Beating Time (CBT) and Inside Job (IJ).

- Choirs Beating Time – A year-round, weekly group singing and performance programme. Its aims are to:
 - » improve mental health and well-being;
 - » create a sense of social inclusion;
 - » develop social and employability skills.
- Inside Job – An in-prison and through-the-gate employment initiative which:
 - » develops peer-led recruitment teams in prison;
 - » introduces employers to our candidates;
 - » supports candidates post release into work.

This accounting period has seen us running both programmes in full for the first time.

Activities: Our Prisons

In the year under review our work has been based around two hubs – (1) the Midlands (largely West Midlands) and (2) Kent/South East. During the financial year to 30 April 2023 we have had contracts/relationships with the following prisons:

PRISON	PRISON TYPE	CONTRACTED/AGREED PROGRAMMES
HMP BIRMINGHAM	LOCAL/MEN	CBT AND IJ
HMP HEWELL	LOCAL/MEN	CBT AND IJ
HMP GARTREE	CAT B/MEN	CBT
HMP YOI SWINFEN HALL	YOI (18-29)/MEN	CBT AND IJ
HMP STAFFORD	CAT C - SEXUAL OFFENCES/MEN	CBT
HMP YOI BRINSFORD	YOI (18-21)/MEN	IJ
HMP RYE HILL (G4S)	CAT B - SEXUAL OFFENCES/MEN	CBT
HMP OAKWOOD (G4S)	CAT C/MEN	IJ (6 MONTH PILOT)
HMP MAIDSTONE	CAT C - FOREIGN NATIONALS/MEN	CBT (2 CHOIRS AND AN ENRICHMENT PROGRAMME)
HMP SWALESIDE	CAT B/MEN	CBT (2 THERAPEUTIC GROUPS – 1 BASED ON THE PIPE WING (PSYCHOLOGICAL CARE) AND 1 BASED ON THE ADDICTION RECOVERY WING)

Our work in these prisons has been funded through a combination of charitable donations and payment received under a contract with the prison (save for Swaleside which is 100% charitably funded).

Activities: Collaborations and Donations

Collaborations: We are continuing with our strategy to increase impact through collaboration. We continue to increase collaborations with both specialist vocational trainers and employers who share our mission. After a successful inaugural national music week in January 2023, we are looking to continue to increase the profile of music across the prison estate. We continue to liaise with other charities in the sector to achieve this, with a particular focus on singing in prisons.

Donations: We look to further the Charity's objectives through carefully considered donations and funding of activities which match our own aims. These include a donation to The Recruitment Junction to support the Inside Job programme in Northumberland and to A Fairer Chance for work with women in the community released from East Sutton Park.

ACHIEVEMENTS

Main achievements in financial year to 30 April 2023

- Relaunching Choirs Beating Time - finishing the year with 10 groups in 8 prisons singing every week.
- Supporting 172 singers during the financial year.
- 22 entries to the Koestler Awards (our highest ever number).
- Our first Prison Music Week bringing together 7 other prison charities.
- Growing our Inside Job team to 4 (including our programme co-architect, Jon, and former Recruiter, Jamie).
- Supporting 299 Candidates during the financial year.
- Increasing our Candidates' total job starts to reach 278.
- Continuing our collaborative approach with a new Inside Job partnership with The Recruitment Junction and working with Clinks to lobby the Ministry of Justice to increase its funding to the small third sector organisations supporting post-prison employment.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Beating Time is a registered CIO constituted with voting members other than its trustees. Its governing terms are contained in the constitution (which follows the Charity Commission's model form). Trustees are selected and act in accordance with the constitution. Incoming trustees are provided with a welcome guide including an outline of our processes.



ORGANISATION

Trustees: Our Trustees as at 30/4/2023 were:

- Eleni Skordaki – Chair (resigned as Chair January 2023)
- Simon Morgan – Chair (with effect from January 2023)
- Seymour (Sam) Eastwood
- Thomas Snowden
- Henry Featherstone
- Alberto Gonzalez
- Rosalind Fox
- Paul Jackson

Changes during the accounting year: Magdalen Evans resigned as trustee on 21 December 2022.

Although not part of the reporting financial year, Eleni Skordaki, Sam Eastwood and Thomas Snowden resigned as trustees on 19 June 2023. Sam and Tom were reappointed to the Trustee Board at the same meeting. Ros Fox resigned as Trustee with effect from 30 September 2023 but continues to support the charity as a volunteer.

Senior Management Team:

Charity Founder Heather Phillips remains our CEO. Heather is assisted by Rachel Mace (Director/COO) and Sarah Rigby, the Charity's bookkeeper. Rachel and Sarah continue to work part-time.

Changes during the accounting year: The Executive Officer role terminated in February 2023 (a little earlier than the planned fixed term contract, this tied in with the run out of the CEO's tenure as High Sheriff of Greater London and helped reduce central expenditure). Our Communications Director resigned with effect from 30 April 2023.

Inside Job:

Inside Job has four members of staff based in our Birmingham Office.

Changes during the accounting year: Jamie Rogers joined the team on 19 April 2023. Just outside the reporting period, Inside Job Co-Director, Bally Nijjar, left with effect from 31 May 2023.

Choirs Beating Time:

Area Managers: our Midlands Cluster continues to be overseen by Sally Debiage who is based in Birmingham. Rachel Mace manages our Kent prison relationships in addition to her central role.

Musicians: Our team of 9 community musicians is led by Pete Churchill. 5 of the team are based in the Midlands with 3 delivering to our 4 groups in 2 Kent prisons.

Volunteers:

We have 12 Volunteers who deliver our Inside Job programme in prison in the roles as Inside Job Peer Recruiters. They are valued members of the team and a key component of Inside Job enabling us to engage more quickly and effectively with the people who the programme seeks to support.



**My mind was in a rage,
broken from this cage
Now I've found a purpose
that moves me to the surface
Never too late to make a
change**

*Lyrics from "Let the Song Birds Fly",
a composition by Inside Out,
our Choir in HMP Birmingham.*

FINANCIAL REVIEW

Going concern: The Trustees are pleased to report that Beating Time continues as a going concern.

Reserves and cash: The Charity's policy remains to hold unrestricted reserves equivalent to 3 months running costs from time to time. The Trustees keep this policy under regular review and in determining the level have regard to the known current and future obligations of the Charity, the specified purposes of the restricted funds, anticipated multi-year funding grants, prison contracts and the funding climate.

As at the year-end we had £78,708 cash in the bank (plus shares valued at £36,000) and total net assets of £160,184. Of these reserves:

- £47,484 was restricted
- £112,700 was unrestricted

The Trustees confirm that this complies with the current reserves policy. The unrestricted reserves include 11,111 shares in Somero Enterprises PLC, which were gifted to the Charity in specie. The Trustees decided to continue to hold the shares, notwithstanding their drop in value in volatile market conditions. They continue to produce a dividend in excess of 5% a year.

Funding: We have two principal sources of funding – charitable donors and prison contracts.

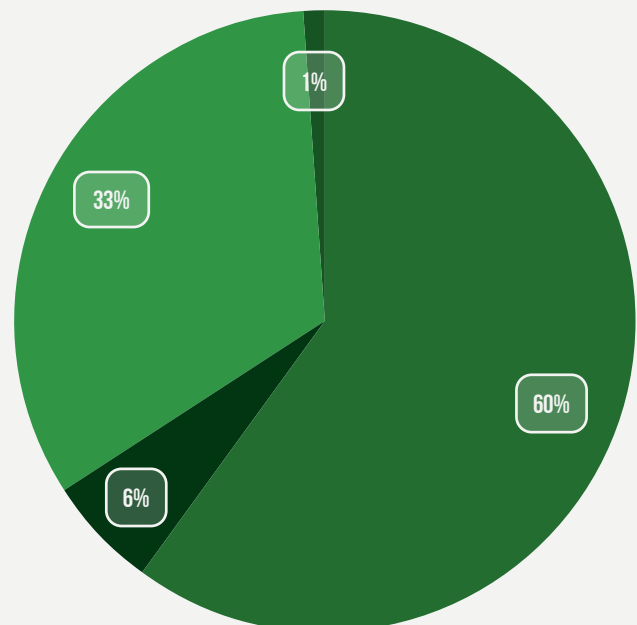
INCOME

TRUSTS & FOUNDATIONS 60%

INDIVIDUAL DONORS 6%

CONTRACTS (PRISONS) 33%

INVESTMENT INCOME 1%



Trusts and Foundations currently contribute c60% of the Charity's income. For the financial year to 30 April 2022 we have received:

- Foundations: £300,900
- Individuals (plus gift aid) £28,432

SUCCESS STORY

TYLER WAS SERVING HIS FIRST EVER PRISON SENTENCE WHEN HE MET JAMIE. HE WORKED PREVIOUSLY IN DOUBLE GLAZING, BUT FOUND A LOVE FOR WORKING WITH PEOPLE THROUGH INSIDE JOB.



“ I found out about Inside Job when I shared a cell with Jamie in Hewell. We were Recruiters together during our time there, and I grew to love the work and the fulfilment I got from it. I knew when I got out I wanted to work so Inside Job helped me find a role with HSS as a driver. However, my dream was to work where I could help people again. I went back to Inside Job, and they helped me get a role working with B2W as a professional mentor to young people in the West Midlands!”

OUR MAJOR DONORS (£ 10,000 AND ABOVE) WERE:

Awards for All

The Bromley Trust

CHK Charitable Trust

Charles Dunstone Charitable Trust

Colyer-Fergusson Charitable Trust

The Eveson Trust

Garfield Weston Foundation

Henry Oldfield Trust

The LJC Fund Ltd

Postcode Local Trust

Rayne Foundation

Swire Charitable Trust

Tudor Trust

We wish to thank all our funders and those who donate considerable amounts of their time to support Beating Time's work.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to Charities requires Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The Trustees are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.


The annual report was approved by the Trustees of the Charity on 6th February 2024. and signed on its behalf by:



Simon Morgan (Chair and On Behalf of the Trustees)



“ Three years after we secured Shaun an interview at Skanska, via the agency VGC and notwithstanding a recall to prison, he is still there and making serious progress in his career and in life. He and his partner had a new baby and bought a new home. He told us recently, with a big smile, that, “he loves his life and the people in it.”



**It seems like
yesterday, all my
troubles wouldn't
go away. These
mistakes I made,
almost took me
to my grave.”**

Stronger – by Fitz – HMP Featherstone

ACCOUNTS

CONTENTS (CONTINUED)

30	REFERENCE AND ADMINISTRATIVE DETAILS
31	INDEPENDENT EXAMINER'S REPORT
32	STATEMENT OF FINANCIAL ACTIVITIES
33	BALANCE SHEET
34	CASH FLOW STATEMENT
35 TO 47	NOTES TO THE FINANCIAL STATEMENTS

REFERENCE AND ADMINISTRATIVE DETAILS

Chairman	Simon Morgan
Chief Executive Officer	Heather Phillips
Trustees	Seymour Eastwood Henry Featherstone Rosalind Fox Alberto Gonzalez-Carcavilla Paul Jackson Simon Morgan Thomas Snowden
Charity Registration Number	1158013
Principal Office	Unit 1.29, 9-11 Gunnery Terrace Cornwallis Road Royal Arsenal Woolwich London SE18 6SW
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ The Charity Bank Fosse House 182 High Street Tonbridge TN9 w1BE Triodos Bank Deanery Road Bristol BS1 5AS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BEATING TIME

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 April 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees of Beating Time 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 Beating Time'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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since Beating Time's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Beating Time as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting 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.

Kirsty Nicholls

Kirsty Nicholls FCCA
Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB
Date: 29/02/24

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 APRIL 2023

	Note	Unrestricted £	Restricted £	Total 2023 £	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:							
Donations and legacies	3	153,432	175,900	329,332	115,312	63,667	178,979
Charitable activities	4	167,032	-	167,032	71,303	-	71,303
Investment income	5	5,446	-	5,446	1,101	-	1,101
Total income		325,910	175,900	501,810	187,716	63,667	251,383
Expenditure on:							
Charitable activities	6	349,113	(167,742)	(516,855)	(213,422)	(96,680)	(310,102)
Total expenditure		349,113	(167,742)	(516,855)	(213,422)	(96,680)	(310,102)
Unrealised gains/losses on investment assets		12,222	-	(12,222)	(7,333)	-	(7,333)
Net (expenditure)/ income		(35,425)	8,158	(27,267)	(33,039)	(33,013)	(66,052)
Gross transfers between funds		24,644	(24,644)	-	52,000	(52,000)	-
Net movement in funds		(10,781)	(16,486)	(27,267)	18,961	(85,013)	(66,052)
Reconciliation of funds							
Total funds brought forward		124,381	63,970	188,351	105,420	148,983	254,403
Total funds carried forward	17	113,600	47,484	161,084	124,381	63,970	188,351

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for 2022 is shown in note 17.

(REGISTRATION NUMBER: 1158013)

BALANCE SHEET AS AT 30 APRIL 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	11	729	-
Tangible assets	12	8,761	11,781
		<u>9,490</u>	<u>11,781</u>
Current assets			
Debtors	13	53,211	10,875
Investments	14	36,111	48,333
Cash at bank and in hand		78,708	124,158
		<u>168,030</u>	<u>183,366</u>
Creditors: Amounts falling due within one year	15	<u>(16,436)</u>	<u>(6,796)</u>
Net current assets		<u>151,594</u>	<u>176,570</u>
Net assets		<u>161,084</u>	<u>188,351</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	17	47,484	63,970
Unrestricted income funds			
Unrestricted funds		<u>113,600</u>	<u>124,381</u>
Total funds	17	<u>161,084</u>	<u>188,351</u>

The financial statements on pages 3 to 20 were approved by the trustees, and authorised for issue on 29/02/24 and signed on their behalf by:

Simon Morgan

Simon Morgan
Chairman and trustee

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 APRIL 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash expenditure		(27,267)	(66,052)
Adjustments to cash flows from non-cash items			
Depreciation		5,997	6,029
Amortisation		81	-
Investment income	5	(5,446)	(1,101)
Revaluation of investments		12,223	(48,333)
		<u>(14,412)</u>	<u>(109,457)</u>
Working capital adjustments			
(Increase)/decrease in debtors	13	(42,336)	81,414
Increase in creditors	15	9,640	3,113
Decrease in deferred income		-	(10,000)
Net cash flows from operating activities		<u>(47,108)</u>	<u>(34,930)</u>
Cash flows from investing activities			
Interest receivable and similar income	5	767	341
Purchase of intangible fixed assets	11	(810)	-
Purchase of tangible fixed assets	12	(2,978)	(12,004)
Income from dividends	5	4,679	760
Net cash flows from investing activities		<u>1,658</u>	<u>(10,903)</u>
Net decrease in cash and cash equivalents		(45,450)	(45,833)
Cash and cash equivalents at 1 May		124,158	169,991
Cash and cash equivalents at 30 April		<u>78,708</u>	<u>124,158</u>

All of the cash flows are derived from continuing operations during the above two periods.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

1 CHARITY STATUS

The charity is domiciled in England and Wales.

The address of its registered office is:

Unit 1.29, 9-11 Gunnery Terrace, Cornwallis Road
Royal Arsenal
Woolwich
London
SE18 6SW

2 ACCOUNTING POLICIES

Statement of compliance

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Beating Time meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

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

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023 (CONTINUED)

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Trademarks	10 year straight line

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	4 year straight line

Current asset investments

Current asset investments are included at the lower of cost and net realisable value / market value.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023 (CONTINUED)

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations from foundations	125,000	175,900	300,900	158,667
Donations from individuals	28,045	-	28,045	15,185
Gift aid reclaimed	387	-	387	5,127
	153,432	175,900	329,332	178,979

4 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Prisons	167,032	167,032	61,303
Contractual income	-	-	10,000
	167,032	167,032	71,303

5 INVESTMENT INCOME

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Income from dividends;			
Dividends receivable from other listed investments	4,679	4,679	760
Interest receivable and similar income;			
Interest receivable on bank deposits	767	767	341
	5,446	5,446	1,101

EXPENDITURE ON CHARITABLE ACTIVITIES

	Choirs Beating Time £	Inside Job £	Administration and Support £	2023 £	2022 £
Musical Directors	95,226	-	-	95,226	9,032
Recruiter and Candidate costs	-	4,259	-	4,259	2,920
Consultancy costs	-	-	-	-	4,705
Fundraising Costs	-	-	225	225	180
Charitable Donations	-	2,500	-	2,500	1,000
A Fairer Chance (1)	-	10,000	-	10,000	15,030
Transfer of donation	-	-	-	-	1,800
Bursaries (2)	-	27,170	-	27,170	11,260
Support Manager	15,467	-	-	15,467	15,834
Salary Costs	13,000	159,043	72,186	244,229	183,324
Executive Assistant	-	-	35,000	35,000	7,074
IE Fees	-	-	2,202	2,202	2,076
Depreciation	27	27	27	81	-
Rent and Rates	-	5,611	20,260	25,871	16,684
Insurance	-	-	775	775	617
Telephone and Internet	256	1,203	772	2,231	864
Bookkeeping and Administration	-	-	6,121	6,121	6,143
Computer Software and Maintenance	2,327	4,655	2,327	9,309	9,087
Printing, Postage and Stationery	-	3,340	1,048	4,388	2,362
Trade Subscriptions	-	-	402	402	260
Sundries	180	245	-	425	-
Travel, Accommodation and Subsistence	2,062	20,607	-	22,669	6,463
Staff Entertaining	-	631	135	766	339
Bank Charges	-	-	457	457	147
Depreciation of Office Equipment	1,644	3,344	1,009	5,997	6,029
Recruitment	-	685	-	685	2,945
Trustees Expenses	-	-	400	400	-
Training	-	-	-	-	3,927
	<u>130,189</u>	<u>243,320</u>	<u>143,346</u>	<u>516,855</u>	<u>310,102</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023 (CONTINUED)

Notes to expenditure on charitable activities

A Fairer Chance (1) - This relates to our charitable donation to CIC, A Fairer Chance, as part of our partnered delivery of our charitable activities through Inside Job at HMP YOI East Sutton Park.

Bursaries (2) - A bursary of £60/week (FTE) is set aside for each Inside Job Peer-Recruiter (our peer team workers in prison). It is paid on release or on transfer to the open estate.

7 TRUSTEES REMUNERATION AND EXPENSES

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

8 STAFF COSTS

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	247,610	174,887
Social security costs	22,301	13,493
Pension costs	3,318	2,018
	<u>273,229</u>	<u>190,398</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Charitable activities	<u>7</u>	<u>5</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £33,392 (2022 - £43,489).

Note 1: CBT staff costs were incurred through freelance session workers - see Musical Directors £95,226 (2022: £9,032) and Support Manager £15,467 (2022: £15,834) in note 6 of the accounts - and so are not included in the aggregate payroll costs.

Note 2: Administration and support costs include the one-off expenditure of £35,000 incurred employing an Executive Officer on a fixed term contract to support the charity during the CEO's tenure as High Sheriff of Greater London during 2022/23.

9 INDEPENDENT EXAMINER'S REMUNERATION

	2023 £	2022 £
Examination of the financial statements	2,202	2,076

10 TAXATION

The charity is a registered charity and is therefore exempt from taxation.

11 INTANGIBLE FIXED ASSETS

	Other intangible asset £	Total £
Cost		
Additions	810	810
At 30 April 2023	810	810
Amortisation		
Charge for the year	81	81
At 30 April 2023	81	81
Net book value		
At 30 April 2023	729	729

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023 (CONTINUED)

12 TANGIBLE FIXED ASSETS

	Furniture and equipment £	Total £
	-----	-----
Cost		
At 1 May 2022	24,118	24,118
Additions	2,978	2,978
At 30 April 2023	<u>27,096</u>	<u>27,096</u>
Depreciation		
At 1 May 2022	12,338	12,338
Charge for the year	5,997	5,997
At 30 April 2023	<u>18,335</u>	<u>18,335</u>
Net book value		
At 30 April 2023	<u>8,761</u>	<u>8,761</u>
At 30 April 2022	<u>11,780</u>	<u>11,780</u>

13 DEBTORS

	2023 £	2022 £
	-----	-----
Trade debtors	7,500	1,908
Prepayments	358	358
Additions	42,473	4,063
Accrued income	2,880	4,546
Other debtors	<u>53,211</u>	<u>10,875</u>

Trade debtors and Accrued Income relate to invoices due or to be issued under the charity's contracts with prisons. These have returned to pre-Covid levels in 2022/23.

14 CURRENT ASSET INVESTMENTS

	2023 £	2022 £
	-----	-----
Somero Enterprises Inc.	<u>36,111</u>	<u>48,333</u>

15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Other taxation and social security	3,514	3,985
Other creditors	4,152	855
Accruals	8,770	1,956
	<u>16,436</u>	<u>6,796</u>

16 PENSION AND OTHER SCHEMES

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £3,318 (2022 - £2,018).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023 (CONTINUED)

17 FUNDS

CURRENT PERIOD

	Balance at 1 May 2022 £	Incoming resources £	Resources expended	Transfers £	Other recognised gains/ (losses) £	Balance at 30 April 2023 £
Unrestricted funds						
General						
Unrestricted funds	124,381	325,910	(349,113)	24,644	(12,222)	113,600
Restricted funds						
Edward Cadbury Charitable Trust	2,798	3,000	(5,798)	-	-	-
Swire Charitable Trust	-	20,000	(20,000)	-	-	-
The Colyer-Fergusson Charitable Trust	12,429	15,000	(12,945)	-	-	14,484
Henry Oldfield Trust	24,644	-	-	(24,644)	-	-
Mr J Hayes	6,667	-	(6,667)	-	-	-
People's Postcode Lottery	-	25,000	(25,000)	-	-	-
The 29 May 1961 Trust	-	4,000	(4,000)	-	-	-
Hilden Charitable Trust	2,595	-	(2,595)	-	-	-
The Michael & Shirley Hunt Charitable Trust	1,750	-	(1,750)	-	-	-
Marsh Christian Trust	400	-	(400)	-	-	-
CHK Foundation	-	10,000	(2,000)	-	-	8,000
Eveson Trust	-	14,000	(14,000)	-	-	-
Garfield Weston Foundation	-	30,000	(30,000)	-	-	-
Heart of England Community Foundation	-	2,000	(2,000)	-	-	-
Jaguar Landrover	-	400	(400)	-	-	-
Awards for All	-	10,000	(10,000)	-	-	-
CB & HH Taylor 1984 Trust	-	1,500	(1,500)	-	-	-
Rayne Foundation	-	10,000	(10,000)	-	-	-
Baring Foundation	7,687	-	(7,687)	-	-	-
GIL Charitable Trust	5,000	5,000	(10,000)	-	-	-
Chapman Trust	-	1,000	(1,000)	-	-	-
The Charles Dunstone Charitable Trust	-	20,000	-	-	-	20,000
Maria Bj rnson Memorial Fund	-	5,000	-	-	-	5,000
Total restricted funds	63,970	175,900	(167,742)	(24,644)	-	47,484
Total funds	188,351	501,810	(516,855)	-	(12,222)	161,084

17 FUNDS

PREVIOUS PERIOD

	Balance at 1 May 2022 £	Incoming resources £	Resources expended	Transfers £	Other recognised gains/ (losses) £	Balance at 30 April 2023 £
Unrestricted funds						
<i>General</i>						
Unrestricted funds	105,420	187,716	(213,422)	52,000	(7,333)	124,381
Restricted funds						
Henry Oldfield Trust	10,873	-	(10,873)	-	-	-
Edward Cadbury Charitable Trust	2,798	-	-	-	-	2,798
Swire Charitable Trust	17,646	20,000	(37,646)	-	-	-
Didymus	2,000	-	-	(2,000)	-	-
Wharfedale Foundation	1,800	-	(1,800)	-	-	-
The Colyer-Fergusson Charitable Trust	18,676	22,000	(28,247)	-	-	12,429
Henry Oldfield Trust	24,644	-	-	-	-	24,644
Mr J Hayes	-	6,667	-	-	-	6,667
The Brook Trust	3,500	-	(3,500)	-	-	-
Hilden Charitable Trust	2,595	-	-	-	-	2,595
The Michael & Shirley Hunt Charitable Trust	1,750	-	-	-	-	1,750
Marsh Christian Trust	400	-	-	-	-	400
The Clothworkers Foundation	181	-	(181)	-	-	-
Mr & Mrs Andrew Phillips	50,000	-	-	(50,000)	-	-
Charles Hayward Foundation	4,120	-	(4,120)	-	-	-
Baring Foundation	8,000	-	(313)	-	-	7,687
The Weavers Company Benevolent Fund	-	10,000	(10,000)	-	-	-
GIL Charitable Trust	-	5,000	-	-	-	5,000
Total restricted funds	148,983	63,667	(96,680)	(52,000)	-	63,970
Total funds	254,403	251,383	(310,102)	-	(7,333)	188,351

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023 (CONTINUED)

The specific purposes for which the restricted funds are to be applied are as follows:

The 29th May 1961 Charity	for the Inside Job programme in the West Midlands
Awards for All	for the Choirs Beating Time programme in Birmingham and West Midlands prisons
CB & HH Taylor 1984 Trust	for the Inside Job programme in the West Midlands
Chapman Trust	for Choirs Beating Time in Kent prisons
Charles Dunstone Charitable Trust	for the Inside Job programme
CHK Foundation	for the Inside Job programme in the West Midlands
Colyer-Fergusson Charitable Trust	for the Choirs Beating Time programme in Kent prisons (HMPs Maidstone and Swaleside)
Edward Cadbury Charitable Trust	for the Choirs Beating Time programme in HMP Birmingham
The Eveson Trust	for the Inside Job programme in Birmingham
Garfield West Foundation	for the Inside Job programme
G.I.L. Charitable Trust	for the Inside Job Programme
Heart of England Community Foundation	for the Inside Job programme in the West Midlands
Jaguar Land Rover Fund (via Heart of England Foundation)	for the Choirs Beating Time programme to acquire musical equipment
Maria Bjornson Memorial Fund	for the Choirs Beating Time programme
People's Postcode Lottery	for the Inside Job programme in the West Midlands
The Rayne Foundation	for the Inside Job programme
Swire Charitable Trust	for all programmes supporting young people at HMP YOIs Brinsford and Swinfen Hall

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted General £	Restricted £	Total funds £

Current period			
Intangible fixed assets	729	-	729
Tangible fixed assets	8,761	-	8,761
Current assets	120,546	47,484	168,030
Current liabilities	(16,436)	-	(16,436)
Total net assets	<u>113,600</u>	<u>47,484</u>	<u>161,084</u>
Previous period			
Tangible fixed assets	11,781	-	11,781
Current assets	119,396	63,970	183,366
Current liabilities	(6,796)	-	(6,796)
Total net assets	<u>124,381</u>	<u>63,970</u>	<u>188,351</u>



**BEATING
TIME**

BEATING TIME

England & Wales - Charity number 1158013

Accounts

Charity registration number: 1158013

Beating Time

Annual Report and Financial Statements

for the Year Ended 30 April 2022

Beating Time

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Beating Time

Reference and Administrative Details

Chief Executive Officer	Heather Phillips
Trustees	Eleni Skordaki Magdalen Evans Henry Featherstone Seymour Eastwood Thomas Snowden Alberto Gonzalez-Carcavilla Rosalind Fox Paul Jackson Simon Morgan
Charity Registration Number	1158013
Principal Office	Unit 1.29, 9-11 Gunnery Terrace Cornwallis Road Royal Arsenal Woolwich London SE18 6SW
Independent Examiner	Field Sullivan Limited 70 Royal Hill Greenwich SE10 8RF
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ The Charity Bank Fosse House 182 High Street Tonbridge TN9 1BE Triodos Bank Deanery Road Bristol BS1 5AS

Beating Time

Trustees' Report

CHAIR'S STATEMENT

Summary of year

Whilst Beating Time has changed beyond all recognition in the last 18 months, our purpose remains the same: to help people survive a prison sentence and thrive on release.

A large and growing prison population is, we believe, a sign of a society's weakness not strength. Our prisons continue to be populated largely by people who are mentally ill, have been excluded from school, have been in care, experienced trauma, addiction, homelessness and poverty. Crime has been falling since 1981. We do not need the five new prisons currently being built in the UK at vast expense. However, policy is unlikely to change: locking people up is a vote-winner. Interestingly, about the same percentage of the population as 30 years ago (c. 76%), think sentences are still too lenient, even though in that time sentences have gone up by a third and the prison population has doubled. However, we continue to swim against the tide of policies and politics and help people to come back from their lowest point.

It is six months since we filed our last accounts. But even in that short period there is much to report on and celebrate:

We have rebuilt new musical teams in the West Midlands and Kent. We now have nine musicians. After two years of silence, our choirs are reforming and finding their voices again. In effect, Choirs Beating Time has had to begin again from scratch as musicians, singers, officers and Governors have moved on. Huge credit belongs to Sally, our West Midlands Manager, and Pete Churchill, our Head of Music, for sticking with us and ensuring prison choirs were not another victim of Covid.

Inside Job is no longer pottering along in a single wing of locked down prisons. Manned desks are established in four prisons and we are about to open in a fifth. By late September it will employ four full-time staff. As I write, in July 2022, we have secured over 180 job starts for people leaving prison.

In the year ended 30 April 2022, expenditure divided approximately:

- 64% on Inside Job;
- 8% on Choirs Beating Time; and
- 28% on Management and Administration.

The Inside Job spend includes: staff, training and bursaries for our Prison Recruiters (peer workers still serving their prison sentences); support for A Fairer Chance; development of a secure data and management portal; rent; computers and printers for the Inside Job prison desks; and travel. The central costs include: staff (who have spent the year growing the charity in unprecedented times - building and maintaining relationships with the expanding team, prisons, funders, employers, trustees and our wider stakeholders; developing strategy; and raising funds); compliance; IT development; communications; and accounting.

The transformation of the Charity in the last two years has been quite remarkable. We have started 2022/23 with twice the number of programmes, working in twice the number of prisons, managing two small offices and double the number of permanent staff we went into Covid with in March 2020.

Beating Time

Trustees' Report

That is not to say that we do not still face considerable challenges. The growth we are experiencing necessitates double the amount of income - a not inconsiderable task for the team. There are still obstacles preventing easy access into and around the prisons we serve. The people living and working in prison are still affected by what HM Chief Inspector of Prisons, Charlie Taylor, has identified as "post-Covid torpor". The situation is exacerbated by the extreme shortage of prison staff: there are simply insufficient people to safely unlock wings and run full, open regimes day-to-day.

The Programmes

- Inside Job

Inside Job has been the focus of 2021/22. We have developed and embedded the programme, testing what does and does not work. We hope to add one more Midlands Prison to the fold during the year. However, growth will be focussed on the number of candidates we can help in our existing five prisons. To date we have worked with over 300 people. This year we hope to work with 500+.

At the time of writing, Inside Job has achieved over 180 job starts - a phenomenal achievement for two people and our partner A Fairer Chance (in East Sutton Park) with restricted access to the Candidates. Two of those Candidates placed into work are former Prison Recruiters: congratulations to Jordan and Rohan. Another candidate, Carl, spent 25 years going in and out of prison. We placed him on a building site when he was released earlier this year. He has since gone on to be promoted and has employed five more Candidates from us. His story makes the point powerfully that those closest to the problem, are the solution.

- Choirs Beating Time

We are now back and singing in prison. We have seven choirs in six prisons with two more to follow in August/September 2022. Choir membership is lower than pre-Covid (the aforementioned "torpor") but we have already held our first three concerts and two recordings have been submitted for Koestler Awards and numbers are growing every week.

Plans for a national joint celebration of music in prisons continue with January 2023 the targeted month. We are also expanding our creative offering to include visual art, working in collaboration with carefully selected partners who share our values.

- Upstart

We have decided to keep UpStart on hold during 2022/23. The choirs need to re-establish and there is insufficient capacity in the team to run a programme (including 12 months' post-course mentoring) to the standard we require. The Trustees will continue to keep this under review with the management team.

Funding

I am pleased to note that we have maintained income at similar levels to the previous two years in a challenging fund-raising environment. We have also achieved the goal we set in our last accounts to reduce our reserves. In the year under review we have received income of £247,675 and incurred expenditure of £307,885. Last year the equivalent figures were £266,125 (income) and £166,185 (expenditure).

We have ended the year with reserves of £186,860 of which £122,890 is unrestricted. This complies with our reserves policy of 3 months' running costs. Last year's reserves were £254,403 (because we were not able to operate for much of 2020). Our planned objective of substantially reducing our reserves (focusing spending on the development of Inside Job) has been achieved.

Beating Time

Trustees' Report

Prisons (HMPPS/G4S) accounted for c24% of our income. All our prisons apart from East Sutton Park and Brinsford contributed to funding. Approximately, 71% of income was received from charitable foundations. We are deeply grateful for their support. We have strong relationships with many and are getting more multi-year offers of funding and seeing funders offering to renew their support at the end of grant periods.

In the year under review we raised £127,00 from our 5 largest funders. Our focus currently is achieving visibility of funding into 2023/24. This has got off to a strong start with awards from the Garfield Weston Foundation, Rayne Foundation and a second multi-year award from Bromley Trust.

The Team

- Staff

At the year-end we had four full-time staff and three part-time staff. We have welcomed Shelley to the Midlands Inside Job Team and Sue in London as full time team members. In October 2022, we will be adding two more staff members to the Birmingham team, Jon and Caprice. Jon, our Inside Job Co-Director and first Prison Recruiter in Birmingham will be working alongside Bally developing the programme as well as delivering frontline work. Caprice, an Unlock Graduate Prison Officer brings a different slant to Inside Job. She has been instrumental to our success in HMP/YOI Brinsford. If all goes well we will also welcome Sid in August. Sid is serving a sentence currently and will join the Inside Job Team for 3 days a week on Release on Temporary Licence.

- Prison Recruiters (our Peer Workers)

We currently have seven Prison Recruiters operating our Inside Job advice desks in prisons. We have to replace people regularly, as they are released or transferred. We make a point of ensuring our Recruiters are released to a job. We are in the process of appointing two more Recruiters to head up our new desk in HMP Oakwood. We are continuing to save £60 a week into a bursary fund for each Recruiter, which is paid to them on release.

With the loosening of restrictions in our prisons, we also hope to put our plan into action to offer Recruitment Employment Confederation professional exams this year to our Recruiters. This will mean they can leave with a recruitment qualification as well as practical recruitment experience.

Vision

We continue to believe Inside Job, could and should be a national, peer-led, prison employment programme. We want to achieve the scale, effectiveness and reputation that the Samaritans' "Listener" programme and Shannon Trust's literacy programme have in prison. Both programmes are staffed by people who are serving their own sentences and trained by the Charities. Crucially they are independent of policy and politics and have flourished over decades.

We will continue to spearhead creativity in prisons - more music, more choirs, more concerts, more choristers for Choirs Beating Time. More collaborations with other creative organisations and a nationwide celebration of Prison Music and, our first foray into visual art.

Big Picture

We continue to support policies and initiatives to reduce the number of people in prison and the length of sentences and to make the factual case for effective ways of reducing crime and to move away from the ongoing polarised political debate. We support efforts, led by Criminal Justice Alliance, to change the narrative on the reporting of crime and its impact on victims and those who commit crime.

Beating Time

Trustees' Report

The Right Track #walkwithjon

On 21 September 2022, Jon is being released. Before he joins us in the office he is walking 100 miles home from HMP Birmingham to Manchester. He wants to highlight:

- How, given the right opportunities, prison can help people like him find purpose, a new direction and to change; and
- That re-joining society after a prison sentence is a long road - practically and emotionally.

We will be walking with Jon and have extended an invitation to prison staff and other stakeholders to join us for some or all of the route.

Thank you

Lastly, I want to say thank you - to our outstanding Prison Recruiters; Jon; our External Consultants, Shelley and Bally; our gifted musicians, Pete, Gina, Claire, Martha, Gladstone, Liz, Ciara, Gavin and Sharon; our Funders who have stuck with us and backed us and our ideas during such a challenging time; the employers who have brought jobs into prison; the prison officers who go the extra mile and make what we do possible; and my fellow trustees - particularly those who have mentored team members and helped them overcome some of the personal challenges faced this year. I want to thank Sally, Rachel, the two Sarahs and Sue for all their hard work behind the scenes.

Lastly, I want to thank Heather and Rachel for their courageous and compassionate leadership and also to congratulate Heather on her appointment as High Sheriff of Greater London this year. She brings all her knowledge of prisons to the role and she is bringing back to Beating Time insights, knowledge and connections across the justice arena that will enable us to achieve our wider goals.



.....
Eleni Skordaki - Chair

Beating Time

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 30 April 2022.

OBJECTIVES AND ACTIVITIES

The charitable objectives of the Beating Time are unchanged. Our purpose remains the promotion of the rehabilitation of prisoners for the public benefit in particular to build the skills and capacity of offenders so that they can break the cycle of re-offending on release.

Our main activities in relation to that purpose are:

Choirs Beating Time: our therapeutic singing programme run weekly in prison; and
Inside Job: our in-prison and through-the-gate employment programme

Through these activities we build the capability and confidence of people serving sentences and increase employment opportunity. The goal is to help break the cycle of reoffending on release and for our participants to lead fulfilling lives on release.

The Trustees have had and continue to have due regard to the guidance issued by Charity Commission on public benefit.

Activities: Our Programmes and Aims

We run two interlinked continuous programmes, Choirs Beating Time (CBT) and Inside Job (IJ).

Choirs Beating Time - A year-round, weekly group singing and performance programme. Its aims are to:

- o improve mental health and well-being;
- o create a sense of social inclusion;
- o develop social and employability skills.

Inside Job - An in-prison and through-the-gate employment initiative which:

- o develops peer-led recruitment teams in prison;
- o introduces employers to our candidates;
- o supports candidates post release into work.

Inside Job has again been our focus during this accounting period. At the time of writing, Covid restrictions have lifted sufficiently in some of the prisons we work in to enable CBT to start to run but it is by no means consistent across all prisons. We report on our Covid Activities below.

Note: As reported in 2020/21, we have been unable to run our creative entrepreneurship programme, UpStart. We do not envisage being able to do so for at least another 12 months until CBT is fully operational again post-Covid and we have funding and sufficient staff resource.

Activities: Our Prisons

Our work is based around two hubs - (1) the Midlands (largely West Midlands) and (2) Kent/South East. During this financial year 2021/22 we have had contracts/relationships with the following prisons:

Beating Time

Trustees' Report

Prison	Prison Type	Contracted/Agreed Programmes
Birmingham	Local/men	CBT, IJ and UpStart
Hewell	Local/men	CBT and IJ
Gartree	Cat B/men	CBT
Swinfen Hall	YOI (18-29)/men	CBT and IJ
Stafford	Cat C - Sexual Offences/men	CBT and IJ
Brinsford	YOI (18-21)/men	IJ
Rye Hill	Cat B - Sexual Offences/men	CBT
HMP Maidstone	Foreign Nationals/men	CBT (2 choirs and an enrichment programme)
HMP YOI East Sutton Park	Open/women	CBT and IJ
HMP Swaleside	Cat B/men	CBT

Our work in these prisons is funded through a combination of charitable donations and payment received under a contract with the prison (save for Brinsford, East Sutton Park and Swaleside which are 100% charitably funded).

We are confident that prisons will tender for further contracts when the current contracts come to an end and that we have an excellent chance of success.

Activities: Collaborations and Donations

Collaborations: We are continuing with our strategy to increase impact through collaboration. We have renewed our partnership with CIC, A Fairer Chance to deliver Inside Job at HMP East Sutton Park. We continue to increase collaborations with both specialist vocational trainers and employers who share our mission.

It remains our plan to promote a national music week and increase the profile of music across the prison estate. We continue to liaise with other charities in the sector to achieve this as we all slowly restart our programmes in fragile prison regimes.

Donations: We look to further the Charity's objectives through carefully considered donations and funding of activities which match our own aims. These include: a donation to A Fairer Chance to support their work with us at East Sutton Park mentioned above and the onward donation of funding received from Wharfedale (with their agreement) to Music in Prisons for a remote music project in HMP Wakefield.

Beating Time

Trustees' Report

Activities: Covid Alternative Provision

The financial year 2021/22 was again subject to Covid restrictions in prisons with group activities prohibited or severely curtailed. At the time of writing this report, restrictions have been lifted centrally by HMPPS, but prisons are still affected at a local level by severe staff shortages and limited regimes - in practice neither activities, education nor workshops are taking place at anywhere close to pre-Covid levels.

Choirs Beating Time: we have held sessions in person wherever permitted but until the very end of this financial year (21/22) they have been very intermittent. Alternative remote and in-cell services such as song writing, and instrument lessons have been offered but prevented from delivery by staff shortages and long wait times for security approvals. Continuous service has returned in most prisons in April/May 2022.

Inside Job has been permitted to operate throughout and we have brought employers into prison to interview candidates whenever possible (subject to staff availability and Covid lockdowns) during this financial year. We are grateful to those prison staff who have facilitated this in challenging circumstances. The full model with our Prison Recruiters being able to meet with their peers across the whole prison has not been possible with lockdowns and ongoing wing mixing restrictions. We have met this challenge through Co-Director, Bally Nijjar, adding considerably to his workload: Bally has taken on part of the peer internal recruitment role and is regularly walking the wings our Recruiters are unable to access to meet and recruit candidates. At the date of this report, Inside Job has delivered over 180 job starts.

ACHIEVEMENTS

Main achievements in 2021/22

- 180+ Job starts
- Supporting over 300 people serving sentences
- Recruiting 62 employers to our network
- Growing the Inside Job team to enable us to meet the increased demand - adding two new permanent staff from September 2022.
- Rebuilding the Choirs Beating Time Musical Teams in both the Midlands and Kent.
- Increasing the number of prisons we work in to 11 (from 6 in March 2020).
- Establishing the Inside Job model in four prisons with a fifth operational desk opening in August 2022.
- Renewing/Winning 4 HMPPS Contracts.
- Opening our first offices in Birmingham and London.
- Developing a bespoke secure portal for real time day-to-day management and reporting for Inside Job.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Beating Time is a registered CIO constituted with voting members other than its trustees. Its governing terms are contained in the constitution (which follows the Charity Commission's model form). Trustees are selected and act in accordance with the constitution. Incoming trustees are provided with a welcome guide including an outline of our processes.

Organisation

Trustees: Our Trustees are unchanged. We had nine as at 30 April 2022:

- Eleni Skordaki - Chair
- Seymour (Sam) Eastwood
- Thomas Snowden

Beating Time

Trustees' Report

- Magdalen Evans
- Henry Featherstone
- Alberto Gonzalez
- Rosalind Fox
- Paul Jackson
- Simon Morgan

Senior Management Team:

Charity Founder Heather Phillips remains our CEO. Heather is assisted by Rachel Mace (Director/COO), Sarah Inglis (Communications Director), Susan Anderson (Executive Assistant/Office Manager), and Sarah Rigby, the Charity's bookkeeper. Rachel and Sarah Rigby work part-time.

Inside Job:

Inside Job has two full-time members of staff, Bally Niljar (Co-Director) and Shelley Ballard (Employment Consultant) who are both based in our Birmingham Office. Two additional members will be joining the team in Autumn 2022. The team work closely with our seven Prison Recruiters. We are also trialling a ROTL placement and adding more Prison Recruiters, bringing the total Inside Job team to 14 people, including 10 volunteers.

Choirs Beating Time:

Area Managers: our Midlands Cluster is run by Sally Debiage who is based in Birmingham. Rachel Mace oversees our Kent prison relationships in addition to her central role.

Musicians: This last financial year has been very challenging for our team of musicians. As freelance session workers they have all had to find alternative sources of income and cannot easily drop those jobs to come back to lead a prison choir. However, with Head of Music, Pete Churchill, and MD Ciara Considine in Kent, the teams have been rebuilt. Our new team members are already making an impact as choirs restart and we continue to recruit further Musical Directors particularly those skilled at working with our under 21 demographic in Young Offender Institutions.

Volunteers:

Volunteering opportunities have been limited during this last financial year with tight controls on prison visitors. However, we are grateful to the imaginative alternative support people have provided. Particular thanks go to our Reconciliation Ambassador, Elizabeth Jimenez, who continues to champion Beating Time through the media as part of her wider mission on forgiveness, to our donor Jon Hayes who has provided his 1-2-1 coaching expertise to the women of HMP East Sutton Park and to Simon Albrighton at KPMG who has supported and mentored one of our former Prison Recruiters to a management-level job following his release earlier this year as well as hosting our West Midlands regional prisons and employers event. Whilst we save nominal bursaries for our Prison Recruiters, they are, in reality, volunteers and the engine of Inside Job.

FINANCIAL REVIEW

Going Concern: The Trustees are pleased to report that Beating Time continues as a going concern.

Reserves and cash: The Charity's policy remains to hold unrestricted reserves equivalent to three months' running costs from time to time. The Trustees keep this policy under regular review and in determining the level have regard to the known current and future obligations of the Charity, the specified purposes of the restricted funds, anticipated multi-year funding grants, prison contracts and the funding climate.

Beating Time

Trustees' Report

As at the year-end we had £126,062 cash in the bank and total net assets of £188,351.

Of these reserves:

- £63,970 was restricted
- £124,381 was unrestricted

The Trustees confirm that this complies with the current reserves policy.

We reported last year that Reserves (and in particular, Restricted Reserves) remained higher than anticipated as Covid had prevented spending on ongoing projects. We are pleased to update that these Reserves have been reduced as planned - put to good use developing and delivering Inside Job.

Funding: We have two principal sources of funding - charitable donors and prison contracts.

Donors currently contribute c71% of the Charity's income. For the financial year to 30 April 2022 we have received:

- Foundations: £156, 867
- Individuals (plus gift aid) £20,312

Our major donors (£10,000 and above) were:

The Bromley Trust
Colyer-Fergusson Charitable Trust
Henry Oldfield Trust
Swire Charitable Trust
KPMG
Tudor Trust
A B Charitable Trust
The Weavers Company Benevolent Fund
The Inglls Family
The Phillips Family

We wish to thank all our funders and those who donate considerable amounts of their time to support Beating Time's work.

Impact of Covid on Finances: As the Trustees envisaged in last year's report, the inability to deliver CBT and UpStart has impacted significantly on the Charity's choir-focused fundraising and income from prisons for 2021/22. HMPPS has withdrawn or amended contracts and deferred retendering until there was greater certainty around the return of group activities. As stated in our last report the reduction in prison income was c.£73,000.

However, we are pleased to report that the start of 2022/23 is seeing the DPS retenders coming through, for Inside Job, Choirs and hearteningly for creative activities beyond weekly choir. The restart of Choirs has also meant new funding applications can be submitted for this programme. The first donation has been received from The National Lottery Awards for All Programme.

The Trustees remain confident that income will return once prisons re-open fully: our relationships with prisons and funders continue to be strong.

Beating Time

Trustees' Report

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the charity on 25/01/22 and signed on its behalf by:



.....
Eleni Skordaki (On Behalf of the Trustees)

Beating Time

Independent Examiner's Report to the trustees of Beating Time

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 April 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees of Beating Time 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 Beating Time'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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

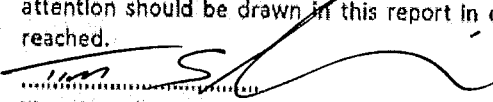
Independent examiner's statement

Since Beating Time's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Beating Time as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting 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.


.....
Timothy Sullivan FCA
Field Sullivan Limited
70 Royal Hill
Greenwich
SE10 8RF

Date: 20/9/22.....

Beating Time

Statement of Financial Activities for the Year Ended 30 April 2022

	Note	Unrestricted £	Restricted £	Total 2022 £	Unrestricted £	Restricted £	Total 2021 £
Income and Endowments from:							
Donations and legacies	3	115,312	63,667	178,979	66,751	128,500	195,251
Charitable activities	4	71,303	-	71,303	70,232	-	70,232
Investment income	5	1,101	-	1,101	642	-	642
Total income		187,715	63,667	251,383	137,625	128,500	266,125
Expenditure on:							
Charitable activities	6	(213,422)	(96,680)	(310,102)	(69,187)	(96,998)	(166,185)
Total expenditure		(213,422)	(96,680)	(310,102)	(69,187)	(96,998)	(166,185)
Unrealised gains/losses on investment assets		(7,333)	-	(7,333)	-	-	-
Net (expenditure)/income		(33,039)	(33,013)	(66,052)	68,438	31,502	99,940
Gross transfers between funds		52,000	(52,000)	-	-	-	-
Net movement in funds		18,961	(85,013)	(66,052)	68,438	31,502	99,940
Reconciliation of funds							
Total funds brought forward		105,420	148,983	254,403	36,982	117,481	154,463
Total funds carried forward	16	124,381	63,970	188,351	105,420	148,983	254,403

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 16.

The notes on pages 15 to 29 form an integral part of these financial statements.

Beating Time

(Registration number: 1158013)
Balance Sheet as at 30 April 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	11,781	5,606
Current assets			
Debtors	12	10,875	92,289
Investments	13	48,533	
Cash at bank and in hand		<u>124,158</u>	<u>169,991</u>
		183,366	262,280
Creditors: Amounts falling due within one year	14	<u>(6,796)</u>	<u>(13,633)</u>
Net current assets		<u>176,570</u>	<u>248,647</u>
Net assets		<u>188,351</u>	<u>254,403</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	16	63,970	148,983
Unrestricted income funds			
Unrestricted funds		<u>124,381</u>	<u>105,420</u>
Total funds	16	<u>188,351</u>	<u>254,403</u>

The financial statements on pages 13 to 29 were approved by the trustees, and authorized for issue on 25/7/22 and signed on their behalf by:



.....
Eleni Skordaki
Trustee

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

1 Charity status

The charity is domiciled in England and Wales.

The address of its registered office is:

Unit 1.29, 9-11 Gunnery Terrace, Cornwallis Road

Royal Arsenal

Woolwich

London

SE18 6SW

2 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Beating Time meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

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

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	25% straight line

Research and development

Research and development expenditure is written off as incurred.

Current asset investments

Current asset investments are included at the lower of cost and net realisable value / market value.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the donor does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Donations and legacies:				
Donations from foundations	95,000	63,667	158,667	160,000
Donations from individuals	15,185	-	15,185	19,932
Gift aid reclaimed	5,127	-	5,127	15,319
	<u>115,312</u>	<u>63,667</u>	<u>178,979</u>	<u>195,251</u>

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

4 Income from charitable activities

	Unrestricted General £	Total 2022 £	Total 2021 £
Prisons	61,303	61,303	60,232
Contractual income	10,000	10,000	10,000
	<u>71,303</u>	<u>71,303</u>	<u>70,232</u>

5 Investment income

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Income from dividends;			
Dividends receivable from other listed investments	760	760	-
Interest receivable and similar income;			
Interest receivable on bank deposits	341	341	642
	<u>1,101</u>	<u>1,101</u>	<u>642</u>

6 Expenditure on charitable activities

	Total 2022 £	Total 2021 £
Musical directors	9,032	12,639
Inside Job (1)	25,115	16,272
Restart/Upstart	-	3,588
Fundraising costs	180	-
Charitable donations	1,000	900
A Fairer Chance (2)	15,030	-
Bursaries (3)	11,260	-
Support Manager	15,834	15,700
IT development	-	2,880
Support costs	232,651	114,206
	<u>310,102</u>	<u>166,185</u>

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

Notes to expenditure on charitable activities

(1) This relates to expenditure on the Inside Job programme (excluding salaries (see note 9, staff costs), donations to A Fairer Chance and bursaries) as follows:

- Recruiter training/development 6,605
- Rent and rates 5,922
- Computer software and maintenance 2,214
- Printing, postage and stationery 1,555
- Sundries 3,517
- Travel and subsistence 5,302

Total 25,115

(2) This relates to our charitable donation to CIC, A Fairer Chance as part of the delivery of our charitable activities through Inside Job at HMP East Sutton Park.

(3) A bursary of £60/week is set aside for each 11 internal recruiter (our peer workers in prison). It is paid on release or on transfer to the open estate.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

7 Analysis of governance and support costs

Support costs

	Total 2022 £	Total 2021 £
Staff costs		
Wages and salaries	174,887	72,425
Social security costs	13,493	3,845
Pension costs	2,018	422
Rent and rates	10,762	-
Insurance	617	537
Telephone and internet	864	217
Bookkeeping and administration	6,143	18,002
Computer software and maintenance	6,515	4,826
Printing, postage and stationery	1,143	984
Trade subscriptions	260	92
Sundries	-	647
Cost of trustee meetings	-	99
Transfer of donation	1,800	-
Travel and subsistence	1,161	742
Advertising	-	1,095
Staff entertaining	339	-
Independent examination	2,076	2,004
Bank charges	147	103
Depreciation of office equipment	6,029	3,028
Training	2,027	638
Recruitment	2,370	4,500
	<u>232,651</u>	<u>114,206</u>

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2022	2021
	£	£
Staff costs during the year were:		
Wages and salaries	174,887	72,425
Social security costs	13,493	3,845
Pension costs	2,018	422
	<u>190,398</u>	<u>76,692</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022	2021
	No	No
Charitable activities	<u>5</u>	<u>3</u>

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £43,489 (2021 - £35,145).

	Administration	Kent Hub	Inside Job	Total
The staff cost was incurred in the delivery of different frontline projects as well as day-to-day administration and development	87,480	18,444	84,474	190,398

Note: CBT staff costs were incurred through freelance session workers - see Musical Directors (£9,032) and Support Manager (£15,834) in note 6 of the accounts - and so are not included in the aggregate payroll costs.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 May 2021	12,114	12,114
Additions	12,004	12,004
At 30 April 2022	<u>24,118</u>	<u>24,118</u>
Depreciation		
At 1 May 2021	6,308	6,308
Charge for the year	6,029	6,029
At 30 April 2022	<u>12,337</u>	<u>12,337</u>
Net book value		
At 30 April 2022	<u>11,781</u>	<u>11,781</u>
At 30 April 2021	<u>5,806</u>	<u>5,806</u>

12 Debtors

	2022 £	2021 £
Trade debtors	1,908	11,655
Prepayments	358	1,918
Accrued income	4,063	63,397
Other debtors	4,546	15,319
	<u>10,875</u>	<u>92,289</u>

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

13 Current asset investments

	2022 £
Somero Enterprises Inc.	<u>48,333</u>

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	3,985	1,565
Other creditors	855	294
Accruals	1,956	1,824
Deferred income	-	10,000
	<u>6,796</u>	<u>13,683</u>

	2022 £	2021 £
Deferred income at 1 May 2021	10,000	14,638
Amounts released from previous periods	<u>(10,000)</u>	<u>(4,638)</u>
Deferred income at year end	<u>-</u>	<u>10,000</u>

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £2,018 (2021 - £422).

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

16 Funds

Current period

	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2022 £
Unrestricted funds					
<i>General</i>					
Unrestricted funds	105,420	187,716	(220,755)	52,000	124,381
Restricted funds					
Henry Oldfield Trust	10,873	-	(10,873)	-	-
Edward Cadbury Charitable Trust	2,798	-	-	-	2,798
Swire Charitable Trust	17,646	20,000	(37,646)	-	-
Didymus	2,000	-	-	(2,000)	-
Wharfedale Foundation	1,800	-	(1,800)	-	-
The Colyer-Fergusson Charitable Trust	18,676	22,000	(28,247)	-	12,429
Henry Oldfield Trust	24,644	-	-	-	24,644
Mr J Hayes	-	6,667	-	-	6,667
The Brook Trust	3,500	-	(3,500)	-	-
Hilden Charitable Trust	2,595	-	-	-	2,595
The Michael & Shirley Hunt Charitable Trust	1,750	-	-	-	1,750
Marsh Christian Trust	400	-	-	-	400
The Clothworkers Foundation	181	-	(181)	-	-
Mr & Mrs Andrew Phillips	50,000	-	-	(50,000)	-
Charles Hayward Foundation	4,120	-	(4,120)	-	-
Baring Foundation	8,000	-	(313)	-	7,687
The Weavers Company Benevolent Fund	-	10,000	(10,000)	-	-
GIL Charitable Trust	-	5,000	-	-	5,000
Total restricted funds	148,983	63,667	(96,680)	(52,000)	63,970
Total funds	254,403	251,383	(317,435)	-	188,351

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

Previous period

	Balance at 1 May 2020 £	Incoming resources £	Resources expanded £	Balance at 30 April 2021 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	36,982	137,625	(69,187)	105,420
Restricted				
Henry Oldfield Trust	-	55,500	(44,627)	10,873
Edward Cadbury Charitable Trust	2,798	-	-	2,798
Swire Charitable Trust	4,034	20,000	(6,388)	17,646
Berkeley Foundation	5,400	-	(5,400)	-
Didymus	2,000	-	-	2,000
Wharfedale Foundation	1,800	-	-	1,800
The Colyer-Fergusson Charitable Trust	1,710	31,000	(14,034)	18,676
Henry Oldfield Trust	24,644	-	-	24,644
Mr J Hayes	3,500	-	(3,500)	-
People's Postcode Lottery	10,607	-	(10,607)	-
The Woodward Charitable Trust	500	-	(500)	-
The Brook Trust	5,000	-	(1,500)	3,500
Hilden Charitable Trust	2,595	-	-	2,595
The Michael & Shirley Hunt Charitable Trust	1,750	-	-	1,750
Marsh Christian Trust	400	-	-	400
The Clothworkers Foundation	583	-	(402)	181
Mr & Mrs Andrew Phillips	50,000	-	-	50,000
Jill Franklin Trust	160	-	(160)	-
Clinks	-	7,000	(7,000)	-
Charles Hayward Foundation	-	7,000	(2,880)	4,120
Baring Foundation	-	8,000	-	8,000
Total restricted funds	117,481	128,500	(96,998)	148,983
Total funds	154,463	266,125	(166,185)	254,403

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

The specific purposes for which the restricted funds are to be applied are as follows:

Henry Oldfield Trust: For Salaries and the Choirs Beating Time (CBT) Programme at HMP Maidstone.

Edward Cadbury Charitable Trust: For CBT to support mental health.

Swire Charitable Trust: For all programmes supporting young people at HMP YOI Brinsford.

Wharfedale: For CBT at HMP Wakefield. Donated to Music In Prisons' work at HMP Wakefield with funders' consent.

Colyer-Fergusson Charitable Trust: For all programmes in Kent prisons.

Henry Oldfield Trust: For Grants to be awarded to qualifying participants on the UpStart Programme.

Mr J Hayes: For all programmes in HMP YOI East Sutton Park.

The Brook Trust: For all programmes in Kent prisons.

Hilden Charitable Trust: For Family Events as part of the CBT Programme.

The Michael & Shirley Hunt Charitable Trust: For Family Events as part of the CBT Programme.

Marsh Christian Trust: For Family Events as part of the CBT Programme.

The Clothworkers' Foundation: For instruments and musical equipment for a mobile recording studio.

Charles Hayward Foundation: For the Inside Job (IJ) Programme.

Baring Foundation: For the CBT Programme to support mental health.

The Weavers' Company Benevolent Fund: For the IJ Programme.

The G.I.L. Charitable Trust: For the IJ Programme towards bursaries for the Internal Recruiters (peer workers in prisons).

Funder	CBT	Inside Job	Kent	Midlands	Other/Notes
Henry Oldfield Trust	X		X		Salaries (not region specific) HMP Maidstone Choir
Edward Cadbury Charitable Trust	X				Mental Health
Swire Charitable Trust	X	X		X	Young People (HMP YOI Brinsford/Swinfen Hall)
Wharfedale	X				HMP Wakefield (donated to Music In Prisons for a project in Wakefield)
Colyer-Fergusson Charitable Trust	X	X	X		
Henry Oldfield Trust					UpStart Grants
Mr J Hayes	X	X	X		HMP East Sutton Park
The Brook Trust	X	X	X		
Hilden Charitable Trust	X				Family Days
The Michael & Shirley Hunt Charitable Trust	X				Family Days
Marsh Christian Trust	X				Family Days

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

The Clothworkers' Foundation	X				Instruments/Musical Equipment
Charles Hayward Foundation		X			
Baring Foundation	X				Mental Health
The Weavers Company Benevolent Fund		X			
The G.I.L. Charitable Trust		X			Bursaries for Inside Job Internal Recruiters

Transfers from Restricted to Unrestricted Funds

The charity has transferred donations from two funders from restricted to unrestricted funds.

- £2,000 received from Didymus in financial year 2019-20 for a new singing group in HMP Wakefield. Due to a combination of unfortunate events – a change staff at the prison; serious illness of the Music Director; and then Covid – the project has not taken place. Having reported to the funder including asking if the funds should be returned, the Charity has not been instructed to return the funds. It has therefore opted to release the funds for unrestricted use.

- £50,000 from Mr & Mrs Phillips. When the charity was notified originally of the intention to donate, the funds were to be restricted to salaries. The owed donation was shown in the 2020/21 accounts accordingly as restricted. That donation was fulfilled in 2021/22 by Mrs Phillips making a gift of (Somero) shares. The deed of gift is unrestricted and accordingly the sum of £50,000 is shown as a transfer in the breakdown of funds.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2022

17 Analysis of net assets between funds

	Unrestricted General £	Restricted £	Total funds £
Current period			
Tangible fixed assets	11,781	-	11,781
Current assets	119,396	63,970	183,366
Current liabilities	<u>(6,796)</u>	<u>-</u>	<u>(6,796)</u>
Total net assets	<u>124,381</u>	<u>63,970</u>	<u>188,351</u>
	Unrestricted General £	Restricted £	Total funds £
Previous period			
Tangible fixed assets	5,806	-	5,806
Current assets	113,297	148,983	262,280
Current liabilities	<u>(13,683)</u>	<u>-</u>	<u>(13,683)</u>
Total net assets	<u>105,420</u>	<u>148,983</u>	<u>254,403</u>

17 COVID 19

The charity's services have continued to be affected by the outbreak of Covid19 throughout this financial year. From April 2021 there was a gradual relaxation of restrictions in prisons which allowed us to develop and grow Inside Job. However, group activities such as choir continued to be prohibited. We expected to see close to normal service returning to at least half of our prisons by the end of the calendar year and 3 choirs returned briefly. However, HMPPS reimposed full lockdown measures due to Omicron in January 2022. Restrictions started to lift (to varying levels in different prisons) during April 2022. At the date of the signing of these accounts 7 choirs are back singing in 6 prisons. Staff shortages and reduced regimes are still preventing us from getting the go ahead in all the prisons in which we work. Throughout this time, Beating Time has provided alternative services when permitted to do so. We are confident that we will resume all work (and continue to find new opportunities) and prisons and funders remain supportive. We continue to add new prison relationships - double the number we had pre-Covid.

BEATING TIME

England & Wales - Charity number 1158013

Accounts

Beating Time

Annual Report and Financial Statements
for the Year Ended 30 April 2021

Beating Time

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Beating Time

Reference and Administrative Details

Chief Executive Officer	Heather Phillips
Trustees	Eleni Skordaki Magdalen Evans Henry Featherstone Seymour Eastwood Thomas Snowden Alberto Gonzalez-Carcavilla Rosalind Fox Paul Jackson Simon Morgan 1158013
Charity Registration Number	1158013
Principal Office	Unit 1.29, 9-11 Gunnerly Terrace Royal Arsenal Woolwich London SE18 6SW
Independent Examiner	Field Sullivan Limited 70 Royal Hill Greenwich SE10 8RF
Bankers	Triodos Bank Deanery Road Bristol BS1 5AS

Beating Time

Trustees' Report

CHAIR'S STATEMENT

Summary of year

Although the year has been dominated by Covid, Beating Time has adapted and evolved in a very bold way, opening up opportunities which, pre-Covid, were unimaginable.

Unable to sing from March 2020 to September 2021, we were faced with existential choices - close, mothball or adapt. Closure was not an option: we all felt we had much more to offer and do in these very challenging circumstances. Mothballing involved standing still, which none of us felt was realistic. So we looked for ways to adapt to best serve the people who were serving sentences in the prisons where we had relationships.

Last year we told you about an idea we were germinating, inside job, an in-prison, peer-led and highly-focused employment consultancy. In 2020/21 we have directed 90% of our time and energy to this project - finding people work whilst in prison and post release.

Inside Job

Covid left a vacuum in post-release support, as large agencies with responsibility for prison employment worked from home. Remote services are inaccessible to people with no computer, internet access, little phone credit or the confidence to call a stranger to ask for help. Inside Job has the benefit of "Internal Recruiters" living on the wings.

To help effectively, we needed to: find and train more Recruiters; build a team on the outside to work with them; expand our employer network; support candidates post-release; help the Recruiters create pipelines of great candidates for our employers; and work with the prisons to get employers inside to interview.

As I write:

- Inside Job is running in 4 prisons – and about to open in 2 more.
- We have 7 fully-trained Internal Recruiters.
- We have a thriving partnership with A Fairer Chance in the South East.
- We have 2 full time External Consultants (doubling our staff effectively).
- Inside Job has placed over 100 people into work (post release or paid ROTL jobs) since August 2020.

It's early days. Our Internal Recruiters have, until a few weeks ago, been confined to one wing of their prisons, because of "Covid Bubbles", so our pool of candidates is limited for the moment (restrictions are reimposed with local outbreaks). HMPS Howell and Brinsford only came on stream in June 2021. The number of in-prison interview Surgeries we could run has been hit by Covid. Until November 21, we only had one External Consultant - Bally. In this context we think these early results are exceptional.

What this development of inside job gives us, is the opportunity to create the first peer-led, in-prison recruitment consultancy. Being peer led means it is credible and trusted by candidates and scalable. There is much evidence to support the effectiveness of peer-led work in prisons. We have as inspiration the superb work undertaken by the peer Listeners (Samaritans in prison) and Shannon Trust's literacy mentors, who we believe to be the only two charities that operate in all UK Prisons. Their contribution to prison mental health and literacy has become invaluable and indispensable.

We believe we can replicate their model to support finding employment: use the time inside productively and use and train peers.

Beating Time

Trustees' Report

Choirs Beating Time

In 2020/21 we provided some music remotely: song books, guitars, a remote song-writing initiative which became an album, made a programme of our music for Prison Radio and films for in-cell TV. However, we have not been able to run weekly choir practice sessions, put on concerts or run musical family days: our core programme.

In September 2021, we reopened Choir in HMP Rye Hill and in November 2021 started new ones in HMP Howell and Stafford. We were also, briefly, able to restart a specialist Mental Health Musical Group in HMP Birmingham. Progress remains stop/start.

I said in last year's report that our ambition was to re-open in the six prisons we ran Choirs in Pre-Covid. In fact we will re-open in 5 of them and in 4 new prisons: HMPs Howell, Stafford, Gartree and Swinfen Hall. We have also been invited to start CBT in Swaleside. Our strong sense of confinement to cell for 23 hours, no mixing of wings and few family visits, means prisons are seeking out organisations that (re)create community. Consistent with that, we are significantly expanding the musical team and believe we have found some exceptional and exciting music leaders.

As you will see below, we have healthy reserves. In addition to investing in inside job, we have decided to offer 12 month pilot Choirs to up to 10 prisons which are within geographical reach of our musical team. This is in line with the musical ambitions we are jointly forming with Changing Tunes, Music in Prisons and Finding Rhythms to expand the footprint of prison music in UK Prisons. Given its mental health impact, ability to create social inclusion and community, we think choir is under used and undervalued. We are formulating a plan to change that.

Upstart

We have been unable to run our self-employment programme during Covid because face to face activities have not been allowed. We took the opportunity to remodel and update the programme workbook with our collaborators, Enterprise Exchange. We sent in copies of the new workbook to HMPS Birmingham and Stafford to enable people to plan in-cell and have also provided additional copies in response to specific requests in other of our prisons.

Charity Development

We also took advantage of the time which lockdown gave us to:

- successfully apply to become an approved supplier on the MoJ's new Probation Supply Framework (similar to the DPS)
- design and launch a new website and new logos,
- build a comprehensive library of song lyrics and arrangements to facilitate sharing among our MD team,
- adapted and updated our policies to reflect our expanded programmes,
- built a new secure portal for inside job day-to-day management and data collection, and
- developed a suite of documents for the inside job desk (with Phil Martin of Ex-seed, a specialist recruiter in this field).

Beating Time

Trustees' Report

Prisons Generally

Prisons, their staff, their inmates and families have had a terrible time. People have been confined to cell for long periods; work, education and activities have been cancelled. Covid and its management has caused huge staff shortages.

Prisons have been behind the curve in terms of opening back up, having their own central rules and protocols. Many do not know how much of a "normal" regime they will be able to facilitate once restrictions ease and are having to make tough choices. The atmosphere inside has also been adversely affected by larger numbers held on remand without trial because of Covid's impact on an already stretched court system (currently a backlog of 60,000 cases, which will take years to clear).

Funding

IN THE YEAR UNDER REVIEW: we have had income of £266,125 and expenditure of £166,185. We have been unable to spend restricted funding because of our inability to run Choirs Beating Time or UpStart. Last year the equivalent figures were £206,785 (income) and £204,633 (expenditure).

RESERVES: were exceptionally healthy at the year-end: £254,403. As at December 2021, those reserves were £220,322, representing ~11 months' full funding (if activities remain at the current reduced level).

HMPPS: accounted for ~29% of our income. All our prisons apart from East Sutton Park and Brinsford contribute to funding. As always, our primary concern is to work where need is greatest, and we can have most impact. However, where they can do so, we require a prison to make a contribution to the programmes we provide.

FUNDERS: we were due to have 4 multi-year funding streams come to an end in 2020/21. However, unable to spend money we asked to postpone drawdown or divert funds to inside job. All our funders have been massively supportive and flexible.

In the year under review we raised £92,000 from 5 funders. Our focus currently is achieving visibility of funding into 2022/23. We are delighted to have won the support of the Tudor Foundation over a 3 year period.

2021/22. Going forward Beating Time looks very different to early 2020. The establishment of inside job means that we are running not one - but two - continuous programmes. This represents more than a doubling of our capacity. Inside job requires full time staff to continuously support the Internal Recruiters, Candidates and Employers. It has also necessitated having offices (we have all worked from home since the charity started in 2014). Inside job requires training of Internal Recruiters and organising training for the candidates externally. Bally and Shelley currently run 2 prisons each (which we feel is about the right ratio). We are looking to employ Jonathan (Co-Director of Inside Job and our first Recruiter in HMFP Birmingham) when he is released later in 2022. This means our current budget (and monthly run rate) is significantly higher than in previous years.

Staff

At the year-end we had 3 full-time staff, 3 part-time staff and a bank of freelance musicians most of whom had to find other work during 2020/21. Since then we have recruited Shelley Ballard as our second External Recruiter for inside job. We have also identified 8 musicians we are auditioning and inducting. We will continue to add to operational capacity as our activities expand and have budgeted accordingly.

Beating Time

Trustees' Report

Trustees

We have 9 Trustees. Three are lawyers. One is an accountant. One is in public policy. One is an investment manager. One has been involved in prison education and arts for a long time. Two have served a sentence. We continue to look for musical input at Board Level.

Peer Workers

During the year we recruited 3 Internal Recruiters and subsequently have recruited 5 more (7 are currently operating). We save £60 a week to a bursary fund for them, so they have a small capital sum on release. Three of our Internal Recruiters are being released early in 2022. One has a job offer from RSS as a rail engineer. One has a final interview with KPMG for a technology consultancy role and one is going to be PA to the High Sheriff of Greater London (Heather our CEO). All posts have been found by Inside Job. We are also talking to the Recruitment Employment Confederation about enabling our Internal Recruiters to sit professional exams whilst still serving their sentences, so they leave with a qualification as well as practical recruitment experience.

Volunteers

During the worst of the pandemic, we and many volunteer pen pals wrote over 600 letters to our singers.

Vision

We have an amazing opportunity to expand the impact of Inside Job. In 2022 we feel we will best achieve this by working with more Candidates in our existing prisons: that is scale, will be achieved by depth not breadth. Prison relationships can be challenging to establish and maintain. We have been blessed with some good ones and we know we will achieve more impact by leveraging those relationships. However, we are also exploring specific opportunities in Kent, in order to make more of the job opportunities we and A Fairer Chance have in Kent and the South East. As we expand Choirs Beating Time and get to know new prison regimes better, we will be able to assess if there are more opportunities to successfully expand Inside Job.

The vision for Choirs Beating Time is more choirs, more concerts, more choristers, and more collaborations. We plan to make more noise.

Big Picture

We know that putting people in prison does not reduce crime. Countries with the highest rates of incarceration, like the USA, have the highest reoffending rates (76%). We are at 50%. Norway has one of the lowest at 20%. The UK continues to imprison double the numbers of our European neighbours and is currently creating 20,000 more prison places (anticipating a 25% increase in the prison population). We will continue to make the factual case that we need to deploy effective ways of reducing crime. The current debate at a political level is polarised between "tough" and "soft" on crime which crudely translates into long versus short sentences. Notwithstanding that violent crime has fallen by 44% between 2009 and 2019, long sentences (over 20 years) have quadrupled. This sentence inflation is seen across the board. Inter-generational imprisonment is the fate of many boys in our poorest communities. The statistics show that too often we are imprisoning people brought up in care, excluded from school, suffering mental illness, who are homeless, have served in the armed forces, have addictions and/or live in poverty. Imprisonment is not the solution to these serious social issues in our view.

Trustees' Report

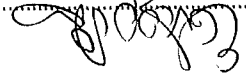
Beating Time

Thank you

Lastly, I want to say thank you to our outstanding Internal Recruiters who have helped so many people find work whilst serving their own sentences in extremely difficult circumstances - Jon, Richard, Rohan, Jordan, Sue, Katie, and Selena. We are proud to have you in our team.

I also want to extend thanks to: our External Consultants, Shelley, and Bally who everyday "do whatever it takes" to get people into a practical and emotional position where they can take the opportunities on offer; our gifted musicians who have found ways to get music made and heard; our funders who have stuck with us and backed us and our ideas. To the forward looking employers who have brought jobs into prison (particularly Kim McGinty of VGC, Janet Hector of McGinley and Gavin Hurren of RSS). To the "Go the Extra Mile" prison officers who have opened doors (in every sense) and made what we do possible (Laura, Jo, Vic, Steve, Daz, Dan and John: you know who you are and thankfully so do we); my fellow trustees who have been a very effective sounding board for the serious challenges we have faced this year; and lastly to Heather, Rachel and the two Sarahs for seriously adjusting our sails, fitting a bigger engine, and charting a new course for Beating Time - thank you.

Eleni Skordaki Chair



Beating Time

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 30 April 2021.

OBJECTIVES AND ACTIVITIES

The charitable objectives of Beating Time remain the promotion of the rehabilitation of people serving sentences for the public benefit.

We do this in prisons through our creative singing programme, Choirs Beating Time, and our work focused programmes, Inside Job and UpStart. We support all our programmes through the gate. Through these activities we aim to build the skills and capacity of people serving (or who have served) a sentence so that they can break the cycle of re-offending on release and lead fulfilling lives.

We have had and continue to have due regard to the guidance issued by the Charity Commission on public benefit.

Activities: Our Programmes and Aims

We run three interlinked programmes, Choirs Beating Time (CBT), Inside Job and UpStart.

• Choirs Beating Time - A continuous group singing and performance programme. Its aims are to:

- o improve mental health and well-being;
- o create a sense of social inclusion;
- o develop social and employability skills.

• Inside Job - An in-prison and through-the-gate employment initiative which aims to:

- o develop peer-led recruitment teams in prison;
- o find more employers to employ people with convictions;
- o secure employment for our candidates.

• UpStart - A 15-week Entrepreneurship Programme combining CBT with practical business start-up advice

which aims to create:

- o purpose and direction;
- o businesses and self-employment;
- o more employment opportunities.

Inside Job has been our focus during the accounting period under review as Covid restrictions are, even at the time of writing, still preventing CBT (and therefore, UpStart) from running fully. We report on our Covid Activities below.

Activities: Our Prisons

At the start of the financial year we were unable to deliver face-to-face work in our prisons due to Covid restrictions, but we had contracts/relationships with the following prisons and provided alternative services for:

- HMP Birmingham - a Local Prison;
- HMP Featherstone - a Category C, Training Prison near Wolverhampton;
- HMP/YOI Brinsford - a Young Offender Institution (aged 18-21) near Wolverhampton;
- HMP Rye Hill - a Category B Prison for people sentenced for sexual offences (privately run by G4S);
- HMP Stafford - a prison for people sentenced for sexual offences
- HMP Maidstone - a Foreign Nationals Prison in Kent;
- HMP/YOI East Sutton Park - an Open Prison in Kent.

We have also written over 600 letters to our programme participants during the year - just staying in touch with people who have been isolated for months is a small but meaningful activity in supporting mental health.

- In-cell activities - a CD, songbook and instruction videos were recorded by our music directors and sent to all our singers. In one prison we also sent in guitars for our singers. The CD and videos were also broadcast on in-prison media channels reaching a wider audience.
- Song-Writing Project - a remote creative project which has resulted in a 10 track album of original songs, provided on CD to participants and shared through our website with family and friends.
- Recorded a programme broadcast on National Prison Radio.
- Provision of UpStart workbooks to those interested in business start-up to use in their cells.

Notwithstanding these restrictions, we took the decision, in consultation with the Charity's management and music teams and our prisons, to continue to operate during 2021/21. Alternative provision has included:

The entire financial year 2020/21 was subject to Covid restrictions in prisons with no group activities permitted. These have been reimposed at the time of writing this report.

Activities: Covid Alternative Provision

Donations: We have also looked to further the Charity's objectives through carefully considered donations and funding of activities which match our own aims. These include: a donation to A Fairer Chance to support their work with us at East Sutton Park, the onward donation of funding received from Whatfedale (with their agreement) to Music in Prisons for a remote music project in HMP Wakefield, and a contribution towards the cost of providing the publication "How to Get a Great Job with a Criminal Record" in every prison library.

Collaborations: We seek to increase our impact and further our charitable objectives through collaborations. In 2020/21 we have chosen to strengthen some of these relationships. In particular, we are partnering with CIC, A Fairer Chance to deliver inside job in East Sutton Park. We are building working relationships with Changing Tunes, Music in Prisons and Finding Rhythms to increase the availability and profile of music in the prison estate in England. We believe these collaborations will create more impact over the next financial year.

Activities: Collaborations and Donations

All are prisons for men except East Sutton Park, which is for women over the age of 18.

- HMP Rye Hill (CBT)
- HMP Birmingham (awarded a further 18 month contract from 01.01.2021 for all 3 programmes)
- HMP Hewell (NEW - awarded a 13 month contract from 11.03.21 - CBT and inside job)
- HMP Maidstone (awarded a further 12 month contract from 01.01.2022 - CBT/enrichment programme)
- HMP Gartree (NEW - awarded a 6 month contract from 01.11.2021 - CBT)
- HMP Stafford (awarded a new 12 month contract from 01.11.2021 - CBT and inside job)
- HMP YO1 Swinfen Hall (NEW - awarded a 12 month contract from 01.02.2022 - CBT and inside job)
- HMP YO1 Brinsford (funded from charitable donations - CBT and inside job)
- HMP YO1 East Sutton Park (funded from charitable donations - CBT and inside job)

Despite Covid, we have continued to have success responding to retendered contracts and new prisons. At the time of this report Beating Time is delivering (or has a contract to deliver) services in:

We had also been notified of awards in principle of new contracts with HMP Belmarsh and HMP Gartree. These awards were withdrawn after 6 months as they could not be delivered.

Trustees' Report

Beating Time

Beating Time

Trustees' Report

Inside Job has been permitted to operate with in-person visits from the beginning of 2021 and employer interview surges have been allowed since April 2021. We are grateful to prison staff for facilitating this in challenging circumstances.

ACHIEVEMENTS

Main achievements in 2020/21

- Continuing to operate and to grow during Covid.
- Development and expansion of Inside Job from pilots in 2 prisons to operational desks in 2 prisons and 1 more about to start.
- Renewing/Winning 5 HMPPS Contracts.
- Becoming an approved supplier for the new probation service tendering system.
- Creating our Inside Job staff team.
- Opening an office base in each regional hub.
- Developing a secure portal for management and data collection for Inside Job.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Beating Time is a registered CIO constituted with voting members other than its trustees. It's governing terms are contained in the constitution (which follows the Charity Commission's model form). Trustees are selected and act in accordance with the constitution. (A welcome guide has been prepared which outlines our process for inducting new trustees to the Charity.)

Organisation

Trustees: We had 9 trustees as at 30/4/2021:

- Eleni Skordaki - Chair
- Seymour (Sam) Eastwood
- Thomas Snowden
- Magdalen Evans
- Henry Featherstone
- Alberto Gonzalez
- Rosalind Fox
- Paul Jackson
- Simon Morgan

Senior Management Team: We have two people: Heather Phillips (CEO) and Rachel Mace (COO). Heather and Rachel are supported by Sarah Inglis, Communications Director and Sarah Rigby, who works part-time as the Charity's book-keeper.

Inside Job: We have two full-time members of staff, Bally Nijjar (Co-Director) and Shelley Ballard (Employment Consultant) who are both based in our Birmingham Office. They work with our 7 Inside Job Recruiters.

Area Manager: our Midlands Cluster is run by Sally Debiage who is also based in the Birmingham Office.

Musicians: We have maintained links with all our freelance musicians during -Covid. We have 2 freelance musicians actively delivering Choirs Beating Time in our prisons at the time of writing. We have actively recruited in both the Midlands and Kent in the early part of 2022.

Beating Time

Trustees' Report

Volunteers: volunteering activities have changed during Covid as face-to-face delivery has paused. During Covid a group of 15 volunteers, our "letter angels", have written to our singers and other women in East Sutton Park, co-ordinated by our MD, Amelia Carr.

FINANCIAL REVIEW

Going Concern: The Trustees are pleased to report that Beating Time continues as a going concern.

Reserves and cash: As at the year-end we had £169,991 cash in the bank and total net assets of £254,403 of which:

- £148,983 was restricted to funding ongoing projects; and
- £105,420 was unrestricted.

This more than meets our reserves policy - being an amount required to meet anticipated rent obligations together with three months' direct and indirect costs and committed project spend (currently ~£75,000).

Reserves (and in particular, Restricted Reserves) remain higher than anticipated as Covid has prevented spending on contracted projects (which remain on hold). Management and Trustees have opted to address this in two ways - slow the rate of fund raising in the short term to prevent reserves rising further and expanded our project delivery plans during 2022, including:

- Enhancing our CBT offer with existing prisons with a packaged album writing and recording project which will also draw in more of our MD team and help to recruit new musicians and cement their place in the team.
- Offering 9-12 months of pilot choirs at no cost to 10 new prisons within geographical reach of our teams.
- Developing and launching a prisons music week through a collaboration with other music charities.
- Adding to the inside job in-community team (1-2 full-time position(s)) to support the anticipated increase in candidates from existing (and new) prisons.
- Expanding inside job into 1-2 new prisons.
- Supporting a wider evaluation of the relationship between music and prison culture.

Funding: We have two sources of funding: prisons and donors.

Prisons currently contribute ~29% of our income. Services in six prisons are contracted via PEDPS or, in the case of Rye Hill, with private operator G4S. These arrangements are for a contribution towards the costs of running our programmes. The balance of the costs and the full costs of running in ESP and Brinsford are currently met out of charitable donations.

Donors currently contribute ~70% of our funding. As at 30/04/2021 we have received:

- Foundations: £160,000;
- Individuals: £19,932 (plus gift aid of £15,319).

Our major donors (£10,000 and above) were:

The Bromley Trust;
Colyer-Fergusson Charitable Trust;
Henry Oldfield Charitable Trust;
Swire Charitable Trust; and
The Inglis Family.

We wish to thank all our funders and those who donate considerable amounts of their time to support Beating Time's work.

Impact of Covid on Finances: The suspension of activities and services due to Covid lockdown did not adversely impact the Charity's income in the first half of 2020/21. The Ministry of Justice implemented its Covid Relief Payment Programme allowing suppliers under existing PEDPS contracts to continue to be paid and G4S similarly agreed to continue to pay for alternative services at HMP Rye Hill. Charitable Funders agreed to the repurposing of donations.

However, the continued inability to deliver CBT and UpStart will impact significantly on the charity's income for 2021/22. Income was projected to be in the region of £300,000 (continuing our upward growth trajectory). Prisons have deferred retendering contracts or where they have been awarded, we have not been able to invoice the full contract sum because of restrictions on access/delivery. We estimate this will mean a reduction in anticipated/contracted income in the current financial year (2021/22) of ~£73,000. The decision to defer multi-year funders into 2022/23 to avoid further accumulation of reserves will also reduce previously anticipated income by ~£55,000 of charitable donations. We anticipate income for 2021/22 of ~£170,000.

The Trustees remain confident that income will return to projected levels once prisons re-open as relationships with prisons and its funders remain strong.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

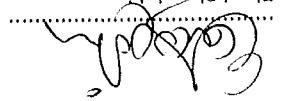
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the charity on 3 February 2022 and signed on its behalf by:

Trustees' Report

Beating Time


.....
Eleni Skordaki
Trustee

Beating Time

Independent Examiner's Report to the trustees of Beating Time

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 April 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees of Beating Time 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 Beating Time'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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since Beating Time's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

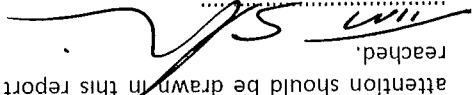
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of Beating Time as required by section 130 of the Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting 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.



Timothy Sullivan FCA

Field Sullivan Limited

70 Royal Hill

Greenwich

SE10 8RF

Date: 24/5/22

Beating Time

Statement of Financial Activities for the Year Ended 30 April 2021

	Note	Unrestricted £	Restricted £	Total 2021 £	Unrestricted £	Restricted £	Total 2020 £
Income and Endowments from:							
Donations and legacies	3	66,751	128,500	195,251	22,890	118,600	141,490
Charitable activities	4	70,232	-	70,232	64,775	-	64,775
Investment income	5	642	-	642	520	-	520
Total income		137,625	128,500	266,125	88,185	118,600	206,785
Expenditure on:							
Charitable activities	6	(69,187)	(96,998)	(166,185)	(94,562)	(110,071)	(204,633)
Total expenditure		(69,187)	(96,998)	(166,185)	(94,562)	(110,071)	(204,633)
Net movement in funds		68,438	31,502	99,940	(6,377)	8,529	2,152
Reconciliation of funds							
Total funds brought forward		36,982	117,481	154,463	43,359	108,952	152,311
Total funds carried forward	15	105,420	148,983	254,403	36,982	117,481	154,463

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 15.

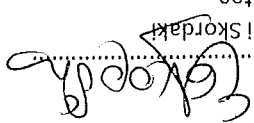
The notes on pages 16 to 29 form an integral part of these financial statements.

Beating Time

(Registration number: 1158013)
Balance Sheet as at 30 April 2021

	2021	2020
	£	£
Fixed assets		
Tangible assets	5,806	6,732
Current assets		
Debtors	92,289	61,375
Cash at bank and in hand	169,991	107,524
Creditors: Amounts falling due within one year	(13,683)	(21,168)
Net current assets	248,597	147,731
Net assets	254,403	154,463
Funds of the charity:		
Restricted income funds	148,983	117,481
Unrestricted income funds	105,420	36,982
Unrestricted funds	105,420	36,982
Total funds	254,403	154,463

The financial statements on pages 14 to 29 were approved by the trustees, and authorised for issue on 3 February 2022 and signed on their behalf by:


Eleni Skordaki
Trustee

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

1 Charity status

The charity is domiciled in England and Wales.

The address of its registered office is:

Unit 1.29, 9-11 Gunnerly Terrace

Royal Arsenal

SE18 6SW

2 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with 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) - Charities SORP (FRS 102) - Second edition October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Beating Time meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

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

Judgments and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affect only that period, or in the period of the revision and future periods where the revisions affect both current and future periods.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Charitable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	25% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	£	£	£	£
Donations and legacies;				
Donations from foundations	31,500	128,500	160,000	87,600
Donations from individuals	19,932	-	19,932	53,015
Gift aid reclaimed	15,319	-	15,319	875
	66,751	128,500	195,251	141,490

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

4 Income from charitable activities

	£	£	£
	Total	2021	Total
	2020	2021	2020
Unrestricted			
General			
Prisons	60,232	60,232	60,232
Contractual income	-	10,000	-
	<u>64,775</u>	<u>70,232</u>	<u>64,775</u>

5 Investment income

	£	£	£
	Total	2021	Total
	2020	2021	2020
Unrestricted			
funds			
General			
Interest receivable and similar income;			
Interest receivable on bank deposits	642	642	520

6 Expenditure on charitable activities

	£	£	£
	Total	2021	Total
	2020	2021	2020
Musical directors	12,639	12,639	70,288
Inside job	-	16,272	12,276
Choir co-ordination	-	-	13,929
Restart/Upstart	3,588	3,588	536
Fundraising costs	-	-	4,520
Charitable donations	900	900	-
Support Manager	15,700	15,700	-
IT development - one off (1)	2,880	2,880	7,554
Support costs	114,206	114,206	95,530
	<u>166,185</u>	<u>166,185</u>	<u>204,633</u>

Notes to expenditure on charitable activities

(1) This relates to upgrading of website, systems and security to enable remote working and compliance with MOJ requirements. It was restricted funding received from the Lloyds Foundation Enable Fund.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

7 Analysis of governance and support costs

	£	£
	2020	2021
	Total	Total
Support costs		
Staff costs	61,919	72,425
Wages and salaries	895	3,845
Social security costs	-	422
Pension costs	2,218	-
Rent and rates	540	-
Insurance	190	537
Telephone and internet	14,790	217
Bookkeeping and administration	2,818	18,002
Computer software and maintenance	1,801	4,826
Printing, postage and stationery	137	984
Trade subscriptions	316	92
Sundries	955	647
Cost of trustee meetings	2,106	99
Travel and subsistence	-	742
Advertising	1,590	1,095
Independent examination	73	2,004
Bank charges	2,503	103
Depreciation of office equipment	1,234	3,028
Training	1,445	638
Recruitment	95,530	4,500
	<u>95,530</u>	<u>114,206</u>

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.
No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2021	2020
	£	£
Staff costs during the year were:		
Wages and salaries	72,425	61,919
Social security costs	3,845	895
Pension costs	422	-
	<u>76,692</u>	<u>62,814</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021	2020
	No	No
Charitable activities	3	2

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £35,145 (2020 - £40,271).

	Administration	Kent Hub	Inside job	Total
The staff cost was spread between different projects	30,991	8,260	37,441	76,692

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

13 Creditors: amounts falling due within one year

	2021	2020
Other taxation and social security	1,565	4,940
Other creditors	294	-
Accruals	1,824	1,590
Deferred income	10,000	14,638
	<u>13,683</u>	<u>21,168</u>

	2021	2020
Deferred income at 1 May 2020	14,638	3,283
Resources deferred in the period	-	14,638
Amounts released from previous periods	(4,638)	(3,283)
Deferred income at year end	<u>10,000</u>	<u>14,638</u>

14 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £422 (2020 - £Nil).

Notes to the Financial Statements for the Year Ended 30 April 2021

Beating Time

15 Funds	Current period	Balance at 1 May 2020	Incoming resources	Resources expended	Balance at 30 April 2021
	£	£	£	£	£
Unrestricted funds					
<i>General</i>					
Bromley Trust	-	10,000	(10,000)	-	-
Oxford Orpheus	-	1,000	(1,000)	-	-
Vanessa Briggs	-	8,000	(8,000)	-	-
Drapers Charitable Foundation	-	10,000	(1,200)	8,800	-
Norton Rose Foundation	-	10,000	(7,051)	2,949	-
KPMG	-	10,000	(6,562)	3,438	-
Kent Community - High Sheriff Award	-	500	(500)	-	-
Prisons	7,440	60,232	(3,400)	64,272	-
Other unrestricted funds	29,542	27,893	(31,474)	25,961	-
	<u>36,982</u>	<u>137,625</u>	<u>(69,187)</u>	<u>105,420</u>	
Restricted funds					
Henry Oldfield Charitable Trust	-	55,500	(44,627)	10,873	-
Edward Cadbury Charitable Trust	2,798	-	-	2,798	-
Swire Charitable Trust	4,034	20,000	(6,388)	17,646	-
Berkeley Foundation	5,400	-	(5,400)	-	-
Didymus	2,000	-	-	2,000	-
Wharfedale Foundation	1,800	-	-	1,800	-
The Colyer-Fergusson Charitable Trust	1,710	31,000	(14,034)	18,676	-
Henry Oldfield Charitable Trust	24,644	-	-	24,644	-
Jon Hayes	3,500	-	(3,500)	-	-
People's Postcode Lottery	10,607	-	(10,607)	-	-
The Woodward Charitable Trust	500	-	(500)	-	-
The Brook Trust	5,000	-	(1,500)	3,500	-
Hildden Charitable Trust	2,595	-	-	2,595	-
The Michael & Shirley Hunt Charitable Trust	1,750	-	-	1,750	-
Marsh Christian Trust	400	-	-	400	-
The Clothworkers Foundation	583	-	(402)	181	-
Mr & Mrs Andrew Phillips	50,000	-	-	50,000	-
Jill Franklin Trust	160	-	(160)	-	-

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

	Balance at 1 May 2020	Incoming resources	Resources expended	Balance at 30 April 2021
	£	£	£	£
Total restricted funds	117,481	128,500	(96,998)	148,983
Total funds	154,463	266,125	(166,185)	254,403
Unrestricted funds				
Clinks	-	7,000	(7,000)	-
Charles Hayward Foundation	-	7,000	(2,880)	4,120
Baring Foundation	-	8,000	-	8,000
Total restricted funds	117,481	128,500	(96,998)	148,983
Restricted				
Henry Oldfield Charitable Trust	5,140	5,250	(10,390)	-
Edward Cadbury Charitable Trust	-	3,000	(202)	2,798
Swire Charitable Trust	19,098	-	(15,064)	4,034
Berkeley Foundation	25,000	-	(19,600)	5,400
Didymus	-	2,000	-	2,000
Wharfedale Foundation	-	1,800	-	1,800
The Colyer-Fergusson Charitable Trust	-	21,000	(19,290)	1,710
Henry Oldfield Charitable Trust	30,000	-	(5,356)	24,644
Jon Hayes	-	3,500	-	3,500
People's Postcode Lottery	-	18,000	(7,393)	10,607
The Woodward Charitable Trust	-	500	-	500
The Brook Trust	-	5,000	-	5,000
Hilden Charitable Trust	4,000	-	(1,405)	2,595
Other unrestricted funds	40,694	2,410	(13,562)	29,542
Corbett Award	-	5,000	(5,000)	-
Bromley Trust	-	10,000	(10,000)	-
Midland Festival Chorus	-	3,000	(3,000)	-
Oxford Orpheus	-	1,000	(1,000)	-
Vanessa Briggs	-	2,000	(2,000)	-
Prisons	2,665	64,775	(60,000)	7,440
Henry Oldfield Charitable Trust	43,359	88,185	(94,562)	36,982

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

	Balance at 1 May 2019 £	Incoming resources £	Resources expended £	Balance at 30 April 2020 £
The Michael & Shirley Hunt	-	1,750	-	1,750
Charitable Trust	-	400	-	400
Marsh Christian Trust	-	6,400	(5,817)	583
The Clothworkers Foundation	-	50,000	-	50,000
Mr & Mrs Andrew Phillips	160	-	-	160
Jill Franklin Trust	7,554	-	(7,554)	-
Lloyds Bank Foundation	5,000	-	(5,000)	-
Santander	1,000	-	(1,000)	-
Alchemy	3,000	-	(3,000)	-
Green Hall	9,000	-	(9,000)	-
Allen Lane	108,952	118,600	(110,071)	117,481
Total restricted funds	152,311	206,785	(204,633)	154,463

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

The specific purposes for which the funds are to be applied are as follows:

Choirs Beating Time Programme (CBT)

- Henry Oldfield Charitable Trust - CBT at HMP Maidstone and salaries.

- Swire Charitable Trust - CBT at HMP/YOI Brinsford.

- The Colyer-Fergusson Charitable Trust - CBT at HMP Maidstone.

Inside Job - In Prison Recruitment Agency

- Clincks - Inside Job for HMP Birmingham

- Charles Hayward Foundation

Mental Health Choir

- The Baring Foundation

- The Brook Trust Fund

Musical Participatory Family Days

- Hilden Charitable Trust

- The Michael and Shirley Hunt Charitable Trust

- Marsh Christian Trust

Equipment

- The Clothworkers Foundation

Core Costs

- Mr & Mrs Andrew Phillips

Beating Time

Notes to the Financial Statements for the Year Ended 30 April 2021

16 Analysis of net assets between funds

	Unrestricted	Restricted	Total funds
Current period	£	£	£
Tangible fixed assets	5,806	-	5,806
Current assets	113,297	148,983	262,280
Current liabilities	(13,683)	-	(13,683)
Total net assets	105,420	148,983	254,403
Previous period	£	£	£
Tangible fixed assets	6,732	-	6,732
Current assets	51,418	117,481	168,899
Current liabilities	(21,168)	-	(21,168)
Total net assets	36,982	117,481	154,463

16 COVID 19

The charity's services continue to be affected by the outbreak of Covid19. Until April 2021, the prisons remained effectively closed to outside visitors and non-HMPPS staff with some limited exceptions. From April 2021 there was a gradual and continuous relaxation of restrictions and we expected to see close to normal service returning to at least half of our prisons by the end of the calendar year. However, HMPPS has reimposed full lockdown measures due to Omicron meaning group activities are still suspended. Throughout this time, Beating Time has provided alternative services where possible at the request of the MoJ and in liaison with local prison staff teams. We have been able to provide adapted face-to-face delivery of inside job in four prisons during 2021 (2 of those since June) and we are about to set up in two more. Choirs returned in 3 prisons this Autumn for a few weeks. Progress is not smooth as local Covid outbreaks require short-term suspensions of work for quarantine periods but we remain confident that we will resume all our work (and continue to find new opportunities). Funders and prisons have continued to be supportive.