



BEATING TIME

ANNUAL REPORT AND FINANCIAL STATEMENTS
for the year ended 30 April 2024

Charity registration number 1158013



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.

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



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.

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**

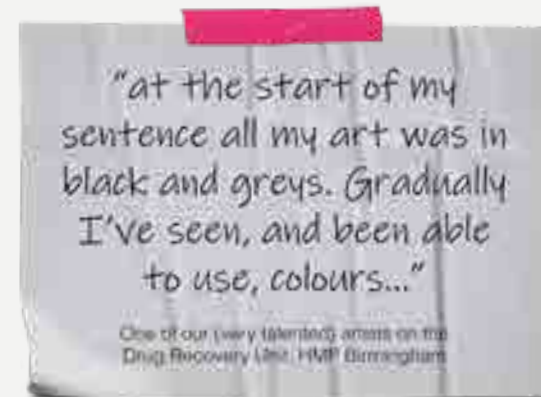
ART BEAT

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

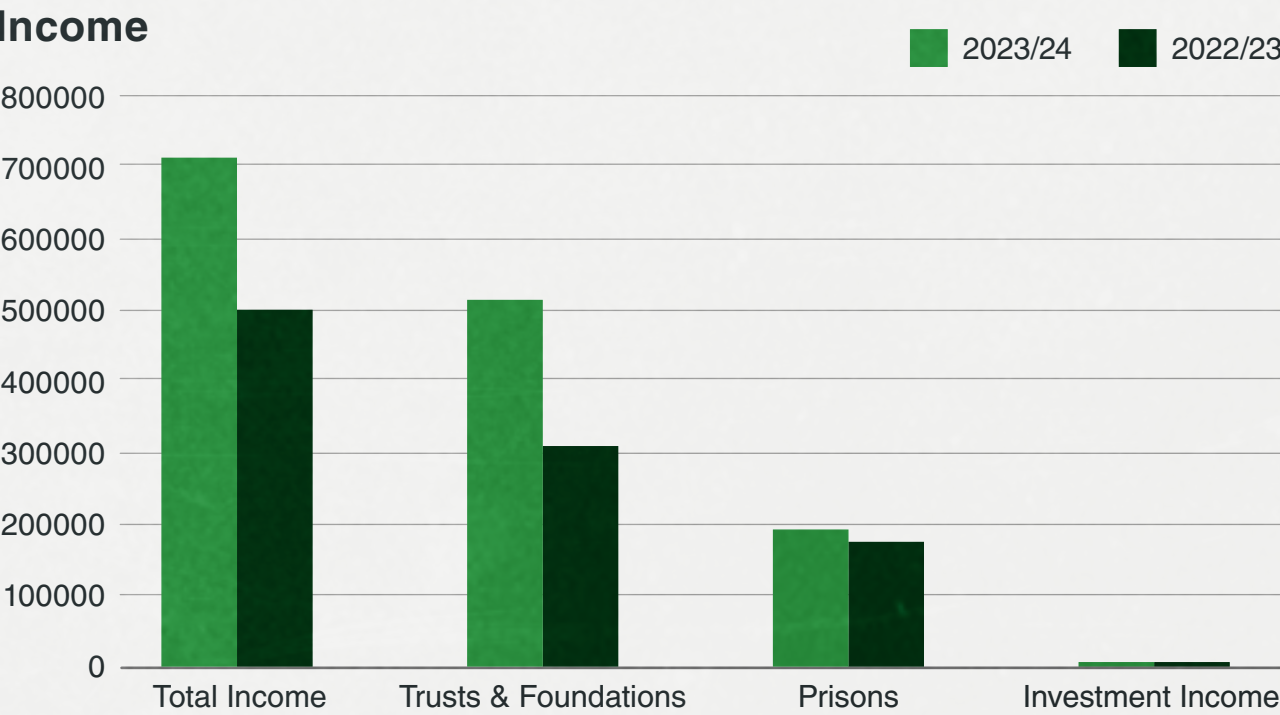
COURSE: This year we wrote and piloted our own unique, in-depth course and had it assured by City & Guilds. It trains our Recruiters to prepare Candidates for work, deliver Interview Surgeries and operate successfully in a prison environment. By capturing and disseminating our specialist expertise, we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



LUKE

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.

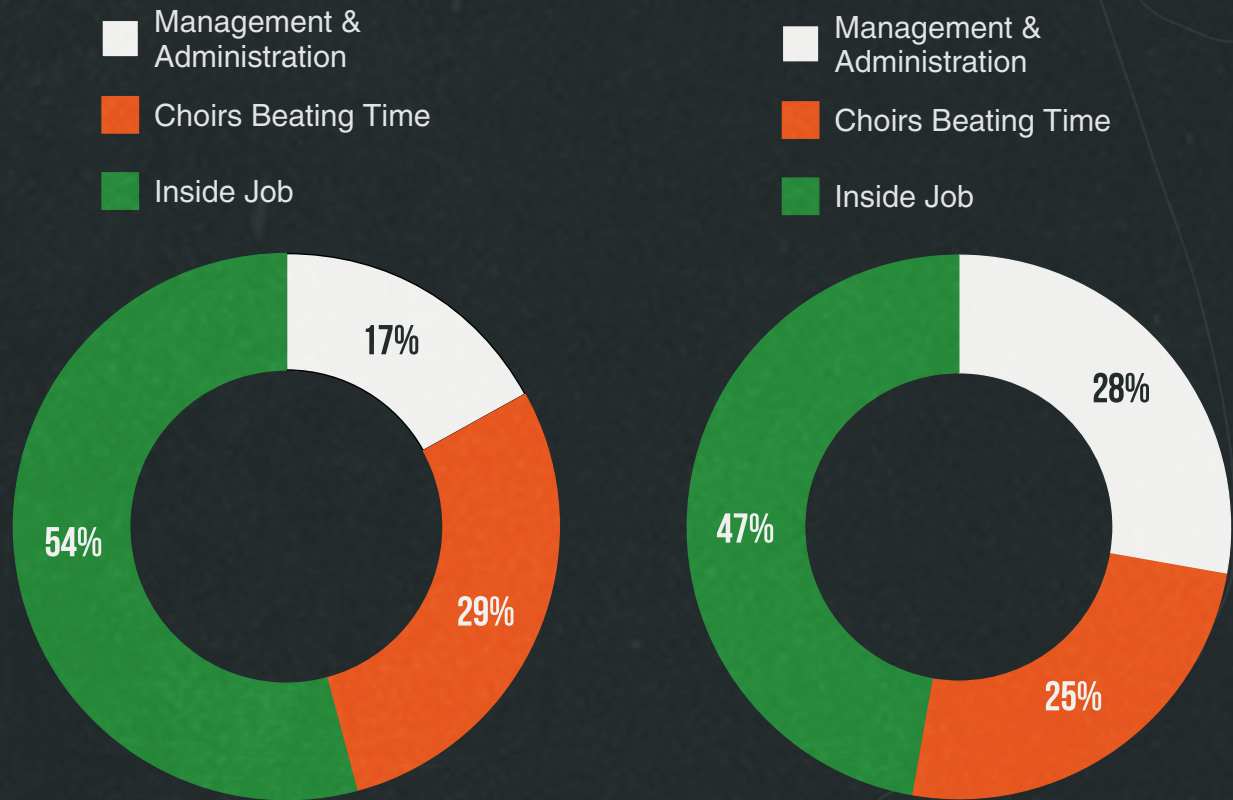
Through our ongoing conversations with the MOJ and the prisons we work in, it has become clear in recent months that HMPPS budget cuts will continue in 2025/26. As Choirs Beating Time is 75% funded by the prisons we work in, sadly, this will inevitably result in the closure of some of our choirs, if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





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 YOI 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, Shoaib Ahmad and Judith Feline.

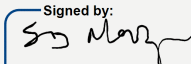
To Olivia and Jemima, for being the vital funding, comms and management support we badly needed.

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

SKANSKA

SUCCESS STORY MARTIN

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.





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

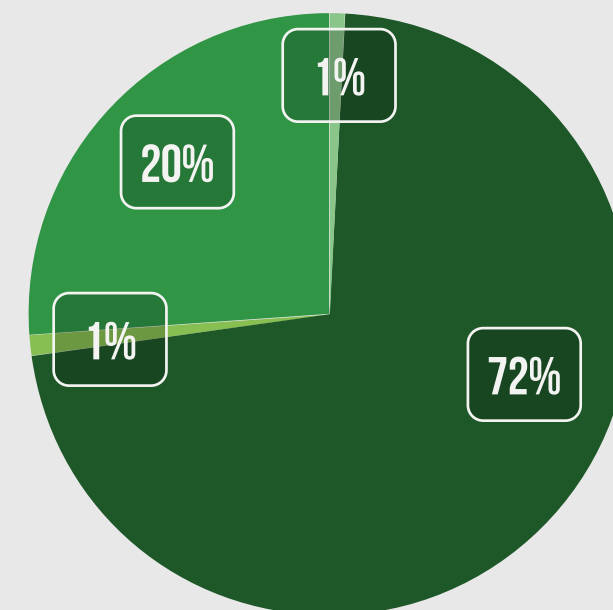
INCOME 30 APRIL 2024

■ 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

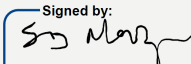
	Note	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:							
Donations and legacies	3	147,554	373,233	520,787	153,432	175,900	329,332
Charitable activities	4	186,461	-	186,461	167,032	-	167,032
Investment income	5	5,191	-	5,191	5,446	-	5,446
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
		10,580	9,490
Current assets			
Debtors	12	19,269	53,211
Investments	13	35,889	36,111
Cash at bank and in hand		240,146	78,708
		295,304	168,030
Creditors: Amounts falling due within one year	14	(34,108)	(16,436)
Net current assets		261,196	151,594
Net assets		271,776	161,084
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	271,776	161,084

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
	147,554	373,233	520,787	329,332

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
	5,191	5,191	5,446

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	174,557	326,695	100,274	601,525	516,855

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	-
	302,353	273,229

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	6	7

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	810	810
Amortisation		
At 1 May 2023	81	81
Charge for the year	81	81
At 30 April 2024	162	162
Net book value		
At 30 April 2024	648	648
At 30 April 2023	729	729

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)

17FUNDS

CURRENT PERIOD

	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	Recognised gains/ losses £	Balance at 30 April 2024 £
Unrestricted funds					
General					
Unrestricted funds	113600	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

17FUNDS

PREVIOUS PERIOD

	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	Transfers £	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)	-	-	-
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
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Heather Phillips and Pete Churchill, the people who started Beating Time in 2014, on our tenth anniversary in July 2024.

