

Nova New
Opportunities



ANNUAL REPORT & ACCOUNTS

2020-2021



Registered Charity Number: 1158238

Legal & Administration Information

Trustees:

Shirley Wakelin - Chair
Jonnie Beverley – Treasurer
Gladys Jusu-Sheriff - resigned 19/09/20
Stewart McCure - resigned 14/01/21
Suzy Kruger
Anji Kang-Stewart - appointed 04/08/20
Jackie Randhawa
Kanika Seth

Registered Office:

2 Thorpe Close
London
W10 5XL
Tel:
020 8960 2488

Email:

admin@novanew.org.uk

Web:

www.novanew.org.uk

Independent Examiner:

Price Bailey LLP
Chartered Accountants
24 Old Bond Street
London W1S 4AP

Bankers:

Unity Trust Bank
Nine Brindley Place
Birmingham
B1 2HB

Charitable Status:

Nova is a Charitable Incorporated Organisation, Registered Charity No: 1158238

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The Trustees have pleasure in presenting their report and financial statements for Nova New Opportunities for the year ended 31 March 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Statement of Recommended Practice: Accounting and Reporting by Charities 2019 (Charities SORP FRS102).

About Nova

Nova New Opportunities is a small charity with a big reach and a novel approach to social change. Our aim is to raise the quality of life of our participants and to contribute to a pluralistic, cohesive society that is fairer for all.

In order to:

- Develop knowledge, skills and employment chances
- Increase confidence and wellbeing
- Connect diverse groups
- Provide opportunities

We run 5 interconnected programmes:

- Information, Advice and Guidance (IAG)
- Adult Community Education
- Volunteer Placements
- Family Programme
- Social Change Initiatives

Started in 1983, Nova is based in North Kensington and serves its poorest wards, and those of the surrounding London boroughs. North Kensington is characterised by vibrancy, deprivation and stark inequalities.

Our services have kept evolving. Starting in the '80s with short IT courses, by the '90s our Education programme had expanded to include Basic Skills in English and numeracy as well as ICT. To that was added our Volunteering programme, work experience placements & cultural visits across London to familiarise users with all that's available to them. By the '00s we'd added Information, Advice & Guidance (IAG) as a starting point for all our users.

Over the past decade, in the wake of global & local events highlighting growing social inequalities – banking crisis, refugee crisis, soaring housing costs, cuts to public spending, Brexit, Grenfell, Windrush, COVID '19, Black Lives Matter – we've seen the impact on our users, past and present, and the need for positive initiatives that help to address them.



We tackle social, economic and educational deprivation head on. Through our grassroots programming, Nova is a bridge to participation in mainstream social and economic life. Alongside this, we proactively encourage individuals to engage with broader community and social issues. In a healthy society, nobody is left behind or excluded. From lived experience, we know that in the right conditions, people learn from each other, enriching their lives and our collective social experience. We provide opportunities to our communities to experience and explore this ethos in their daily lives.

We are a dedicated team of staff and volunteers, who share the same belief in creating a non-judgmental and positive atmosphere.

We understand that without challenging the status quo it is increasingly difficult for people from minority backgrounds and low incomes to break the cycle of poverty and disproportionately negative outcomes to improve their lives.



Our work, therefore, operates on 2 levels:

- Grassroots Community Support – including responsive actions (e.g. Grenfell, COVID-19), education, IAG, family programme and volunteering
- Dialogue Events and Influencing – focusing on challenging stigma, prejudice and inequality – working with individuals, organisations, networks and decision makers to move through conversation to action

We are vibrant, optimistic and hopeful. We believe that people have more in common than they realize and that everyone has something to offer. When we work together, we can build a just, sustainable, inclusive and cohesive world. In 20/21, despite the pandemic and adapting many of our programmes and services to run online (and in the process reaching new users) we served:

- Total Number of Attendances: 13,988
- Total Number of Direct Individual Beneficiaries: 2,167

Our Vision, Mission & Values

Vision

Our vision is that the UK becomes the most socially cohesive and inclusive society in the world – where all people have an equal chance to get ahead, belong and be recognised.

Mission

Our mission is to create the circumstances through which people have the opportunity to achieve their potential regardless of background.

Values

Nova's values are that we see potential in everyone, we aspire to be professional, encouraging and inclusive at all times.

“

The Trustees said it was great to see how Nova has developed over the last few years... providing even more holistic support when it became clear that this was what people needed in the wake of the Grenfell fire tragedy.

The trustees were struck by your immediate, farsighted response to the coronavirus pandemic and felt this demonstrated just what kind of organisation you are now: responsive, embedded and hugely trusted...

The trustees were impressed by your ability to reach large numbers of people across a wide range of programmes and activities and provide the right support for each person to help them achieve what they want in their lives. They also commented how effectively you were able to work with a community which is so affected by inequality and they liked the dual focus on bringing people together to share and learn while also supporting the most vulnerable in a sensitive and holistic way.

”

Jascha Elliot, Grants Manager, Tudor Trust, 7 May 2020

Nova's Charitable Purposes

To best represent the broad range of its current activities, Nova has been updating its charitable objectives. The following statement is currently with the Charity Commission awaiting comment prior to being formally adopted.

"Nova's charitable purpose is to promote the benefit of all sectors of the community in the Royal Borough of Kensington & Chelsea and other London boroughs (the Benefit Area) by:

1. The Advancement of Education in the Benefit Area, in such ways as may be thought fit, including the provision of:

- Education in Basic Skills: Information & Communication Technology (ICT), English language and numeracy
- Enrichment programmes in Science, Technology, Engineering, Arts & Mathematics (STEAM)
- Lifelong learning activities stimulating new interests, skills, competencies and understanding

2. The Relief of Unemployment & Disadvantage in the Benefit Area, in such ways as may be thought fit, including the provision of:

- Information, Advice & Guidance (IAG) services
- Support to individuals experiencing hardship
- Opportunities for volunteering, work experience and other assistance to individuals in gaining employment

3. The Promotion of Citizenship and Social Inclusion in the Benefit Area, in such ways as may be thought fit, including the provision of:

- Opportunities for individuals to develop their civic contributions and make their communities more connected
- Activities which bring together individuals from widely different backgrounds to get to know each other
- Activities in support of sustainability and green agendas

4. The Promotion of Racial Equality, Diversity and Harmony between groups in the Benefit Area, in such ways as may be thought fit, including the provision of:

- Activities helping to break down barriers and connect individuals and communities across boundaries
- Workshops and social change programmes
- Dialogue events where individuals from underrepresented communities can engage with decision makers"

The Covid Year

As the spectre of Covid-19 increased from late winter through to early spring 2020, we, along with every other business and charity in the UK, were in the dark but nevertheless had to make a guess at what the impact was going to be on our organisation. Prior to Covid we had exciting plans for our family and children's education and social change projects - and our other programme areas were doing well. But to minimally guard against the total uncertainty, we reduced our original (pre-Covid) 20/21 budget by one-third in March '20, since it was clear Covid would have a dramatic effect on our activities and income for the year.

Having previously gone through the Grenfell Tragedy, we had a template to deal with emergency situations – to provide a fast response to need on the ground – essentially a speedy listening exercise to understand exactly what people's needs were and understand how we could help. As we went into lockdown, we contacted 500+ of our users to date by phone and from that information pivoted quickly to offer adapted services. Our calls highlighted the value of having interlinking services, with 43% of parents on the Family Programme needing to speak to an IAG advisor and students in Adult Education connecting with the Family Programme for home schooling support.

Thanks to the tremendous support to the voluntary sector from both charitable and statutory funders, who understood the need to support our organisations' core costs and infrastructure we were able to exceed our reduced budget and devise alternative online provision of:

- Home Schooling Support: focusing on maths and English so that disadvantaged children do not fall behind
- School Holiday Programme: Fun, educational programme to keep children entertained and provide respite to parents
- Adult Education: English, Maths, ICT, Nutrition & Wellbeing Strategies
- Family Learning Partnerships: Chelsea Football Club, The Natural History Museum, Mama Codes, Imperial College and expert volunteers (yoga, Zumba, art)
- Information, Advice and Guidance: Supporting the most vulnerable of our users with vital support in accessing food banks/ food deliveries, Universal Credit

And we were also able to provide additional services, involving but also limiting face to face contact, having Perspex screens introduced to our advice office, using PPE, retaining the 2 metre social distancing guidelines, creating risk assessments and following VCS best practice guidelines. These services were:

- Restricted IAG sessions
- Device Loan Scheme: Ensuring families access had either a laptop or tablet

- Food Delivery Programme: In partnership with St Barnabas Church Kensington – ensuring the most vulnerable and self-isolating due to underlying health conditions had weekly food deliveries of fresh organic produce
- Keeping in Touch Programme: Contacting people regularly to touch base and keep up to date on needs and responding in a timely and effective manner
- Care Packages: For those isolated and living in challenging home environments – delivery of toiletries, puzzles packs, SIM cards and Vitamin D tablets
- Mask Making & Distribution: A group of women supported by our Development Board member, Rosanda McGrath, made fully compliant masks to give away
- Healthy Eating Courses: In partnership with Bags of Taste

Our support prompted an overwhelming amount of positive feedback from those we helped, including:

"Thank you so much for your support and your leadership. I really appreciate your motivation and courage."

"It's so great ... You make our kids busy during this difficult time you cover everything you make them active, happy and learn something new"

"It was really superb that the children could be entertained whilst in this different situation. I really appreciate everything that Nova has done"

Lockdown Case Study

Maria: Nova was a lifeline during a time of illness

Maria first came across Nova 10 years ago when she attended IT sessions. Since then, she has kept in touch, but the demands as a single mother limited her ability to fully participate in the programmes.

Struck down by COVID-19 in March, Maria has found Nova's response 'a lifeline' during her time of illness. Her self-isolation meant that she could not take her 8-year-old daughter out to play in the communal garden and was concerned about letting her go out alone. They were basically stuck indoors, said Maria.

It was with great relief that she realised that Nova programmes were still on offer.

"I was perfectly surprised to see that they were able to continue offering programmes," said Maria. As crucial as the Maths and English classes were the Zumba, Chelsea FC Get Fit classes and drama games. Her daughter also took part in the 2.6 and the mental health challenge. All of these were able to keep her daughter entertained and active while she was ill. "How incredible is this and all done from a distance" exclaimed Maria adding that "Nova was the first one to step up during the first month of adjusting to the virtual school arrangement."

Maria was also overwhelmed by the kindness, generosity, and the willingness to help. Nova helped her with the small, essential tasks. Alex talked her through the Zoom set up to allow her daughter's access to classes. He then called to follow-up to see if there were any other services that she needed. In the process, Maria has grown in confidence as she has become more familiar (and comfortable) with the computing devices. She was pleased to be able to set up most of the applications she needed for the Chromebook that was loaned to her by Nova for her daughter's use.

But some small gestures really mattered as well to Maria. Vitamins provided in the food baskets showed concern for her daughter's health which she really appreciated. The short visits – "the little knocks on the door" – to deliver various packages mattered especially since she could not have contact with her family during this period. "The short interactions were valuable to my daughter and me."

Maria is now almost recovered fully from COVID-19. She is amazed at the resourcefulness of her daughter. The energetic 8-year-old has practically singlehandedly found ways to occupy herself through a challenging period of isolation. She was glad that Nova's programmes helped fill her daughter's time. The closing reflection from Maria was that Nova's support reminded her that "there is a lot of kindness still in the world, and I can't express how grateful I am".

Our Roots Programmes

Our Roots programmes exist to support the community and beyond in finding new opportunities in life. Our services, spanning Adult Education, Information, Advice & Guidance and Family Programme have always been responsive to community needs, with a long-term view to create a better quality of life. We continued to adapt and respond to the communities needs as we entered into the pandemic in March 2020.



Following the government's advice, we closed our office and transferred our services online and telephone from April 2020. When the pandemic struck we contacted 500+ of our users to date by phone and from that information adapted quickly to offer effective services. Information from the calls and contact we made showed that:

- 42%+ of parents needed help with home schooling
- 65% needed online/ telephone support due to a change in circumstances
- 75% of students wished to continue learning online
- 20% of IAG clients were experiencing food poverty

The following sections outline how our grassroots services supported the community through this challenging period.



Roots Engagement

13,222 Attendances | 1135 attendees |
2507 sessions and activities

98%

of attendees said they would be likely to recommend Nova Roots Programmes to friends, family and other people.

Education

403 students | 4,200 attendances |
72 courses | 163 qualifications



All of the surveyed learners would highly recommend our services to their family and friends.



Of Adult Education students pass Nova courses



Met people through Nova whom they wouldn't normally have met



Nova had a positive effect on their mental wellbeing



A class is much more than a class. As demonstrated in the figures above, students experience a wide range of benefits beyond the skills they came to learn - through positive shared experiences, people connect with others they wouldn't normally meet and participation clearly supports good mental health and wellbeing.

"Nova has helped me with my depression and anxiety. Lessons keep my mind running. I am very happy with the course and also with my teacher Moira"

-Elizabeth M.

Education

2020/21 was a challenging year for all our services and Adult Education is no different. In the first lockdown all our classes were moved online and students joined via Zoom. Many learners initially had difficulties engaging with the online services, so we coordinated regular contact from the team to support students to access the classes through:

- Telephone support
- Digital literacy drop-in sessions
- Provision of digital devices and SIM cards

Alongside supporting learners, we also adapted our systems and processes to enable online registrations, assessments, and online accredited and non-accredited qualifications. This transition enabled Nova and our students to build greater levels of resilience and capacity working within our evolving digital world.

The 2020-21 19+ educational provision consisted of 8 tutors delivering accredited and non-accredited very short and short courses in English language, enrichment and wellbeing, digital technology and employability skills from pre-entry level to level 1.

The vast majority of accredited courses were offered during the summer 2020 and spring 2021 terms to allow the students to achieve best pass rates by offering exam re-takes later in the year. From April 2020 to March 2021 Nova delivered 72 courses, 16 of those were focused on wellbeing and enrichment.

During autumn term 2020, we welcomed our users back by offering a blended delivery – 50% online and 50% in-person classes – to familiarise students with various online platforms and tools. This strategy proved to be invaluable when we had to go 'only' online again during the pandemic.

Courses were offered in:

- English
- Maths
- ICT
- Enrichment: Introduction to Coding; Online Safety for Parents; Introduction to Shakespeare; Mandarin Chinese Taster; Introduction to Soulcraft at Home with Goldfinger; Movement Workshop; Indoor Air Quality; About Clinical Covid; Self-Portraits Workshop

Information, Advice & Guidance

309 attendees | 1503 total sessions |
4130 hours of one-on-one sessions | NPS
Score: 100%



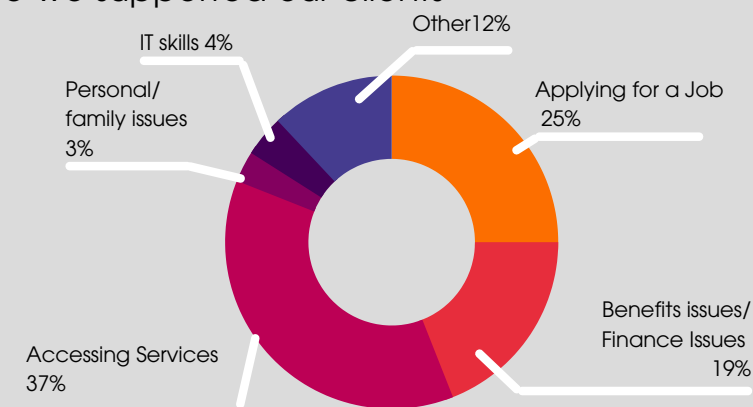
The impact of our IAG service is best illustrated in the words and stories of those people who have used the service. The key impact of the service is to be there for people when they need it most – the trust that advisors are honoured to receive enables them to help people over the hurdles in their lives and move on with dignity and respect.

"Nova has help me to be more confident in myself and to also engage with my neighbour. I feel optimistic. I manage my finances better. Nova has help me to believe in myself and to be more confident. That I can trust others, and there are help out there if and when needed help." Joyce, 2020

Our successful Matrix Assessment in August 2020 recorded:

"Chief among their attributes is the ability to relate to clients who may be suffering distress, with an event such as redundancy upsetting mental health to trigger a host of practical and emotional difficulties for the client. Many clients are from Black and minority ethnic groups and the direct support actively helps overcome language barriers where they exist. ...As one client whose family was impacted by Covid-19 put it, "Nova was the first one to step up during the first month of adjusting to the virtual school arrangement." Partner agencies attest to the commitment to regulatory compliance and good practice, particularly in terms of equality, diversity and inclusion (EDI).

Where we supported our clients



*Accessing services includes referrals to social services, foodbanks, college courses and individual grants

2020/21 was a year that our IAG service came to the fore, providing vital support to those worst affected by the pandemic, the majority of whom were already experiencing complex difficulties, exacerbated by COVID-19 and ensuing lockdowns and disruption. Many clients arrive at IAG with complex circumstances - challenges include mental health issues such as anxiety, depression, schizophrenia, post-traumatic stress disorder (particularly following the Grenfell Tower tragedy); physical disabilities; learning difficulties; debt & poverty; addiction; hunger; domestic violence; being ex-offenders; financial crisis; histories of sexual abuse, torture and having arrived in Britain as refugees.

Many clients begin their IAG journey with multiple entangled problems, not knowing where or how to begin addressing them. The IAG journey begins with a warm welcome by Nova's team into a culture of vibrancy, optimism and practical support. The development of a positive relationship with an advisor, and with Nova as an organisation, is key to the long-term chances of success for an IAG client. People are afforded the time, space, personalised support and advocacy required to make tangible changes to their self-esteem, ability to engage with mainstream institutions and raise their employment prospects. In the process, isolation is materially reduced.

IAG supports people as they transition from lives blighted by a lack of productive engagement with the mainstream economy and society to engaging with new opportunities and move towards training and the workplace. We have found that our ability to work in positive, nurturing ways with participants has been particularly impactful in recent years.

In January 2021 we were able to double the size of our team to meet burgeoning need. Key support throughout the year included:

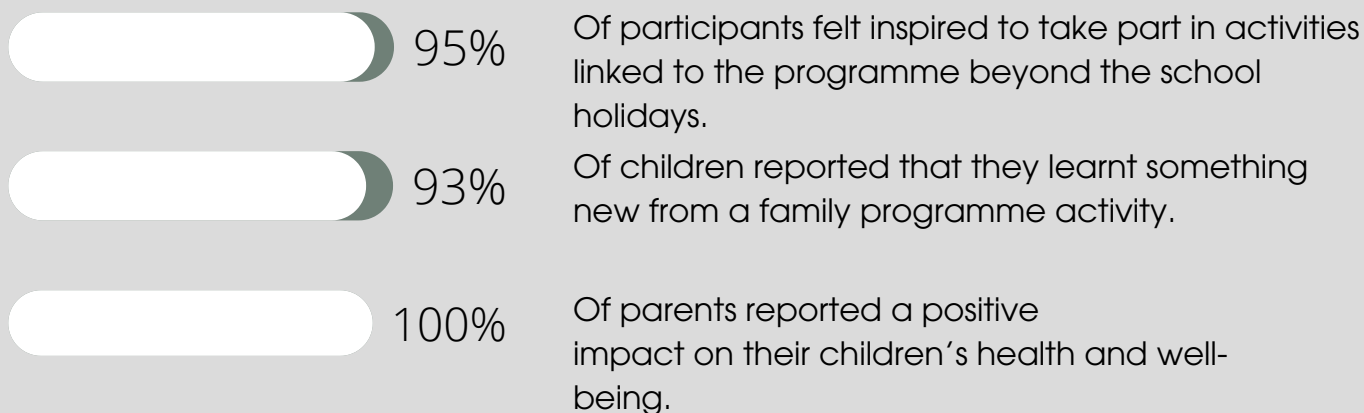
- Dedicated telephone, text & online support
- Face to face services
- Coordinating food deliveries of fresh organic produce for those most in need
- Provision of digital devices and SIM cards
- Providing information re COVID (booking home kits and walk in appointments)
- Speaking with housing associations and private landlords to negotiate rent payments (especially with clients who have had a sudden loss of income due to COVID)
- Personal Independence Payment applications and mandatory reconsideration
- Speaking and liaising with council tax for payments due to arrears

Outside of lockdown, support also takes place in group settings and on the telephone and we offer training, both in-house at our office and at outreach venues across Kensington and Chelsea.

"They are empathetic and sympathetic to others. Their support is on another level - never seen a helpful organisation like Nova in my life."

Family Programme

204 children | 122 adults | 223 activities | 3684 attendances



The period of lockdown had an unprecedented impact on families, children and young people due to overcrowded housing for an extended period of time, lack of access to outdoor space, reduced school support, lack of structure and stability and social isolation amplified by limited access to digital devices.

Despite the challenges we continued to deliver a fun, engaging and educational programme for children and their families connected to North Kensington. The move to online delivery opened up opportunities for Nova to deepen existing relationships and build new ones, becoming the preferred community partner for world class institutions such as the Natural History Museum. Our ability to quickly pivot, adapt and innovate enabled us to provide solutions to organisations wanting to support the community through a variety of creative workshops, resource packs and visits where permissible.

Highlights of the year include...

01 | Nature Watch

In partnership with the Royal College of Art and The Wildlife Trust participants built, coded and used a digital camera to study wildlife in their local green spaces. [Short video here.](#)

02 | Natural History Museum

16 families attended the exclusive re-opening of the Natural History Museum in summer 2020. The families had an opportunity to see behind the scenes of the museum before any other members of the public along with an opportunity for a meet and greet with Saddiq Khan. [Short video here.](#)

03 | Longridge Activity Centre

A day out for all the family including paddle boarding and climbing.

04 | Royal Museums Greenwich

We worked with the RMG to co-create a number of family friendly resources focussed on migration, identity and belonging, now used as a core part of their community educational outreach offering.

05 | 24 Hearts

Working with Sophie Lodge, local community artist, to collaborate on a series of community art work installations as a legacy to those lost at Grenfell including a star galaxy installed at the Nova office over Christmas.



Children and Young People

235 home-school support sessions
155 children

The stark inconsistencies in the approach to remote learning from schools and the government resulted in significant concerns from parents of their children falling behind their peers. With English being the second language, others not being confident with the English curriculum and the reality of digital poverty many parents felt they weren't equipped to support their children effectively. Upon surveying our families, we found that 74% required support with home schooling.



Alongside our standard Family Programme offering, during the period of Covid-19 school closures, we engaged tutors to deliver online Maths and English classes aligned to Key Stages 2 and 3 of the national curriculum and worked with our partner the Raspberry Pi foundation to ensure every child we worked with had access to a digital device.

"Amazing! ...The way Miss Fiona teaches is very exciting, and makes you want to focus on the lesson. I don't have any negative comments because she's an amazing teacher. Thanks Miss Fiona, I'm love the lessons and I'm always excited for Wednesday!"

-Younus

Highlights of the year include...

01 | Homeschool support

An average 57% improvement in learner test scores across all subjects and year groups with over 60% of learners achieving all recorded learning outcomes.

02 | Raspberry Pi distribution

In partnership with the not for profit Raspberry pi Foundation we distributed 100+ digital devices to children and young people we work with in a bid to tackle the digital divide and enable children to engage with their virtual classrooms. Read more in our blog [here](#).

03 | Meet A Scientist

Rolling out weekly sessions with Imperial College London and some of their top Scientists across a whole host of topics spanning Space, robotics, micro biology and more.

"Imperial College are proud to work in partnership with Nova. Over the last year we have supported multiple projects and programmes, including the popular 'Meet a Scientist' sessions. Our partnership with Nova has been instrumental in breaking down barriers between institutions like Imperial and the often-marginalised communities they work with on the ground. We value their experience in designing and delivering educational programs and their strong, established and trusted community relationships have enabled us to reach out to local communities, children and families who may otherwise have missed out on valuable educational opportunities."

Priya Pallan, Imperial College London



Our Reach Programmes

On our mission towards social equality, we believe structural change can only come from bold dialogue. Which is why we don't just talk about inclusion and diversity; we invite everyone to experience these realities together. Our Reach programmes encapsulate a range of initiatives aimed to promote personal and organisational reflection and action towards positive social change. Our Reach programmes cover two areas: Connecting Across Boundaries and Diversity and Inclusion.

2020/21 shone a light on the inequalities in our society – Covid has exacerbated them and the Black Lives Matters movement united people around the common cause of racial justice. Along with the shift towards virtual facilitation, both these global events resulted in an exponential expansion of our work in this space. From TEDx Ladbroke Grove to the Human Library; Ladies who Lunch to our newly established Let's Talk About Race, we have continued to bring unique voices together to inform, inspire and ultimately learn from each other.

In 2020-2021 we hosted 30 events with 990 attendances



"I learnt about the difference between trying to be empathetic and 'clean listening'. I learnt that it is okay to just listen and give time for listening and that this is what is needed at this time, just giving people space to talk."

Connecting Across Boundaries

01 | Let's Talk About Race

Emerged in the immediate aftermath of the murder of George Floyd and the global civil rights protests that followed and is a virtual forum for listening and talking about race and allows participants to engage in normally difficult conversations. The facilitated programme is structured to create a space for participants to engage in an open and honest dialogue that transitions from personal stories of racist experience to active contemplation of – and confrontation with – white privilege. The aim is to open the dialogue and provide a starting point for non-racists to become actively anti-racist.

02 | TEDxLadbrokeGrove: Salon events

TEDx Salons emerged throughout the pandemic as a means to keep TEDxLadbroke Grove alive virtually. We hosted a series of informal discussions with intimate audiences online bringing educators and decision makers together in conversation with those from the community to explore a range of topics spanning Race, Education, Science and the Arts. Speakers have spanned local community activists through to senior strategists at Public Health England and high-profile scientists from Imperial College London.

03 | Ladies Who Lunch

These small-scale events bring women together from different economic and cultural backgrounds to connect over food. Historically these have been hosted in homes, given the restrictions of Covid in 2020/21, these evolved to being hosted online. We worked with a local deli, Babajani, to provide lunches directly to the doors of those who joined.

04 | Learning Lunches

Monthly online sessions for up to 20 participants targeted at our team members and others working in the non-profit sector locally. We curated a shared learning space for others in our network to also share knowledge and build relationships.

05 | Nova stories podcast

The Nova stories podcast was established to connect educators, thinkers and policy makers with grassroots action. It presents thought-provoking conversations, exploring what we need to be a fairer, better place for everyone. [Link to podcast](#)



Diversity and Inclusion

Nova has evolved to focus on breaking down barriers and challenging groups to see beyond labels and numbers working cross-sector to support the gathering and sharing of learning. We now offer a range of bespoke workshops to organisations that wish to address unconscious bias to solve real problems.

All income generated is used to support our grassroots work supporting disadvantaged people in London



+ Turn insights into action

Nova helps organisations explore diversity and inclusion issues through access to groups of people they would not normally have contact with and then helps turn their insights into action.

Our approach works for individuals and teams and is tailored to different organisational solutions.

Our clients



City of Westminster

Imperial College
London

"Brilliant facilitation – follow up questions, and even digitally, an environment where discussion felt open and focused in what we can do on a practical level to become anti-racist as an organisation"

+ Evidence-based

Robust monitoring and evaluation have meant Nova has a strong evidence base supporting the effectiveness of its programmes.

Our clients, including organisations such as: MIND, Imperial College London, Hammersmith United Charities, The Conduit, Leaders Quest and Apple, reflecting the effectiveness of our workshops.

"Would recommend to anyone and everyone"

Our Reach Programmes

Volunteers

We have a strong tradition of encouraging our users to develop themselves as volunteers within Nova, and to progress to further education or employment. Previously, the great majority of our volunteers came as users. As our work has evolved so too has volunteering within Nova. New programmes have brought more diverse volunteer opportunities & a growing number of partnerships have introduced new supporters to Nova. So now we have a rich, diverse pool of volunteers that fully represents the community within which we work. During the year, volunteers made a key contribution particularly with food deliveries to vulnerable, shielding individuals and through our online TEDx Salons and Let's Talk About Race series. Nova is also supported by an amazing Development Board who give their time and expertise pro bono in specific areas in a 'hands on' way. The board has no governance responsibility with its purpose to help the organisation achieve its aims by providing additional resource and expertise.



With thanks to all of our TEDx Salon guest speakers:

Dr. Jess Wade, Dr. Chris Jackson, Eric Loneragan, Stephanie Brobbey, Frank Van Lerven, Linett Kamala, Dr. Jo Taylor, Kim Leadbeater, Nigel Bromage, Joe Delaney, Dr. Ebere Okereke, Dr. Renu Bindra, Jenny Sealy, Mike Volpe, Shawab Iqbal and to our Development Board: Shideh Harandian, Stewart McCure, Virginia Dooley, Rosanda McGrath, Natalie Tucker, Ben Fraser, Tim Johns, Christiane Altenburg, Tieu Pham, Eric Curiel & Sheldon Daniel.

Organisational Developments

Brand evolution and website update

Working with branding and communication consultants we refreshed our brand identity in line with our current objectives and business plan in order to raise awareness of Nova's services and to establish our reputation as a leading voice for social cohesion and social inclusion.

Key outcomes of the project included the development of a Nova Brand Book as a manifesto for consistent content marketing strategy (copy, tone of voice, messaging) and design elements (colour palette, typography, fonts) now serving as a reference tool for staff and volunteers; individual templates for various comms channels for a unified look and feel & consistent messaging across all collateral and a refreshed, easier to navigate website.

Improving our Infrastructure

Nova has, for many years, survived on a threadbare budget, with little or no investment in people or resources. This lack of investment hindered our ability to develop and thrive as an organisation. Team members are used to doing work in duplicate and sometimes even triplicate as our database system, whilst adequate for basic needs, does not have the functionality required for more sophisticated recording, frustrating intense efforts to monitor and evaluate programmes for funders and to use the data to improve our work. Whilst we have been able to produce great reports, this is down to a significant team effort, which draws each of us away from the main purpose of our positions. It has put us off launching projects such as donor schemes as without an effective management system, such projects quickly become unwieldy and impossibly time-consuming to manage.

Towards the end of 20/21 we had achieved our annual budget income, managed our expenditure well and were looking at a surplus and realised we had a rare opportunity to invest some of our surplus in certain areas, which would then be effective on three levels, allowing us to:

- Improve our services
- Increase our reach
- Satisfy funders
- Improve our infrastructure and therefore chances of sustainable continued growth

Investment was made in the following areas:

- Team: Expanding IAG team and Social Change support post
- Database (Salesforce): 12-month project transitioning to Salesforce
- Comms and Branding: As described, above
- Income generation: Additional part-time post for Trusts and Foundations applications

Ultimately, these changes will enable us to focus more time on supporting more people, better.

Improving our funding model

At Nova, we live inclusion, and our approach to funding is no exception. That is why we have created a new funding scheme, Nova Visionaries, that invites donors to get involved with our community work at a personal level.

Our ambition is to connect with people who not only provide financial support, but truly engage with the work we do and the people we do it for. Ultimately, we believe everyone across the entire social spectrum benefits from sharing lived experiences.

The deprivation and inequality in Kensington is so extreme that new thinking and action is needed to maintain the vibrancy of our neighbourhood and create social justice. Our Visionary scheme is dedicated to bringing people together to rise above division. For instance, Visionaries may create new hope for people with work opportunities, apprenticeships, respite opportunities, travel, and other enriching experiences.

Our Supporters

We thank all our partners and funders for your continued support in our efforts to work towards a fairer society.



Finance, Funders & Governance

Financial Statement

Despite but also as a consequence of COVID '19, this has been an unusual but successful year for Nova financially with a surplus of £91K achieved, bringing total reserves to £143K, of which £103K are unrestricted.

Total Income for the year was £593K (cfd £428K in 19/20), helped by the generosity of funders over the pandemic and of Development Board members and donors, alongside the sustained efforts of Nova's team and CEO. 58% of Nova's annual income came from charitable trusts, (cfd 36% in 19/20); of which £79K were COVID '19 Emergency Grants. 34% of income was from statutory funding (cfd 47% last year) consisting of Nova's RBKC annual training contract worth £173K, an RBKC £14K COVID Emergency grant and £16.5K of HMRC Job Retention grants. The remaining 8% income was from student fees, purchase of NOVA's workshops on diversity, a fundraising event and particularly generous individual donations.

From the additional income raised, Nova invested in setting up online services and courses and, towards the end of the year, appointing 3 new part-time advisers on short term contracts to meet the growing demand for Nova's Information, Advice & Guidance services. And with a 1 year grant from BBC Children in Need, Nova appointed a Children & Young People Programme Manager to respond to the growing demand for our Family Programme. In addition, Nova was able to invest in the infrastructure needed to sustain growth, through funding: (i) a consultancy & partnership to set up our new Salesforce database; (ii) comms & branding consultancies to refresh & harmonise Nova's presentation & branding across all medias; (iii) a fundraising consultancy to launch a 'Nova Visionaries' donor campaign; (iv) a part-time Trusts & Foundation fundraiser; (v) upgrading the managers in each of our programme departments to give each a specific responsibility for meeting new fundraising targets set for each department.

Consequently expenditure for the year was £502K (cfd £425K in 19/20) of which £376K consisted of salary and oncosts (£344K in '19/'20) and £45K for on online investment and consultancies. The remaining 15% expenditure was made up of premises costs, office and admin, IT, marketing & publicity and governance.

Thanks to the extraordinary help Nova has received this year from COVID '19 Emergency Grants, which have enabled a strong surplus and a boost to our reserves, and following our investment in service development and infrastructure, Trustees are confident that Nova continues as a going concern.

Next year, to sustain the growth of Nova's services & programmes there are however some serious fundraising targets ahead. Aside from the completed consultancies involved in setting up Nova's new branding & Salesforce database, the other new posts & consultancies are ones we want to sustain – but which are all currently short-term funded. The infrastructure investments have been made to enable Nova to rise to the challenge.

Reserves Policy

Nova aims to build up and retain an unrestricted reserve to underwrite 3 months' running costs and ensure Nova has (i) a working capital sum to forestall cashflow issues (ii) a buffer to cover risk areas – see below (iii) the ability to continue developing services and pioneering new initiatives, while waiting for funding to be secured. The policy is to ensure Nova can continue to operate and develop irrespective of short-term funding uncertainties. With reserves rebuilt over the year to £143,431 - of which £60,788 are free reserves, £50,000 are designated, and £32,643 are restricted - Nova has made significant progress over the year towards achieving its target. The challenge by the end of next year will be to have retained our current level of reserves without the help we've received this year from COVID '19 Emergency Grants.

Funders

We are extremely grateful to Nova's funders for supporting and enabling Nova's work. In particular Nova would like to thank: The Royal Borough of Kensington and Chelsea, BBC Children in Need, National Lottery Community Fund, The Campden Charities, City Bridge Trust, Tudor Trust, Rausing Trust, Lightbulb Trust, Lloyds Bank Foundation, Grenfell Project Fund, Warburton's, Kensington and Chelsea Foundation (with funding from DMGT), John Lyon's Charity, Charities Aid Foundation, Local Giving, Jo Cox Foundation and all our other valued supporters and individual donors – particularly our founder Visionaries – Virginia Dooley and Sarah Chambre.

Fundraising

All fundraising carried out by and on behalf of Nova has been compliant with The Charities (Protection and Social Investment) Act 2016 and there are no matters to report

Risk Management

Nova reviews those factors annually that may affect its ability to meet its objectives and addresses them through its ongoing business reviews. Major risks identified which are kept under constant review include:

- The uncertainty of longer-term sustainable funding and the Increasing focus of funders (due to wider socio-economic factors) on extremes of need. Factors mitigating this risk are: (i) The ongoing development of Nova's Reach programmes, including its work on

Diversity & Inclusion and Connecting across Boundaries (ii) The strengthening of Nova's Roots Programmes to meet growing needs. As well as ensuring good communication and open dialogue with all its funders, Nova continues to invest in diversifying its range of funding.

- Continuing uncertainty in the wake of COVID '19. To mitigate this risk, Nova continues to be alert and flexible in how it offers its services both to ensure their continuity and the safety of staff and users - with a variable mix of online and face to face courses, programmes and services.
- The 3-year renewable lease on current premise. The factors mitigating this risk are (i) the long-term relationship Nova has with our charity landlord who has always been very supportive to Nova and (ii) our continuing communication and open dialogue with them about the contribution of our services and the importance of the central location for Nova's base.

Public Benefit

The Trustees confirm that they have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing the charity's objectives and activities and in planning future activities and they judge that they fully meet the public benefit test.

Plans for the Future

As the effects of Covid continue into 2021-2022, we continue to be alert to the shifting environment and ready to respond to community needs. Our key ambition is always to sustain our organisation in order to meet need and to do so within our ethos. Our main priorities for the year ahead are therefore to:

1. Secure funding for our current team to ensure our capacity to meet the ongoing needs of our users and the take up of programmes across all our areas of work
2. Grow our STEAM programme for families, children and young people with added cultural programmes
3. Evolve our social change programme and influencing work
4. Grow our Visionaries donor scheme to create a robust group of supporters and participants

Governance & Management

Nova's Board of Trustees provides stable and committed support for the organisation. Since the end of the financial year, 2 new trustees have been appointed and Nova has a governing Board of 8 trustees, who have over 60 years charity governance experience between them, are drawn from a range of backgrounds and provide a range of support. We work to ensure our Board has lived experience of the issues that Nova works with and is both inclusive and diverse and we are currently in the process of recruiting and appointing additional trustees.

In selecting individuals for appointment as trustees, Nova has regard to the skills, knowledge and experience needed for the effective administration of the charity. Trustees are appointed for a period of 4 years and may be subsequently re-appointed.

Day to day running of the charity and all staff matters are deferred to the CEO and the leadership team. The Trustees review the remuneration of all staff (including key management) against comparable benchmarks on an annual basis.

Statement of Board Responsibilities

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

The law applicable to charities in England & Wales 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 2019 (FRS 102);
- 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;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping 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 Charity (Accounts and Reports) Regulations 2008 and trust deed. They 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 Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website.

This report was approved by the Board of Trustees
and signed on their behalf by:


Shirley Wakelin
Chair

5/11/21

Independent Examiner's Report to the Trustees of Nova New Opportunities

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2021 which are set out on page 28 to 37

Responsibilities and basis of report

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

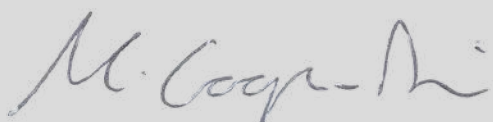
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 130 of the Charities Act; or
2. the accounts did not accord with the accounting records; or
3. the accounts did not comply with the applicable requirements concerning the format 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.



Michael Cooper-Davis FCCA ACA

For and on behalf of Price Bailey LLP
Price Bailey LLP
24 Old Bond Street
London
W1S 4AP

19 NOVEMBER 2021

Statement of Financial Activities

For the Year Ending 2021

	Note	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
Income:					
Donations & legacies	3	587	25,482	26,069	38,728
Activities for generating funds	5	2,938	-	2,938	8,352
Income from charitable activities	4	13,757	334,266	548,023	380,885
Other income	6	16,469	-	16,469	-
		_____	_____	_____	_____
Total Income		233,751	359,748	593,499	427,965
		_____	_____	_____	_____
Expenditure:					
Raising Funds		11,448	-	11,448	7,757
Charitable activities		150,094	340,855	490,949	417,457
		_____	_____	_____	_____
Total expenditure		161,542	340,855	502,397	425,214
		_____	_____	_____	_____
Net income/(expenditure)		72,209	18,893	91,102	2,751
Transfers between funds		_____ -	_____ -	_____ -	_____ -
Net movement in funds		72,209	18,893	91,102	2,751
Total funds brought forward		38,579	13,750	52,329	49,578
		_____	_____	_____	_____
Total funds carried forward		<u>110,788</u>	<u>32,643</u>	<u>143,431</u>	<u>52,329</u>

All of the charity's activities are classed as continuing.

The charity had no gains or losses other than those shown above.

The notes on pages 30-37 form part of these accounts.

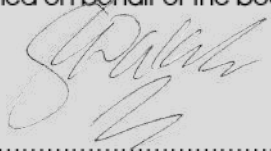
Balance Sheet

As at March 31st 2021

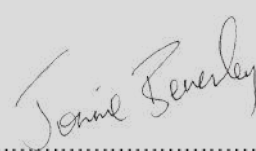
	Note	2021 £	2020 £
FIXED ASSETS	13	-	-
CURRENT ASSETS			
Debtors	14	73,528	4,980
Cash and Bank balances		<u>155,710</u>	<u>73,170</u>
		<u>229,238</u>	<u>78,150</u>
CURRENT LIABILITIES			
Amounts falling due within one year	15	<u>85,807</u>	<u>25,821</u>
NET CURRENT ASSETS		143,431	52,329
Net assets		<u>143,431</u>	<u>52,329</u>
Represented by:			
Unrestricted Reserves			
Free reserves		60,788	38,579
Designated funds			
- Strengthening existing core programmes		25,000	-
- Developing New Initiatives	16	25,000	-
Restricted funds	16	<u>32,643</u>	<u>13,750</u>
		<u>143,431</u>	<u>52,329</u>

The financial statements were approved and authorised for issue by the trustees on .

Signed on behalf of the board of trustees


.....

Shirley Wakelin


.....

Jonnie Beverley

The notes on page 30-37 form part of these financial statements.

Notes to the Financial Statement

For the year ended 31 March 2021

1. General Information

Nova New Opportunities is a UK registered charity, registered at the address given on the first page of these financial statements.

The principal activities of the charity are twofold: (i) helping those living on the margins of society to gain the skills and confidence to improve their life chances and their full participation in society (ii) advancing citizenship and racial equality, diversity and harmony between groups.

2. Accounting Policies

Basics of accounting

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)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Nova New Opportunities meets the definition of a public benefit entity under FRS 102. Assets and liabilities are recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The functional and presentational currency is Pounds Sterling.

Income

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

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. The charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Tangible fixed assets and depreciation

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

Furniture and Equipment – straight line over 3 years

Computer Equipment – straight line over 3 years

Only fixed assets with an individual cost exceeding £2,500 are capitalised.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees for particular purposes.

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

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

Taxation

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

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Trade and other debtors, cash at bank and creditors are recognised at cost which is their fair value and fixed assets are valued at cost less depreciation.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income is included at the best estimate of the amounts receivable at the balance sheet date.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Significant accounting estimates and judgements

The charity makes estimates and assumptions concerning the future. The resulting estimates and assumptions will, by definition, seldom equal the related actual results. The Trustees do not consider there to be any estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM DONATIONS AND LEGACIES

Voluntary income received during the year as follows:

	2021 £	2020 £
Donations and legacies	<u>26,069</u>	<u>38,728</u>

In 2021 restricted income from donations and legacies was £827 (2020 - £6,626.)

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total 31.03.2021	Total 31.3.2020
	£	£	£	£
Incoming resources from charitable activities				
RBKC:				
- ACL	-	172,256	172,256	199,669
- Staff training allowance	-	510	510	260
- RBKC Covid Emergency Grant	14,000	-	14,000	-
Kensington & Chelsea Foundation:				
- in partnership with DMGT	-	10,000	10,000	10,000
Kensington & Chelsea Foundation	-	16,047	16,047	-
Lloyds Bank Foundation	-	25,000	25,000	25,000
John Lyons Charity	-	11,250	11,250	15,000
KCC Flexible learning project	-	-	-	2,400
Grenfell Young People Fund	-	15,000	15,000	-
City Bridge Trust	7,500	27,500	35,000	2,500
Garfield Weston Foundation	-	-	-	25,000
Campden Charities	74,000	-	74,000	45,000
BBC Children in Need	-	7,500	7,500	-
Awards for All (National Lottery Community Fund)	-	-	-	10,000
Westway Trust	-	-	-	10,000
Tudor Trust	40,259	-	40,259	-
Warburtons	-	9,999	9,999	9,938
Student fees	3,539	-	3,539	16,125
Lightbulb Trust	25,000	-	25,000	-
CAF emergency Fund	5,000	-	5,000	-
Local Giving	13,601	-	13,601	-
Rausing Trust				
COVID Emergency Fund	30,858	-	30,858	-
National Lottery				
COVID Emergency Fund	-	20,000	20,000	-
Grenfell Project Fund	-	15,000	15,000	-
Other	-	4,204	4,204	9,993
	<u>213,757</u>	<u>334,266</u>	<u>548,023</u>	<u>380,885</u>

In 2020, restricted income from charitable activities was £72,438.

5. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Fundraising for events (including the 2.6 challenge)	<u>2,938</u>	<u>8,352</u>

In 2021 and 2020, all income from other trading activities was unrestricted.

6. OTHER INCOME

	2021	2020
	£	£
HMRC Job Retention grant	<u>16,469</u>	<u>-</u>

7. RAISING FUNDS

	2021	2020
	£	£
Fundraising expenses	<u>11,448</u>	<u>7,757</u>

Fundraising expenses relate to Salaries and National Insurance £7,702 (2020: £6,337), Fundraising Consultancy £3,600 (2020: nil), Cost of fundraising events £146 (2020: £1,420).

8. COST OF CHARITABLE ACTIVITIES

	2021	2020
	£	£
Staff salaries and expenses	385,345	385,371
Other Costs	61,791	21,011
Support costs (see note 9)	43,813	11,075
	<u>490,949</u>	<u>417,457</u>

9. SUPPORT COSTS

	2021	2020
	£	£
Premises costs	36,878	2,369
Repairs & maintenance	-	163
Depreciation	-	1,387
Governance costs	6,935	7,156
	<u>43,813</u>	<u>11,075</u>

Governance costs relate to Salaries and National insurance £5,005 (2020: £4,967), Independent Examiners Fees £1,200 (£884), HR Consultancy £730 (2020: £400). In 2020, all other Governance costs related to Assistance preparing statutory accounts £560, Management accounts assistance £310, and refreshments for trustee meeting £35.

10. STAFF NUMBERS AND COSTS

	2021	2020
	£	£
Wages and salaries	340,530	313,031
Pension costs	6,385	5,967
Social Security costs	<u>29,565</u>	<u>24,712</u>
	<u>376,480</u>	<u>343,710</u>

The total number of people employed on a full or part-time basis by the charity, excluding trustees, was 17 (2020 – 15).

No employee earned in excess of £60,000. Total employment costs including employer pension and national insurance contributions of the key management personnel were: £198,052. (2020: £169,903).

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits paid for the year ended 31 March 2021 (2020 – none).

12. RELATED PARTY TRANSACTIONS

There are no related party relationships and transactions to be disclosed in the financial statements (2020: none).

13. TANGIBLE FIXED ASSETS

	Office equipment & Furniture £	Total
Cost		
At 1 April 2020	47,951	47,951
Additions	-	-
As at 31 March 2021	<u>47,951</u>	<u>47,951</u>
Depreciation		
At 1 April 2020	47,951	47,951
Charge for the year	-	-
As at 31 March 2021	<u>47,951</u>	<u>47,951</u>
Net book value		
As at 31 March 2020	-	-
As at 31 March 2021	<u>-</u>	<u>-</u>

14. DEBTORS

	2021	2020
	£	£
Prepayments	5,829	3,858
Other debtors- amounts receivable	1,200	1,122
Accounts receivable	66,499	-
	<u>73,528</u>	<u>4,980</u>

15. CREDITORS – AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	10,683	2,092
Accruals	7,636	6,229
Deferred income	57,371	11,749
Other creditors, including taxation	<u>10,117</u>	<u>5,751</u>
	<u>85,807</u>	<u>25,821</u>

16. INFORMATION ON FUNDS

Current Year

Restricted Funds	1st April 2020	Income	Expenditure	31 st March 2021
General	-	25,482	(25,482)	-
RBKC- ACL	-	172,766	(172,766)	-
Kensington & Chelsea Foundation: - In Partnership with DMGT	7,500	10,000	(10,000)	7,500
London Funders Wave 3 COVID Emergency Fund (via Kensington & Chelsea Foundation)	-	16,047	(5,906)	10,141
Lloyds Foundation	-	25,000	(25,000)	-
John Lyons Charity	3,750	11,250	(15,000)	-
Grenfell Young People Fund	-	15,000	(2,579)	12,421
City Bridge Trust	2,500	27,500	(30,000)	-
BBC Children in Need	-	7,500	(4,919)	2,581
Warburtons	-	9,999	(9,999)	-
National Lottery COVID	-	20,000	(20,000)	-
Grenfell Project Fund	-	15,000	(15,000)	-
Other	<u>-</u>	<u>4,204</u>	<u>(4,204)</u>	<u>-</u>
Total Restricted Funds	<u>13,750</u>	<u>359,748</u>	<u>(340,855)</u>	<u>32,643</u>

Unrestricted Funds

	1 st April 2020	Income	Expenditure	Transfers	31 st March 2021
Free reserve	38,579	233,751	(161,542)	(50,000)	60,788
Designated Funds					
- Strengthening existing core programmes	-	-	-	25,000	25,000
- Developing New Initiatives	—	—	—	<u>25,000</u>	<u>25,000</u>
Total Unrestricted Funds	<u>38,579</u>	<u>233,751</u>	<u>(161,542)</u>	<u>-</u>	<u>110,788</u>

RBKC ACL: funding for Nova's Adult & Community Learning programme.

Kensington and Chelsea Foundation in partnership with DMGT: funding towards Finance & Office Manager's salary

London Funders Wave 3 COVID Emergency Fund (via Kensington & Chelsea Foundation): funding towards Pre-employment Advisor post

Lloyds Foundation: funding towards Senior Pre-Employment Advisor post

John Lyon's Charity: funding towards Family Programme posts

Grenfell Young People Fund: funding towards Children's Champion post.

City Bridge Trust: funding towards Family Programme and Social Change lead posts.

BBC Children In Need: funding Children's Education Lead to co-ordinate Family Programme activities.

Warburtons: funding towards Nova's Summer Activities Family Programme.

National Lottery COVID Emergency Fund: funding towards rent and insurance costs.

Grenfell Project Fund: funding towards Family & Social Change Programmes.

Other funds: were used for a variety of initiatives that helped Nova deliver Social Change and Family Programme initiatives (Let's Talk About Race Workshop, Family Programme trip in association with The Natural History Museum etc)

Prior Year

Restricted Funds	1st April 2019	Income	Expenditure	31st March 2020
Big Lottery to Support TEDx event	-	10,000	(10,000)	-
Donations for TEDx event	-	6,626	(6,626)	-
Lloyds Bank Foundation	-	25,000	(25,000)	-
John Lyons Charity	-	15,000	(11,250)	3,750
City Bridge Trust	-	2,500	-	2,500
Warburtons for summer programme	-	9,938	(9,938)	-
DMGT in partnership with Kensington & Chelsea Foundation	-	10,000	(2,500)	7,500
	<u>-</u>	<u>79,064</u>	<u>(65,314)</u>	<u>13,750</u>
Unrestricted Funds				
Invested in fixed assets	1,387			(1,387)
Free reserves	48,191	348,901	(358,513)	38,579
Project development reserve	-	-	-	-
Total Funds	<u>49,578</u>	<u>348,901</u>	<u>359,900</u>	<u>38,579</u>

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2021
	£	£	£	£
Tangible assets	-	-	-	-
Net Current assets	60,788	50,000	32,643	143,431
	<u>60,788</u>	<u>50,000</u>	<u>32,643</u>	<u>143,431</u>

Prior Year	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£
Tangible assets	-	-	-
Net Current Assets	38,579	13,750	52,329
	<u>38,579</u>	<u>13,750</u>	<u>52,329</u>