

# **Bethnal Green Spear Trust – Annual Report and Financial Statements**

**Financial year: 1 September 2021 – 31 August  
2022**

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# **Bethnal Green Spear Trust – Annual Report and Financial year: 1 September 2021 – 31 August 2022**

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Bethnal Green Spear Trust is a registered Charitable Incorporated Organisation (number 1159691).

Principal and registered office: The Vicarage, St. Peter's Close, London, E2 7AE

Tel: 07496 567055

Email: [hello@spearbethnalgreen.org](mailto:hello@spearbethnalgreen.org)

During the year the following served as trustees of the charity:

- Revd Heather Atkinson (Vicar of St Peter's Church, also Acting Chair of Spear Jan-Mar 2022 and Sep 2022-Jan 2023)
- Revd Adam Atkinson
- Mr Paul Rablen
- Mrs Rebecca Morrisroe (Chair of Spear to Dec 2021)
- Mr Joe Morrisroe (Acting Chair of Spear Apr-Aug 2022)
- Mr Egerton Junior Bayode
- Mrs Jess Hattam
- Ms Anastasia Arghyrou
  
- Ms Ali McIndoe (from Mar 2022)

Bankers: Reliance Bank Limited, Faith House, 23-24 Lovat Lane, London EC3R 8EB

Independent examiner: Derek Rodwell, Impact The Future Ltd, ITF Ltd, Bennett Verby, 7 St Petersgate, Stockport, Cheshire, SK1 1EB

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## **Structure, Governance and Management**

Bethnal Green Spear Trust (BGST) is a Charitable Incorporated Organisation and is governed by a Board of Trustees who hold regular meetings. The Board is made up of

people living or working locally in Bethnal Green, or with strong connections to the local community. The trustees met three times during this financial period. Topics discussed by the trustees included finances, fundraising, staffing and strategic planning.

Any person who is willing to act as a trustee, and who would not be disqualified from action, may be appointed to be a trustee by a decision of the trustees. Rebecca Ford Morrisroe was the Chair of BGST until December 2021, there after taking a sabbatical. Heather Atkinson was Acting Chair from January to March 2022, then again from September 2022 onwards. Joe Morrisroe was Acting Chair from April to August 2022. Trustees with relevant knowledge, skills or experience are appointed, and inducted, for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter. Full trustee meetings occur at least every three months.

Decisions relating to some routine financial matters are delegated by the trustees to a finance committee, consisting of the Chair, the Treasurer, the Finance Controller and Centre Manager. Day-to-day decision-making relating to BGST's specific charitable activities is delegated to BGST staff appointed to oversee these activities. The organisation of fundraising events is typically delegated to an events committee consisting of selected trustees and other individuals with relevant experience.

The trustees have reviewed the major risks to which the charity is exposed and systems or procedures have been established to manage those risks. In particular, the charity has documented procedures and policies with regards to finance, working with children and vulnerable adults, health and safety and other matters.

BGST looks to learn from and work in partnership with other organisations with experience relevant to its charitable activities. In particular, since its formation in 2014, it has worked closely with Resurgo Trust. Resurgo Trust is a charity founded through St Paul's Church in Hammersmith in 2003. Resurgo aims to stimulate significant social transformation in local communities by helping people facing serious social disadvantage to transform their situation. In particular, among its activities, it has developed the Spear programme for young people. Resurgo has provided BGST staff with extensive training, ongoing support and course materials to enable them to conduct the Spear programme.

## **Key relationships**

BGST believes that relationships are critical to its continuing success. BGST's staff provide continuing skill and dedication in developing fruitful relationships in the community, to support the work of Spear. St Peter's Church provides invaluable support via the expertise and time of its staff and members, as well as donated office and training space. The generosity of BGST's corporate partners, volunteers and individual

donors is hugely appreciated, as well as their connections into job opportunities for the young people on the programme.

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## Public benefit

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the Charity Commission guidance on public benefit. The trustees regard BGST's activities as manifestly for the public benefit in that there is an identifiable benefit to local young people, as described in this report.

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## Objectives and Activities

Bethnal Green Spear Trust is a charity set up by members of the congregation of St Peter's Church, Bethnal Green and based at St Peter's, to tackle youth unemployment in East London.

Although the Spear programme is non-proselytising, BGST trustees are motivated by the desire to turn faith into practical action by living out God's love for people who are in need and marginalised. BGST serves individuals and works with organisations of any beliefs to bring about transformation in the community, believing that everyone has the right to dignity in society, development of their skills, a chance to work, and hope for the future.

The object of the charity, as set out in its Governing Document, is:

*...for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in East London by providing advice, assistance and support and organising educational programmes and other activities as a means of:*

- a) helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;*
- b) advancing education;*
- c) relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;*
- d) providing recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life.*

Spear Bethnal Green Trust achieves these objectives through delivering the Spear Programme, which uses executive coaching techniques to build the skills, attitudes and behaviours required in the workplace. Spear starts with an intensive six-week course with 12-15 young people, combining coaching sessions on practical employment skills with sessions focused on developing positive attitudes and behaviours. This includes sessions

aimed at bringing about a mind-set change (such as stepping out of comfort zones; persevering through challenges; and developing a growth-mindset) as well as practical CV writing and interview skills. The young people also build their confidence through mock interviews with volunteers. The first six weeks conclude with a celebration of trainee's achievements attended by families and members of the community. This is then followed by a year of 1-2-1 career coaching, to help these young people find work, training or to settle into working life. This includes encouragement and advice on interviews, as well as practical help, such as access to laptops where needed to send job applications.

To achieve its objectives, BGST has maintained a strong relationship with its partner Resurgo to raise adequate funding, to recruit and retain suitable qualified and trained staff, and to publicise the work of BGST and the Spear programme.

BGST has used existing relationships in and around St Peter's Church, and instigated new relationships with local businesses in East London and the City of London, to grow a strong volunteer base and continued financial support.

BGST employs three staff at its Spear centre, each with a background in education and training for young people. They received regular training from Resurgo. The relationship with Resurgo was further strengthened through regular formal and informal meetings between individual BGST trustees and Resurgo staff.

In order to attract young people to the Spear course, BGST staff publicise the courses directly at local Job Centres and also to local social service professionals (including targeted youth support teams, youth justice and family intervention services), charities, hostels, doctor surgeries, apprenticeship providers, secondary schools and other education providers and organisations who can make referrals. Local business, civic, political and charitable figures were invited to the Spear Celebration evenings at the end of each six-week programme, many of whom attended and subsequently have championed Spear, referred young people to the programme, or have volunteered on the programme.

BGST looks to make extensive use of volunteers in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of course participants, and hosts for company visits or work experience placements.

In this financial year, the delivery of the Spear Programme continued to recover from the Covid-19 pandemic. The in-person programme (as opposed to online training) recommenced in September 2021.

## **Achievements and Performance**

BGST prides itself on providing transformative training for the young people on our programmes, and on delivering impressive results.

BGST ran six Spear programmes during this financial period (September 2021 to August 2022). The total number of participants of these courses was 82 of whom 74 successfully

completed the programme. Follow up indicated that 74% of trainees had found work within 3 months and 83% of Spear Candidates were in employment, education or training after 12 months.

By August 2022, the Spear centre health check had improved its score from the higher side of 'performing' to 'thriving'.

The young people who engage with Spear often have a multitude of barriers holding them back from work. More than 65% of the trainees who do Spear have three or more barriers to employment including having mental health challenges, a criminal record, low educational attainment, family involved in crime and living in council or supported housing.

### **Case Study: Edward's story**

Edward\* completed the programme in August 2022 and went on to work fulltime in a skate shop: -

*'I've battled with mental health for as long as I can remember. I was at my lowest point before I started Spear. I was facing a lot of confidence issues, was barely able to look people in the eyes when I was speaking to them. Then I received a call from Sarah (Spear Coach) explaining what the programme was about.*

*'Spear showed me how to speak to people properly, how to put into words what I was thinking. They helped me with a CV. Before Spear I wouldn't even get emails back from jobs I was applying to, but since doing Spear I've received more emails back from potential employers than the last one and half years of trying to find work.*

*'I've been in a fixed mindset for a really long time, but now I'm in the growth mindset – I don't wait for things to come to me, I have to go out and get it for myself.'*

(\*Name changed to protect identity)

### **Financial review**

Owing to successful fundraising by the trustees and careful management of the programme, overall income in 2021-22 (£93k) was only £6k below expenditure (£99k).

Grants from trusts (£58k) was the principle source of income, while grants from Hixcox Underwriting (£25k) were a welcome and significant contribution to income.

Donations from regular individual supporters and occasional donations amounted to £11k, and sponsorship income through the Resurgo Trust was £2k.

On the expenditure side, the cost of staffing (three full-time employees) was £84k. Administrative costs were £11k while costs relating to delivering the training programme were £4k.

BGST received support in kind from St Peters Bethnal Green, including room hire, office accommodation, financial and administrative support.

Total unrestricted funds carried forward were £34k, which represents over 6 months of unrestricted running costs.

Note: - In order to establish Spear Bethnal Green in its first financial year (September 2014 – August 2015), Resurgo provided BGST with seed funding of £35,000 to establish the Spear Centre and provide financial stability in the first year of operations. Resurgo are committed to the sustainability of BGST as part of the joint venture partnership and therefore this is being paid off on a long-term, flexible basis, with no interest incurred. The repayment of this seed funding began in July 2017, and the payments made to date total £29,264, leaving £5,736 outstanding. The loan repayment is outside of the above figures.

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## **The Trustees' responsibilities in relation to the financial statements**

Charity law requires the Board of Trustees to prepare financial statements for each accounting year, which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing those financial statements the trustees are required to:

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

The Board of Trustees is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable it to ensure that the financial statements comply with applicable accounting statements and statements of recommended practice and the regulations made under the Charities Act 2011. The Board is also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent fraud or any other irregularities.

The Board of Trustees has examined the charity's requirements for reserves in the light of the main risks to the organisation. BGST aims to have funds that, together with future regular contributions and other committed sums, would be sufficient to cover at least the next 3 months of its activities. This is to mitigate against the risk of a cashflow deficit should insufficient funds be raised to meet the ongoing cost of operations. BGST makes use of St Peter's Church premises. It therefore has limited exposure to the costs of repair and upkeep of its facilities. The trustees continue to review and assess the key risks facing the charity and ensure appropriate actions are taken.

At 31 August 2022, BGST held cash funds sufficient to cover over 3 months of regular outgoings to deliver the Spear programme.


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## Future plans

BGST plans to continue the activities outlined above in the forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open up new opportunities for the young people we have the privilege of working with.

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Approved by the Board of Trustees on 22/01/2024 and signed on its behalf  
by:



**Full name** Joy Smith

**Position** Chair of Trustees (since 01/01/2023)

**Date** 22/01/2024

## **Independent examiner's report to the Trustees of Bethnal Green Spear Trust**

I report on the financial statements of the charity for the period ended 31 August 2022, which are set out on pages 10 to 14.

### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 145 of the Charities Act 2011 (the 2011 Act). I am qualified to undertake the examination by being a qualified member of the Chartered Institute of Certified Accountants

Having satisfied myself that the charity is eligible for independent examination, it is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

This report, including my statement, has been prepared for and only for the charity's trustees as a body. My work has been undertaken so that I might state to the charity's trustees those matters that I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to any other than the charity and the charity's trustees as a body for my examination work, for this report or for the statements that I have made.

### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 130 of the 2011 Act ; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Regulation 8 of the Accounts Regulations and the 2011 Acthave not been met; or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Date: 2<sup>nd</sup> February 2024

Derek Rodwell FCCA

Bennett Verby, 7 St Petersgate, Stockport, Cheshire. SK1 1EB

**BETHNAL GREEN SPEAR TRUST**  
**STATEMENT OF FINANCIAL ACTIVITY**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

		2022	2022	2022	2021	2021	2021
	Notes	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
		£	£	£	£	£	£
<b>INCOME FROM</b>							
<b>Grants &amp; Donations</b>							
Regular giving		10,949	0	10,949	9,481	0	9,481
Grants and other fundraising	2	42,817	42,514	85,331	48,981	24,450	73,431
Gift Aid		(3,072)	0	(3,072)	1,808	0	1,808
		50,694	42,514	93,208	60,270	24,450	84,720
Other Income	3	0	0	0	4,953	0	4,953
<b>TOTAL INCOME</b>		<b>50,694</b>	<b>42,514</b>	<b>93,208</b>	<b>65,223</b>	<b>24,450</b>	<b>89,673</b>
<b>EXPENDITURE ON</b>							
<b>Charitable activities</b>							
Operating expenses - salaries		41,464	42,330	83,794	36,627	32,131	68,758
Other Operating expenses		2,338	100	2,438	2,616	1,802	4,418
Copier/printer costs		4,564	0	4,564	4,970	0	4,970
IT Support		3,608	0	3,608	5,429	0	5,429
Meeting Subsistence		2,773	0	2,773	284	0	284
Professional services		1,412	0	1,412	1,502	0	1,502
<b>TOTAL EXPENDITURE</b>		<b>56,159</b>	<b>42,430</b>	<b>98,589</b>	<b>51,429</b>	<b>33,933</b>	<b>85,362</b>
<b>NET MOVEMENT IN FUNDS</b>		<b>(5,465)</b>	<b>84</b>	<b>(5,381)</b>	<b>13,794</b>	<b>(9,483)</b>	<b>4,311</b>
<b>TRANSFERS BETWEEN FUNDS</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>(5,465)</b>	<b>84</b>	<b>(5,381)</b>	<b>13,794</b>	<b>(9,483)</b>	<b>4,311</b>
<b>BALANCE BROUGHT FORWARD AT 01/09/21</b>		<b>33,595</b>	<b>615</b>	<b>34,209</b>	<b>19,800</b>	<b>10,098</b>	<b>29,898</b>
<b>BALANCE CARRIED FORWARD AT 31/08/22</b>		<b>28,130</b>	<b>698</b>	<b>28,828</b>	<b>33,595</b>	<b>615</b>	<b>34,209</b>

**BETHNAL GREEN SPEAR TRUST BALANCE SHEET  
AS AT 31 AUGUST 2022**

	<b>Note</b>	<b>2022</b> £	<b>2021</b> £
<b>CURRENT ASSETS</b>			
Debtors	4	5,961	9,827
Cash at bank and in hand		32,071	33,562
		<b>38,032</b>	<b>43,389</b>
<b>LIABILITIES: AMOUNT FALLING DUE WITHIN ONE YEAR</b>	5	(3,468)	(3,444)
<b>NET CURRENT ASSETS</b>		<b>34,564</b>	<b>39,945</b>
<b>LIABILITIES: AMOUNT FALLING DUE AFTER ONE YEAR</b>	6	(5,736)	(5,736)
<b>NET ASSETS</b>		<b>28,828</b>	<b>34,209</b>
 <b>REPRESENTED BY:</b>			
Unrestricted		28,130	33,595
Restricted		698	615
<b>TOTAL FUNDS</b>	9	<b>28,828</b>	<b>34,209</b>

The notes on pages 12 to 14 form part of these financial statements.

Approved by the trustees on  
and signed on its behalf by:

Joy Smith on 22/01/2024

Chair of the Trustees:



## **Bethnal Green Spear Trust**

### **Notes to Accounts for the year to 31st August 2022**

#### **1 Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared in accordance with the 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The charity expects to be able to continue in operation through the continued receipt of grants. Cash flow forecasts for the next 12 months indicate that income and cash balances carried forward should be sufficient to cover the budgeted costs.

##### **Funds**

General funds represent the funds of the Trust that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Trust activities. Restricted funds are those donated for specific purposes.

##### **Fixed assets**

The Trust has recognised no fixed assets in the financial statements.

When such assets are purchased, only items of greater than £500 are capitalised.

##### **Investments**

The Trust has no investments at 31 August 2022.

##### **Grants**

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

**Bethnal Green Spear Trust**  
**Notes to Accounts for the year to 31st August 2022**

<b>2 Grants &amp; Other fundraising</b>	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
James Knott Grant	15,000	0	15,000	15,000	0	15,000
Investec grant	0	0	0	0	6,950	6,950
EECF grant for graduate coach 20/21 (switched to lead coach)	0	0	0	0	3,000	3,000
Love Your Neighbour grant (DCMS via CRT)	0	0	0	24,145	0	24,145
Lawrence Atwell Charity for graduate coach	0	10,000	10,000	0	10,000	10,000
Henry Smith fund restricted to centre manager costs	0	33,000	33,000	0	0	0
Resurgo Grant for Grad coach - refunded	0	(486)	(486)	0	2,500	2,500
Grant from Henry Fawcett fund towards fundraiser	0	0	0	0	2,000	2,000
Hiscox Foundation	24,929	0	24,929	0	0	0
Income from fund-raising	2,888	0	2,888	9,836	0	9,836
	<b>42,817</b>	<b>42,514</b>	<b>85,331</b>	<b>48,981</b>	<b>24,450</b>	<b>73,431</b>

**Note re purpose of grants**

All the grants were for the same purpose, namely: - 'To support young people facing barriers to employment into jobs, education and apprenticeships. By the end of the year long coaching programme, over 80% of young people are in an opportunity, which we know positively impacts their mental health, ends long term unemployment and gives purpose where previously this was lacking.'

<b>3 Other Income</b>	2022 £	2021 £
Reimbursed salary costs from Resurgo	0	4,953
	<b>0</b>	<b>4,953</b>
<b>4 Debtors</b>	2022 £	2021 £
Gift aid tax recoverable	4,621	7,693
Accrued income	1,340	0
Other debtors	0	2,134
	<b>5,961</b>	<b>9,827</b>
<b>5 Liabilities: falling due within one year</b>	2022 £	2021 £
Loan from Resurgo- amount to be repaid in next 12 months	0	0
Amounts owed to HMRC for PAYE/NI	1,444	1,303
Independent examination fees owed	800	1,600
Accrual for IT support costs	630	0
Employer's pension contribution, owed to B&CE Ltd	594	541
	<b>3,468</b>	<b>3,444</b>
<b>6 Liabilities: not falling due within one year</b>	2022 £	2021 £
Resurgo loan	5,736	5,736
	<b>5,736</b>	<b>5,736</b>
<b>7 Employment costs</b>	2022 £	2021 £
Gross pay to employees	75,441	62,814
Employer's NI (net of employers allowance)	2,348	1,080
Employer's pension contribution	6,005	4,865
	<b>83,794</b>	<b>68,758</b>
<b>8 Employees</b>		

a) There were on average FTE of 2.75 people (2021 2.2) employed by the charity during the financial year.

b) No employee was paid more than £60,000

The role of key management personnel was undertaken by Emma Achurch, who was the centre manager. Rebecca Ford Morrisroe was the Chair of BGST until December 2021, there after taking a sabbatical. Heather Atkinson was Acting Chair from January to March 2022, then again from September 2022 onwards. Joe Morrisroe was Acting Chair from April to August 2022. The chair of trustees role receives no remuneration. Total remuneration (including NI and pension) of the key personnel came to £32,400 (£34,137 in 2020-21).

9a Statement of Funds 2020-21	Opening balance 01/09/2020	Income	Expenditure	Closing Balance 31/08/2021
<b>Unrestricted funds</b>	19,800	65,223	51,429	33,594
<b>Restricted funds</b>				
Graduate Coach fund	0	2,500	2,083	417
Lead Coach fund	10,098	13,000	23,098	0
Centre Manager fund	0	0	0	0
Grant for non-salary operational costs	0	6,950	6,950	0
Grant for fundraiser	0	2,000	1,802	198
	10,098	24,450	33,933	615
	29,898	89,673	85,362	34,209

**Note for 20/21**

Grants restricted to the graduate coach received in 19/20 have been allocated to the lead coach in early 20/21 as the graduate role was not filled for a few months. On the centre manager fund, Henry Smith gave permission that the balance of £8,208 could be used for general costs (£3,110) and for the lead coach (£5,098)

9b Statement of Funds 2021-22	Opening balance 01/09/2021	Income	Expenditure	Closing Balance 31/08/2022
<b>Unrestricted funds</b>	33,594	50,694	56,159	28,129
<b>Restricted funds</b>				
Graduate Coach fund	417	9,514	9,931	0
Lead Coach fund	0	0	0	0
Centre Manager fund	0	33,000	32,400	600
Grant for non-salary operational costs	0	0	0	0
Grant for fundraiser	198	0	100	98
	615	42,514	42,430	698
	34,209	93,208	98,589	28,828

**10 Analysis of net assets between funds**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Fixed assets	0	0	0	0	0	0
Current assets	37,334	698	38,032	42,774	615	43,389
Creditors due within one year	(3,468)	0	(3,468)	(3,444)	0	(3,444)
Creditors due after one year	(5,736)	0	(5,736)	(5,736)	0	(5,736)
<b>NET ASSETS</b>	<b>28,129</b>	<b>698</b>	<b>28,828</b>	<b>33,594</b>	<b>615</b>	<b>34,209</b>

**11 Related party transactions**

No trustees or related parties received any benefits or remuneration during the period.  
No expenses for fulfilling their role as a trustee were claimed by trustees during the year.

**12 Governance Costs**

The accounts for 2021/22 include £800 for the costs of an independent examination, including preparation of accounts (£800 in 2020/21).

**13 Volunteers**

BGST looks to make extensive use of volunteers in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of course participants, and hosts for company visits or work experience placements.