

TALK THE TALK

England & Wales · Charity number 1161251

Details

Status Registered

Legal form CIO

Registered 2015-04-13

Register [View on the Charity Commission register](#)

Contact

Address 5th Floor
Mariner House
62 Prince Street
Bristol
BS1 4QD

Phone 01981580015

Email info@talkthetalkuk.org

Website www.talkthetalkuk.org

Activities

Objects: THE OBJECTS OF THE CIO ARE, FOR THE PUBLIC BENEFIT:(I) TO ADVANCE EDUCATION, IN PARTICULAR IN SPEAKING, LISTENING AND WRITING SKILLS,(II) TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE THROUGH DEVELOPING THEIR SKILLS,CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS RESPONSIBLE INDIVIDUALS, IN PARTICULAR BY DELIVERING EDUCATION, TRAINING AND TEACHING CONFIDENT COMMUNICATION SKILLS.

Activities: We are a charity providing school staff and students with a range of practical oracy workshops - all delivered by professional experts and qualified teachers, especially trained in the use of oracy as an educational tool. Our workshops hone skills and support a consistent approach to oracy being employed in all subjects throughout schools.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£895,389	£916,114	£208,655	8
2024-08-31	£859,406	£811,969	£229,380	5
2023-08-31	£609,527	£617,317	£181,943	6
2022-08-31	£715,801	£647,166	£189,733	6
2021-08-31	£518,622	£397,524	£121,098	6

Trustees

Name	Role	Appointed
Stephen John Phillips	Chair	2025-09-01
Daniel James Sanderson Wellings		2024-07-10
David Aitchison		2023-01-03
David Aldred		2023-01-03
John Constable		2025-10-27
Kay Kavanagh		2026-04-21
Maura Rose McMahon		2026-04-01

TALK THE TALK

England & Wales - Charity number 1161251

Accounts

Registered Charity Number: 1161251

TALK THE TALK

UNAUDITED FINANCIAL STATEMENTS

YEAR ENDED

31 AUGUST 2025

TALK THE TALK
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8	Balance Sheet
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COMPANY INFORMATION

Status	The organisation is a Charitable Incorporated Organisation (CIO), registered on 13 April 2015
Charity Number	1161251
Trustees	David Aldred David Aitchison John Dynes Daniel Wellings
Operational Address	5th Floor, Mariner House, 62 Prince Street, Bristol BS1 4QD
Auditors	R J Francis & Co Suite 1 & 2, Marshall Business Centre Faraday Road Hereford HR4 9NS
Bankers	Virgin Money The Team @ Virgin Money Sunderland SR43 4JB

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their report and audited financial statements for the period ended 31 August 2025.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities; Statement of recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 31 January 2022)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.

Structure, governance and management

Structure

Talk The Talk was founded by grant-making trust, Four Acre Trust, in 2013. The trustees of Four Acre Trust had identified that oracy was not prominent in schools and felt that it should be more widely recognised and included across the school curriculum. Talk The Talk became a charitable incorporated organisation (CIO) in April 2015. Talk The Talk became independent of Four Acre Trust on 1 September 2019 when it started to undertake charitable activities in its own right.

Governance

Legal responsibility for the governance of the CIO is vested in the Trustees. There must be at least three and no more than twelve charity trustees. Trustees are appointed for a term of three years and have the option to put themselves forward to be re-appointed for a further three years. Trustees are selected to ensure that there is the necessary balance of skills, knowledge and experience needed for the effective administration of the CIO.

New Trustees are made aware of the duties and responsibilities of a Trustee through publications such as The Essential Trustee CC3 issued by the Charity Commission. Trustees are also given a copy of the CIO's Constitution dated November 2014*. New Trustees are provided with an Introduction to Talk The Talk by the Chair, other Trustees and employees.

*Trustees appointed after November 2023 will be issued a copy of CIO Constitution dated November 2023.

Trustees

The Trustees who served during the year are:

David Aldred - Chair of Trustees

David Aitchison

John Dynes

Daniel Wellings

After a lengthy selection process, we appointed Steve Phillips as the new chair commencing 1st September 2025.

The board remains committed to supporting the management team in identifying and selecting individuals who can help Talk The Talk achieve its strategic objectives and continue to diversify the board of trustees.

Management

The charity is managed by the Director who, supported by a small team, is responsible for the day-to-day operations and management of Talk The Talk. In August 2025 the team comprised Mark Farmer - Director, Richard Edkins - Schools Liaison Director, June Horton - Administrator and five full-time and part-time sales staff and administrators. A bank of 40 trainers works on a freelance basis to deliver workshops. Each trainer enters a structured and supported induction process before being signed off by Talk The Talk.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2025

Objectives and activities

Objectives

The objects of the charity are for the public benefit:

To advance education, in particular in speaking and listening (oracy) and writing skills

During this year, we received a second generous core costs grant from the Garfield Weston Foundation along with valued increased support from The Jack Petchey Foundation.

We continued partnerships with multi-academy trusts, government agencies and grant-making trusts and these will allow us to benefit even more young people and teachers with our inspiring and transformative oracy workshops in 2025-26.

Furthermore, through the delivery of a range of wider income-generating activities, we have maintained our charitable objective to support workshop costs for mainstream education.

Activities

To encourage the participation of young people in society by developing their oracy skills, capacities and capabilities, in particular by delivering programmes for students and teaching professionals.

Providing rich and consistent oracy opportunities for our young people contributes towards improved outcomes in school, employment and life. Through the delivery of our workshop programmes, we continue to provide efficacious, high-impact opportunities and strategies to support schools to engage and develop the oracy skill and confidence of their young people.

Talk The Talk has a suite of four student workshop programmes and a Continuing Professional Development programme for teachers. These workshops offer educational support at different stages of a student's journey through secondary school.

Talk About Transition

Making a successful move to secondary school is vital for students' confidence, self-esteem and academic achievement. Talk About Transition supports these students using oracy-based activities and strategies to develop greater self-confidence and resilience to support the successful transition from primary to secondary school.

Talk About Communication and Talk About Communication Plus

Getting up and speaking to a group of people can be unnerving whoever you are. Talk About Communication is an engaging confident masterclass that teaches and develops the use of structure in presentations, essay writing and exam answers. Students are taught to identify and use persuasive language techniques to get their message across. Talk About Communication Plus builds on the Talk About Communication programme and focuses on Group Talk, Debating, Negotiation and Listening Skills, providing students with practical opportunities to put these to the test.

Talk About The Future

Leaving school to enter the world of work, further training or education is both an exciting and daunting time. The prospect of independence is often overwhelming. Talk About The Future supports students preparing to leave school or college by developing the competencies needed to take this next step with confidence and a positive mind-set.

Teacher CPD

Talk The Talk also provides Teacher CPD workshops to support teachers in developing the skills to build oracy into their teaching; modelling positive communication, establishing success criteria for oracy and implementing structure. The programme is bespoke for each school and usually embraces time with head teachers, the senior leadership team and teachers.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2025

Teacher CPD

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Special schools and Alternative Provision workshops

Funding from the Jack Petchey Foundation has helped us grow into these sectors with the focus on older students and our Talk About The Future workshop. Our specialist trainer mostly works with smaller groups of around 10 students. Due to the smaller size of the group, we face the challenge of higher costs per head and seek additional funding to enable a more rapid nationwide expansion of these transformational workshops.

Online Resources

The charity provides a suite of free online resources, on its website - <https://talkthetalkuk.org/resources/> designed to encourage teachers to embed the oracy skills learned by students during workshops.

Achievements and performance

This was a busy year – in fact, the busiest in the charity's history with many schools' leaders recognizing how much the confidence of young people had been dented by the lingering impact of Covid-19, the pressure to maintain an 'online persona', the fear of judgment, particularly for girls and minority groups, and a lack of emotionally safe spaces to speak openly.

Workshops continued to reach disadvantaged students and disadvantaged regions of England via specific projects part funded by grant making trusts such as the Britford Bridge Trust and the Sir James Knott Trust.

In addition, to further support our reach to disadvantaged students Talk The Talk used some of its free reserves to increase funding to schools with at least 41% of students eligible for free school meal, thus reaching a greater number of students who might otherwise not have had the opportunity to partake in the workshops.

Financial Review

In the year ended 31 August 2025, the charity received income of £861,297 (2024 - £804,373) from charitable activities; grants and donations received in the year amounted to £34,092 (2024 - £55,033); and the charity incurred expenditure of £916,114 (2024 - £811,969) on charitable activities. The deficit for the year was £20,725 (2024 - surplus of £47,437).

Reserves Policy

Talk The Talk holds unrestricted reserves to ensure that its activities remain financially viable in the long term and to guard against unexpected events. The charity's reserves policy is to hold unrestricted reserves sufficient to cover twelve months' operating costs. The time frame of twelve months, in the opinion of the Board, would allow for Talk The Talk to wind down smoothly meeting all its obligations should the charity decide or be compelled to cease its activities.

Plans for the Future

Since the end of Four Acre Trust funding of Talk The Talk in August 2022, the charity has sought alternative funds to fulfil its charitable objectives as well as seeking higher contributions from schools.

Government and University Outreach Programmes to widen participation in Higher Education also helped to fund workshops in schools in various parts of England. Growth in the bulk purchase of workshops by multi academy trusts continues.

Meanwhile, Talk The Talk is supporting schools to find ways of affording this important intervention. Some schools are taking the new Express version of the workshops which offers a condensed but nonetheless effective version of the programme.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2025

Booking levels for the future are promising but clearly the close-to full cost recovery prices, particularly in the current political and economic circumstances, presents a tougher budget responsibility for schools. Talk The Talk will continue in its endeavour to find partnerships with grant makers to develop its work.

Likewise, growth within the UK Independent school market continues and our joining of the COBIS network of international schools is supporting our entry into this market.

Statement of Trustees' responsibilities

Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with The Charities Act 2011. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

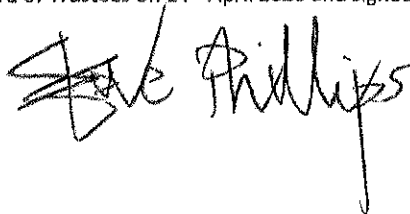
- there is no relevant audit information of which the charity's auditors are unaware
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 14th April 2026 and signed on its behalf by:

Stephen Phillips

Chair



**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF TALK THE TALK
FOR THE YEAR ENDED 31 AUGUST 2025**

I report to the charity trustees on my examination of the accounts of Talk the Talk Charity for the year ended 31 August 2025.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities SORP (FRS 102) and the Charities Act 2011.

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

Independent examiner's statement

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 the seeking of 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.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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.



Name: A A Houston

Date: 14th April 2026

R J Francis & Co
Suite 1 & 2, Marshall Business Centre
Faraday Road
Hereford
HR4 9NS

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2025

	Note			Year Ended 31 August 2025	Year Ended 31 August 2024
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
				£	£
Incoming Resources					
Charitable activities	2	507,707	353,590	861,297	804,373
Donations and grants	3	34,092	-	34,092	55,033
Total Incoming Resources		541,799	353,590	895,389	859,406
Resources Expended					
Charitable activities	4	558,424	357,690	916,114	811,969
Total Resources Expended		558,424	357,690	916,114	811,969
(Net expenditure)/income		(16,625)	(4,100)	(20,725)	47,437
Transfers Between Funds	8	-	-	-	-
Total Funds brought forward		219,630	9,750	229,380	181,943
Total Funds carried forward		203,005	5,650	£208,655	£229,380

All of the above amounts relate to continuing activities.

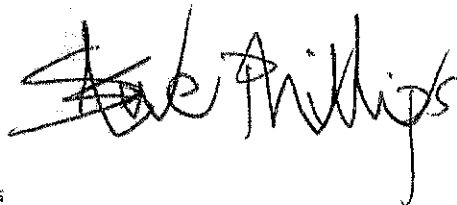
The Charity has no recognised gains or losses other than those dealt with in the statement of financial activities.

BALANCE SHEET
AS AT 31 AUGUST 2025

Company Number: 08260115

	Note	2025 £	2024 £
Current assets			
Debtors	6	41,241	68,052
Cash at bank and in hand		292,467	186,468
		333,708	254,520
Creditors: Amounts falling due within one year	7	(125,053)	(25,140)
Net current assets		208,655	229,380
Net assets		£208,655	£229,380
Funds			
Unrestricted	8	203,005	219,630
Restricted	8	5,650	9,750
		£208,655	£229,380

The financial statements were approved by the Board of Trustees and authorised for issue on 14th April 2026



Stephen Phillips
 Chair

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

1 ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by way of performance.

Incoming resources from grants, where no specific pre-conditions exist, are recognised as they become receivable.

Voluntary income received by way of grants, donations and gifts are recognised when receivable.

Incoming resources from charitable trading activities are accounted for when the service is provided unless this is grant funded.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

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

Support costs are costs incurred that assist the work of the charity but do not directly represent charitable activities and include payroll costs and office costs. Support costs have been allocated to expenditure on charitable activities on a basis that is consistent with the use of the resources.

Taxation

The charity is exempt from tax on its charitable activities.

The charity also confirms that it considers its charitable activities to be exempt from VAT.

Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the Trustees in furtherance of the charitable objectives of the charity.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes within the objects of the charity. The costs administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

The fund balance represents the unexpended resources held within the fund, that is, its assets less liabilities.

2 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Year 31 August 2025			Year 31 August 2024		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Fees from workshops	507,707	353,590	861,297	513,058	291,315	804,373
	507,707	353,590	861,297	513,058	291,315	804,373

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

3 DONATIONS, GRANTS & OTHER INCOME

	Year 31 August 2025			Year 31 August 2024		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Grant Income	25,000	-	25,000	55,000	-	55,000
Management Fees	9,050	-	9,050	-	-	-
Donations:						
Donations & Cash Back	42	-	42	33	-	33
	34,092	-	34,092	55,033	-	55,033

The grant income comprises £25,000 from the Garfield Weston Foundation.

4 ANALYSIS OF RESOURCES EXPENDED

	Year 31 August 2025			Year 31 August 2024		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Direct Costs:						
Trainer Fees	271,026	248,774	519,800	174,946	314,443	489,389
Freelance Contractors	14,973	-	14,973	-	-	-
Programme Expenses	17,277	8,256	25,533	23,185	9,860	33,045
	303,276	257,030	560,306	198,131	324,303	522,434
Support Costs:						
Staff Costs Net Recharges	185,897	100,660	286,557	244,843	-	244,843
Travel & Accommodation	7,712	-	7,712	5,260	-	5,260
Accountancy Services	11,511	-	11,511	13,121	-	13,121
Insurance	1,742	-	1,742	1,672	-	1,672
IT Infrastructure	9,757	-	9,757	9,058	-	9,058
Marketing Consultancy	12,748	-	12,748	10,550	-	10,550
Subscriptions	525	-	525	1,493	-	1,493
Office Costs	5,176	-	5,176	3,538	-	3,538
Trustee Recruitment	20,080	-	20,080	-	-	-
	255,148	100,660	355,808	289,535	-	289,535
Total Expended	558,424	357,690	916,114	487,666	324,303	811,969

5 EMPLOYEES

	Year 31 August 2025	Year 31 August 2024
	£	£
Wages and salaries	227,870	217,456
Social security costs	24,033	15,659
Payments to defined contribution pension scheme	34,654	11,728
	286,557	244,843

The average number of employees during the year was 8 equating to 8 FTEs (2024 – 6.0 equating to 6.0 FTEs).

Employees are included in the workplace pension scheme.

No employee received a salary of more than £60,000 (2024 - £Nil).

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

6 DEBTORS

	2025	2024
	£	£
Trade debtors	38,250	66,300
Prepayments	2,991	1,752
	41,241	68,052

The trade debtors total above includes stock valued at £20,000 in the 2025 Accounts and £14,000 in the 2024 figures.

All debtors are due within one year.

7 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	3,783	3,225
Deferred income	Note 9	119,350
Accruals	1,920	1,915
	125,053	25,140

8 ANALYSIS OF NET MOVEMENT IN FUNDS

	Year 31 August 2025				
	Total Funds bought forward £	Total Incoming Resources £	Total Resources Expended £	Transfers between Funds £	Total Funds carried forward £
Unrestricted Funds					
General Funds	219,630	541,799	558,424	-	203,005
	219,630	541,799	558,424	-	203,005
Restricted Funds					
<i>Foundations, partnerships and organisations</i>					
Dancop	3,250	15,600	16,250	-	2,600
Future U	-	19,775	19,775	-	-
SEREN	2,600	4,550	5,350	-	1,800
Jack Petchey Foundation	-	253,700	253,700	-	-
Simon Gibson	-	14,875	13,875	-	1,000
Keith Howard	-	18,690	18,690	-	-
James Knott	2,400	3,900	6,300	-	-
Britford Bridge	1,500	22,500	23,750	-	250
	9,750	353,590	357,690	-	5,650
Total Funds	229,380	895,389	916,114	-	208,655

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

9 ANALYSIS DEFERRED REVENUE

	As at 1 September 2024	Incoming Monies	Monies Released As Donations	Transferred To Reserves On Delivery	As at 31 August 2025
	£	£	£	£	£
Foundations, Partnerships & Organisations	20,000	333,590	-	(245,940)	107,650
Schools, Colleges & Multi Academy Trusts	-	33,350	-	(21,650)	11,700
	20,000	366,940	-	(267,590)	119,350

Amounts received from schools, colleges and multi-academy trusts are payments in advance for workshops to be delivered. The charity does not classify this deferred income as unrestricted reserves until the workshop is delivered as the charity does not have the right to the income and repayment of the monies can be requested. On delivery of the workshop, the income is transferred to unrestricted funds.

ANALYSIS OF NET MOVEMENT IN FUNDS

Amounts received from foundations, partnerships and organisations as payments in advance for workshops to be delivered to schools meeting the specific criterion set by the foundation, partnership or organisation who has made the payment in advance are not classified as restricted reserves until the workshop is delivered as the charity does not have the right to the income and the foundation, partnerships or organisations who made the payment can request the money be returned in the event of non-delivery. When the deferred income is released, on delivery of the workshop, the income is shown in restricted funds. The movement on deferred income for foundations, partnerships or organisations is as follows:

	As at 1 September 2024	Incoming Monies	Monies Released As Donations	Monies Transferred To Reserves On Delivery	As at 31 August 2025
	£	£	£	£	£
Restricted Funds					
<i>Foundations, Partnerships & Organisations</i>					
Sir James Knott Trust	-	3,900	-	(3,900)	-
Dancop	-	15,600	-	(13,000)	2,600
Future U	-	19,775	-	(19,775)	-
SEREN	-	4,550	-	(2,750)	1,800
Jack Petchey Foundation	10,000	243,700	-	(151,700)	102,000
Britford Bridge	10,000	12,500	-	(22,250)	250
Simon Gibson	-	14,875	-	(13,875)	1,000
Keith Howard	-	18,690	-	(18,690)	-
	20,000	333,590	-	(245,940)	107,650

10 RELATED PARTY DISCLOSURES

There are no related party disclosures required for the year.

TALK THE TALK

England & Wales - Charity number 1161251

Accounts

Registered Charity Number: 1161251

TALK THE TALK

UNAUDITED FINANCIAL STATEMENTS

YEAR ENDED

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Bankers	Clydesdale Bank 154-158 Kensington High Street London W8 7RL

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Structure

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*Trustees appointed after November 2023 will be issued a copy of CIO Constitution dated November 2023.

Trustees

The Trustees who served during the year are:

David Aldred - Chair of Trustees

David Aitchison

John Dynes

Daniel Wellings appointed 31.7.24

Jacob Dowling resigned 5.2.24

Elizabeth Lloyd resigned 31.8.24

Management

The charity is managed by the Director who, supported by a small team, is responsible for the day-to-day operations and management of Talk The Talk. In August 2023 the team comprised Mark Farmer - Director, Richard Edkins - Schools Liaison Director, June Horton - Administrator and four full-time and part-time sales staff and administrators. A bank of 36 trainers works on a freelance basis to deliver workshops. Each trainer enters a structured and supported induction process before being signed off by Talk The Talk.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities

Objectives

The objects of the charity are for the public benefit:

To advance education, in particular in speaking and listening (oracy) and writing skills

We received two generous core costs grants from Dulverton Trust and Garfield Weston Foundation and along with support from the Jack Petchey Foundation, several Uni Connect partners such as DANCOP and Future U, the Welsh Government SEREN programme, Britford Bridge Trust and the Sir James Knott Trust, we have been able to engage 37,120 young people this year. Furthermore, through the delivery of a range of wider income-generating activities, we have maintained our charitable objective to support workshop costs for mainstream education.

Growth in partnerships with multi-academy trusts, government agencies and grant-making trusts will allow us to benefit even more young people and teachers with our inspiring and transformative oracy workshops in 2024-25.

Talk About Transition

Making a successful move to secondary school is vital for students' confidence, self-esteem and academic achievement. Talk About Transition supports these students using oracy-based activities and strategies to develop greater self-confidence and resilience to support the successful transition from primary to secondary school.

Talk About Communication and Talk About Communication Plus

Getting up and speaking to a group of people can be unnerving whoever you are. Talk About Communication is an engaging confident masterclass that teaches and develops the use of structure in presentations, essay writing and exam answers. Students are taught to identify and use

To encourage the participation of young people in society by developing their oracy skills, capacities and capabilities, in particular by delivering programmes for students and teaching professionals.

Providing rich and consistent oracy opportunities for our young people contributes towards improved outcomes in school, employment and life. Through the delivery of our workshop programmes, we continue to provide efficacious, high-impact opportunities and strategies to support schools to engage and develop the oracy skill and confidence of their young people.

Activities

Talk The Talk has a suite of four student workshop programmes and a Continuing Professional Development programme for teachers. These workshops offer educational support at different stages of a student's journey through secondary school.

Talk About Transition

Making a successful move to secondary school is vital for students' confidence, self-esteem and academic achievement. Talk About Transition supports these students using oracy-based activities and strategies to develop greater self-confidence and resilience to support the successful transition from primary to secondary school.

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Getting up and speaking to a group of people can be unnerving whoever you are. Talk About Communication is an engaging confident masterclass that teaches and develops the use of structure in presentations, essay writing and exam answers. Students are taught to identify and use persuasive language techniques to get their message across. Talk About Communication Plus builds on the Talk About Communication programme and focuses on Group Talk, Debating, Negotiation and Listening Skills, providing students with practical opportunities to put these to the test.

Talk About The Future

Leaving school to enter the world of work, further training or education is both an exciting and daunting time. The prospect of independence is often overwhelming. Talk About The Future supports students preparing to leave school or college by developing the competencies needed to take this next step with confidence and a positive mind-set.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024

Teacher CPD

Talk The Talk also provides Teacher CPD workshops to support teachers in developing the skills to build oracy into their teaching; modelling positive communication, establishing success criteria for oracy and implementing structure. The programme is bespoke for each school and usually embraces time with head teachers, the senior leadership team and teachers.

Online Resources

The charity provides a suite of free online resources, on its website - <https://talkthetalkuk.org/resources/> designed to encourage teachers to embed the oracy skills learned by students during workshops.

Achievements and performance

During the year, Talk The Talk achieved its charitable objectives by delivering over 1,600 student and staff workshops reaching over 37,000 young people at 469 schools. This was a busy year – in fact, the busiest in the charity's history with many schools' leaders recognizing how much confidence had been dented by the effects of the pandemic on young people.

It is particularly pleasing to note the increased reach to disadvantaged students and disadvantaged regions of England via specific projects part funded by grant making trusts such as the Britford Bridge Trust and the Sir James Knott Trust.

Financial Review

In the year ended 31 August 2024, the charity received income of £804,373 (2023 - £606,910) from charitable activities; grants and donations received in the year amounted to £55,033 (2023 - £2,617); and the charity incurred expenditure of £811,969 (2023 - £617,317) on charitable activities. The surplus for the year was £47,437 (2023 - deficit of £7,790).

Reserves Policy

Talk The Talk holds unrestricted reserves to ensure that its activities remain financially viable in the long term and to guard against unexpected events. The charity's reserves policy is to hold unrestricted reserves sufficient to cover twelve months' operating costs. The time frame of twelve months, in the opinion of the Board, would allow for Talk The Talk to wind down smoothly meeting all its obligations should the charity decide or be compelled to cease its activities.

Plans for the Future

Since the end of Four Acre Trust funding of Talk The Talk in August 2022, the charity has sought alternative funds to fulfil its charitable objectives as well as seeking higher contributions from schools. Success was achieved through funding in Hertfordshire from Herts for Learning and from Welsh Government SEREN programmes in Wales while The Jack Petchey Foundation helped fund workshops delivered to London and Essex schools. Government and University Outreach Programmes to widen participation in Higher Education also helped to fund workshops in schools in various parts of England. Growth in the bulk purchase of workshops by multi academy trusts continues.

Meanwhile, Talk The Talk is supporting schools to find ways of affording this important intervention. Some schools are taking the new Express version of the workshops which offers a condensed but nonetheless effective version of the programme.

Booking levels for the future are promising but clearly the close-to full cost recovery prices, particularly in the current political and economic circumstances, presents a tougher budget responsibility for schools. Talk The Talk will continue in its endeavour to find partnerships with grant makers to develop its work.

Our programme of delivery in Special Schools funded by the Jack Petchey Foundation in London and Essex has expanded further for 2024/25 and been extended to Alternative Provision and PRU's.

A strategic decision was made by trustees to potentially reduce the unrestricted reserves in 2024/25 by offering increased funding to schools with high percentages of Free School Meal (FSM) eligible students.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2024

There are plans to work with the National College to get wider recognition of our service via their online professional development programme.

Likewise, growth within the UK Independent school market is sought and potentially the International school market.

Statement of Trustees' responsibilities

Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK 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

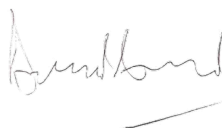
The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with The Charities Act 2011. The trustees are also responsible for safeguarding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

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 09.04.25 and signed on its behalf by:



**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF TALK THE TALK
FOR THE YEAR ENDED 31 AUGUST 2024**

I report to the charity trustees on my examination of the accounts of Talk the Talk Charity for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities SORP (FRS 102) and the Charities Act 2011.

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

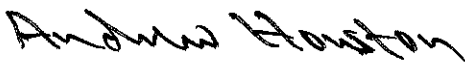
Independent examiner's statement

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 the seeking of 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.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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.



Name: A A Houston

Date:

R J Francis & Co
Suite 1 & 2, Marshall Business Centre
Faraday Road
Hereford
HR4 9NS

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted Funds	Restricted Funds	Year Ended 31 August 2024 Total Funds £	Year Ended 31 August 2023 Total Funds £
Incoming Resources					
Charitable activities	2	513,058	291,315	804,373	606,910
Donations and grants	3	55,033	-	55,033	2,617
Total Incoming Resources		568,091	291,315	859,406	609,527
Resources Expended					
Charitable activities	4	487,666	324,303	811,969	617,317
Total Resources Expended		487,666	324,303	811,969	617,317
Net income/(expenditure)		80,425	(32,988)	47,437	(7,790)
Transfers Between Funds	8	-	-	-	-
Total Funds brought forward		139,205	42,738	181,943	189,733
Total Funds carried forward		219,630	9,750	£229,380	£181,943

All of the above amounts relate to continuing activities.

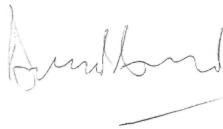
The Charity has no recognised gains or losses other than those dealt with in the statement of financial activities.

BALANCE SHEET
AS AT 31 AUGUST 2023

Company Number: 08260115

	Note	2024 £	2023 £
Current assets			
Debtors	6	68,052	41,739
Cash at bank and in hand		186,468	252,220
		254,520	293,959
Creditors: Amounts falling due within one year	7	(25,140)	(112,016)
Net current assets		229,380	181,943
Net assets		£229,380	£181,943
Funds			
Unrestricted	8	219,630	139,205
Restricted	8	9,750	42,738
		£229,380	£181,943

The financial statements were approved by the Board of Trustees and authorised for issue on 09.04.25.



David Aldred
Chair

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

1 ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by way of performance.

Incoming resources from grants, where no specific pre-conditions exist, are recognised as they become receivable.

Voluntary income received by way of grants, donations and gifts are recognised when receivable.

Incoming resources from charitable trading activities are accounted for when the service is provided unless this is grant funded.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

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

Support costs are costs incurred that assist the work of the charity but do not directly represent charitable activities and include payroll costs and office costs. Support costs have been allocated to expenditure on charitable activities on a basis that is consistent with the use of the resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the Trustees in furtherance of the charitable objectives of the charity.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes within the objects of the charity. The costs administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

The fund balance represents the unexpended resources held within the fund, that is, its assets less liabilities.

2 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Year 31 August 2024			Year 31 August 2023		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Fees from workshops	513,058	291,315	804,373	430,260	176,650	606,910
	513,058	291,315	804,373	430,260	176,650	606,910

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

3 DONATIONS, GRANTS & OTHER INCOME

	Year 31 August 2024			Year 31 August 2023		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Grant Income	55,000	-	55,000	-	-	-
Donations:						
Donations & Cash Back	33	-	33	2,617	-	2,617
	55,033	-	55,033	2,617	-	2,617

The grant income comprises £30,000 from the Dulverton Trust and £25,000 from the Garfield Weston Foundation.

4 ANALYSIS OF RESOURCES EXPENDED

	Year 31 August 2024			Year 31 August 2023		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Direct Costs:						
Trainer Fees	174,946	314,443	489,389	274,327	131,925	406,252
Programme Expenses	23,185	9,860	33,045	1,624	3,372	4,996
	198,131	324,303	522,434	275,951	135,297	411,248
Support Costs:						
Staff Costs Net Recharges	244,843	-	244,843	171,610	-	171,610
Travel & Accommodation	5,260	-	5,260	3,725	-	3,725
Accountancy Services	13,121	-	13,121	11,469	-	11,469
Insurance	1,672	-	1,672	669	-	669
IT Infrastructure	9,058	-	9,058	5,206	-	5,206
Marketing Consultancy	10,550	-	10,550	9,349	-	9,349
Subscriptions	1,493	-	1,493	325	-	325
Office Costs	3,538	-	3,538	3,716	-	3,716
	289,535	-	289,535	206,069	-	206,069
Total Expended	487,666	324,303	811,969	482,020	135,297	617,317

5 EMPLOYEES

	Year 31 August 2024	Year 31 August 2023
	£	£
Wages and salaries	217,456	162,678
Social security costs	15,659	10,530
Payments to defined contribution pension scheme	11,728	3,738
	244,843	176,946

The average number of employees during the year was 6.0 equating to 5.4 FTEs (2023 – 6.1 equating to 4.8 FTEs).

Employees are included in the workplace pension scheme.

No employee received a salary of more than £60,000 (2023 – £60,000).

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

6 DEBTORS

	2024	2023
	£	£
Trade debtors	66,300	29,440
Other debtors	-	10,256
Prepayments	1,752	2,043
	68,052	41,739

The trade debtors total above includes stock valued at £14,000 and £19,140 in the 2024 and 2023 figures respectively.

All debtors are due within one year.

7 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	3,225	6,766
Deferred income	Note 9	20,000
Accruals	1,915	1,800
	25,140	112,016

8 ANALYSIS OF NET MOVEMENT IN FUNDS

	Year 31 August 2024				
	Total Funds bought forward £	Total Incoming Resources £	Total Resources Expended £	Transfers between Funds £	Total Funds carried forward £
Unrestricted Funds					
General Funds	139,205	568,091	487,666	-	219,630
	139,205	568,091	487,666	-	219,630
Restricted Funds					
<i>Foundations, partnerships and organisations</i>					
Dancop	23,697	28,240	48,687	-	3,250
Future U	6,266	17,550	23,816	-	-
SEREN	9,275	38,450	45,125	-	2,600
Jack Petchey Foundation	-	163,525	163,525	-	-
HFL	-	2,600	2,600	-	-
Ashley Family Foundation	3,500	-	3,500	-	-
Leeds Trinity University	-	6,550	6,550	-	-
Lionheart	-	5,200	5,200	-	-
James Knott	-	8,800	6,400	-	2,400
University of Cambridge	-	6,500	6,500	-	-
Ormiston Oat	-	3,900	3,900	-	-
Britford Bridge	-	10,000	8,500	-	1,500
	42,738	291,315	324,303	-	9,750
Total Funds	181,943	859,406	811,969	-	229,380

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

9 ANALYSIS DEFERRED REVENUE

	As at 1 September 2023 £	Incoming Monies £	Monies Released As Donations £	Transferred To Reserves On Delivery £	As at 31 August 2024 £
Foundations, Partnerships & Organisations	61,350	251,665	-	(293,015)	20,000
Schools, Colleges & Multi Academy Trusts	42,100	1,850	-	(43,950)	-
	103,450	253,515	-	(336,965)	20,000

Amounts received from schools, colleges and multi-academy trusts are payments in advance for workshops to be delivered. The charity does not classify this deferred income as unrestricted reserves until the workshop is delivered as the charity does not have the right to the income and repayment of the monies can be requested. On delivery of the workshop, the income is transferred to unrestricted funds.

ANALYSIS OF NET MOVEMENT IN FUNDS

Amounts received from foundations, partnerships and organisations as payments in advance for workshops to be delivered to schools meeting the specific criterion set by the foundation, partnership or organisation who has made the payment in advance are not classified as restricted reserves until the workshop is delivered as the charity does not have the right to the income and the foundation, partnerships or organisations who made the payment can request the money be returned in the event of non-delivery. When the deferred income is released, on delivery of the workshop, the income is shown in restricted funds. The movement on deferred income for foundations, partnerships or organisations is as follows:

	As at 1 September 2023 £	Incoming Monies £	Monies Released As Donations £	Monies Transferred To Reserves On Delivery £	As at 31 August 2024 £
Restricted Funds					
<i>Foundations, Partnerships & Organisations</i>					
Dancop	1,300	26,940	-	(28,240)	-
Future U	1,500	16,050	-	(17,550)	-
SEREN	8,550	29,250	-	(37,800)	-
Jack Petchey Foundation	50,000	123,525	-	(163,525)	10,000
Britford Bridge	-	20,000	-	(10,000)	10,000
Ashley Family Foundation	-	-	-	-	-
Leeds Trinity University	-	6,550	-	(6,550)	-
Lionheart	-	5,200	-	(5,200)	-
University of Cambridge	-	6,500	-	(6,500)	-
Ormiston Oat	-	3,900	-	(3,900)	-
	61,350	237,915	-	(279,265)	20,000

10 RELATED PARTY DISCLOSURES

There are no related party disclosures required for the year.

TALK THE TALK

England & Wales - Charity number 1161251

Accounts

Registered Charity Number: 1161251

TALK THE TALK

UNAUDITED FINANCIAL STATEMENTS

YEAR ENDED

31 AUGUST 2023

TALK THE TALK
CONTENTS

Page:

1	Reference and administrative details
2 - 4	Report of Trustees
5	Independent Examiner's Report
6	Statement of Financial Activities
7	Balance Sheet
8 - 11	Notes to the Financial Statements

COMPANY INFORMATION

Status	The organisation is a Charitable Incorporated Organisation (CIO), registered on 13 April 2015
Charity Number	1161251
Trustees	Lynn Chandler Jacob Dowling Elizabeth Lloyd
Operational Address	5th Floor, Mariner House, 62 Prince Street, Bristol BS1 4QD
Auditors	R J Francis & Co Suite 1 & 2, Marshall Business Centre Faraday Road Hereford HR4 9NS
Bankers	Clydesdale Bank 154-158 Kensington High Street London W8 7RL

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their report and audited financial statements for the period ended 31 August 2023.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities; Statement of recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 31 January 2022)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.

Structure, governance and management

Structure

Talk The Talk was founded by grant-making trust, Four Acre Trust, in 2013. The trustees of Four Acre Trust had identified that oracy was not prominent in schools and felt that it should be more widely recognised and included across the school curriculum. Talk The Talk became a charitable incorporated organisation (CIO) in April 2015. Talk The Talk became independent of Four Acre Trust on 1 September 2019 when it started to undertake charitable activities in its own right.

Governance

Legal responsibility for the governance of the CIO is vested in the Trustees. There must be at least three and no more than twelve charity trustees. Trustees are appointed for a term of three years and have the option to put themselves forward to be re-appointed for a further three years. Trustees are selected to ensure that there is the necessary balance of skills, knowledge and experience needed for the effective administration of the CIO.

New Trustees are made aware of the duties and responsibilities of a Trustee through publications such as The Essential Trustee CC3 issued by the Charity Commission. Trustees are also given a copy of the CIO's Constitution dated November 2014*. New Trustees are provided with an introduction to Talk The Talk by the Chair, other Trustees and employees.

*Trustees appointed after November 2023 will be issued a copy of CIO Constitution dated November 2023.

Trustees

The Trustees who served during the year are:

David Aldred	Appointed 03.01.2023
David Aitchison	Appointed 03.01.2023
Lynn Chandler	Resigned 14.12.2022
Jacob Dowling	
John Dynes	Appointed 03.01.2023
Elizabeth Lloyd	

Management

The charity is managed by the Director who, supported by a small team, is responsible for the day-to-day operations and management of Talk The Talk. In August 2023 the team comprised Mark Farmer, Director, Richard Edkins, Schools Liaison Director, June Horton, Administrator and two part-time administrators. A bank of 36 trainers work on a freelance basis to deliver workshops. Each trainer enters a structured and supported induction process before being signed off by Talk The Talk.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities

Objectives

The objects of the charity are for the public benefit:

To advance education, in particular in speaking, listening (oracy) and writing skills

To encourage the participation of young people in society by developing their oracy skills, capacities and capabilities, in particular by delivering programmes for students and teaching professionals.

Providing rich and consistent oracy opportunities for our young people contributes towards improved outcomes in school, employment and life. Through the delivery of our workshop programmes, we continue to provide efficacious, high-impact opportunities and strategies to support schools to engage and develop the oracy skill and confidence of their young people.

Activities

Talk The Talk has a suite of four student workshop programmes and a Continuing Professional Development programme for teachers. These workshops offer educational support at different stages of a student's journey through secondary school.

With support from the Jack Petchey Foundation, several Uni Connect partners such as DANCOP and Future U, the Ashley Family Foundation, the Welsh Government SEREN programme and HFL Education we have been able to engage 33,787 young people this year. Furthermore, through the delivery of a range of wider income-generating activities, we have maintained our charitable objective to support workshop costs for mainstream education.

Growth in partnerships with multi-academy trusts, government agencies and grant-making trusts will allow us to benefit even more young people and teachers with our inspiring and transformative oracy workshops in 2023-24.

Talk About Transition

Making a successful move to secondary school is vital for students' confidence, self-esteem and academic achievement. Talk About Transition supports these students using oracy-based activities and strategies to develop greater self-confidence and resilience to support the successful transition from primary to secondary school.

Talk About Communication and Talk About Communication Plus

Getting up and speaking to a group of people can be unnerving whoever you are. Talk About Communication is an engaging confident masterclass that teaches and develops the use of structure in presentations, essay writing and exam answers. Students are taught to identify and use persuasive language techniques to get their message across. Talk About Communication Plus builds on the Talk About Communication programme and focuses on Group Talk, Debating, Negotiation and Listening Skills, providing students with practical opportunities to put these to the test.

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Leaving school to enter the world of work, further training or education is both an exciting and daunting time. The prospect of independence is often overwhelming. Talk About The Future supports students preparing to leave school or college by developing the competencies needed to take this next step with confidence and a positive mind-set.

The charity provides a suite of free online resources, on its website - <https://talkthetalkuk.org/resources/> designed to encourage teachers to embed the oracy skills learned by students during workshops.

Talk The Talk also provides Teacher CPD workshops to support teachers in developing the skills to build oracy into their teaching; modelling positive communication, establishing success criteria for oracy and implementing structure. The programme is bespoke for each school and usually embraces time with head teachers, the senior leadership team and teachers.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2023

Achievements and performance

During the year, Talk The Talk achieved its charitable objectives by delivering over 1400 student and staff workshops reaching over 33,000 young people at 304 different schools. This was a busy year – in fact, the busiest in the charity’s history with many schools’ leaders recognizing how much confidence had been dented by the effects of the pandemic on young people.

Financial Review

In the year ended 31 August 2023, the charity received income of £606,910 (2022 - £711,855) from charitable activities; grants and donations received in the year amounted to £2,617 (2022 - £3,946); and the charity incurred expenditure of £616,317 (2022- £647,166) on charitable activities. The deficit for the year was £7,790 (2022 - surplus of £68,635) and can be attributed to continued investment following the effects of the pandemic.

Reserves Policy

Talk The Talk holds unrestricted reserves to ensure that its activities remain financially viable in the long term and to guard against unexpected events. The charity’s reserves policy is to hold unrestricted reserves sufficient to cover twelve months’ operating costs. The time frame of twelve months, in the opinion of the Board, would allow for Talk The Talk to wind down smoothly meeting all its obligations should the charity decide or be compelled to cease its activities.

Plans for the Future

Since the end of Four Acre Trust funding of Talk The Talk in August 2022, the charity has sought alternative funds to fulfil its charitable objectives as well as seeking higher contributions from schools. Success was achieved through funding in Hertfordshire from Herts for Learning and from Welsh Government SEREN programmes in Wales while The Jack Petchey Foundation helped fund workshops delivered to London and Essex schools. Government Outreach Programmes to widen participation in Higher Education also helped to fund workshops in schools in various parts of England.

Meanwhile, Talk The Talk is supporting schools to find ways of affording this important intervention. Some schools are taking the new Express version of the workshops which offers a condensed but nonetheless effective version of the programme.

Booking levels for the future are promising but clearly the close-to full cost recovery prices, particularly in the current political and economic circumstances, presents a tougher budget responsibility for schools. Talk The Talk will continue in its endeavour to find partnerships with grant makers to develop its work.

Talk The Talk began a pilot programme of delivery in Special Schools funded by the Jack Petchey Foundation and as a result this has been extended into a full delivery programme for 2023/24.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2023

Statement of Trustees' responsibilities

Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with The Charities Act 2011. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 25th March 2024 and signed on its behalf by:



Elizabeth Lloyd
Chair

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF TALK THE TALK
FOR THE YEAR ENDED 31 AUGUST 2023**

I report to the charity trustees on my examination of the accounts of Talk the Talk Charity for the year ended 31 August 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities SORP(FRS 102) and the Charities Act 2011.

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

Independent examiner's statement

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 the seeking of 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.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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.

Name: A A Houston

Date: 25th March 2024

R J Francis & Co
Suite 1 & 2, Marshall Business Centre
Faraday Road
Hereford
HR4 9NS

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Unrestricted Funds	Restricted Funds	Year Ended 31 August 2023 Total Funds £	Year Ended 31 August 2022 Total Funds £
Incoming Resources					
Charitable activities	2	430,260	176,650	606,910	711,855
Donations and grants	3	2,617	-	2,617	3,946
Total Incoming Resources		432,877	176,650	609,527	715,801
Resources Expended					
Charitable activities	4	482,020	135,297	617,317	647,166
Total Resources Expended		482,020	135,297	617,317	647,166
Net income/(expenditure)		(49,143)	41,353	(7,790)	68,635
Transfers Between Funds	8	-	-	-	-
Total Funds brought forward		188,348	1,385	189,733	121,098
Total Funds carried forward		£139,205	£42,738	£181,943	£189,733

All of the above amounts relate to continuing activities.

The Charity has no recognised gains or losses other than those dealt with in the statement of financial activities.

BALANCE SHEET
AS AT 31 AUGUST 2022

Company Number : 08260115

	Note	2023 £	2022 £
Current assets			
Debtors	6	41,739	65,335
Cash at bank and in hand		252,220	228,872
		293,959	294,207
Creditors: Amounts falling due within one year	7	(112,016)	(104,474)
Net current assets		181,943	189,733
Net assets		£181,943	£189,733
Funds			
Unrestricted	8	139,205	188,348
Restricted	8	42,738	1,385
		£181,943	£189,733

The financial statements were approved by the Board of Trustees and authorised for issue on 25th March 2024.



Elizabeth Lloyd
Chair

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

1 ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by way of performance.

Incoming resources from grants, where no specific pre-conditions exist, are recognised as they become receivable.

Voluntary income received by way of grants, donations and gifts are recognised when receivable.

Incoming resources from charitable trading activities are accounted for when the service is provided unless this is grant funded.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

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

Support costs are costs incurred that assist the work of the charity but do not directly represent charitable activities and include payroll costs and office costs. Support costs have been allocated to expenditure on charitable activities on a basis that is consistent with the use of the resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the Trustees in furtherance of the charitable objectives of the charity.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes within the objects of the charity. The costs administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

The fund balance represents the unexpended resources held within the fund, that is, its assets less liabilities.

2 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Year 31 August 2023			Year 31 August 2022		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Fees from workshops	430,260	176,650	606,910	415,910	9,695	425,605
Grant Income	-	-	-	245,000	41,250	286,250
	430,260	176,650	606,910	660,910	50,945	711,855

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

3 DONATIONS, GRANTS & OTHER INCOME

	Year 31 August 2023			Year 31 August 2022		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Government Grants:						
JRS Furlough Income	-	-	-	610	-	610
Donations:						
Donations & Cash Back	2,617	-	2,617	3,336	-	3,336
	2,617	-	2,617	3,946	-	3,946

4 ANALYSIS OF RESOURCES EXPENDED

	Year 31 August 2023			Year 31 August 2022		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Direct Costs:						
Trainer Fees	274,327	131,925	406,252	377,856	24,744	402,600
Programme Expenses	1,624	3,372	4,996	13,557	1,299	14,856
Marketing and Advertising	-	-	-	-	-	-
Staff Costs	-	-	-	74,146	11,750	85,896
	275,951	135,297	411,248	466,559	37,793	503,352
Support Costs:						
Staff Costs Net Recharges	171,610	-	171,610	97,420	7,265	104,685
Travel & Accommodation	3,725	-	3,725	4,972	438	5,410
Accountancy Services	11,469	-	11,469	6,854	566	7,420
Insurance	669	-	669	1,062	83	1,145
IT Infrastructure	5,206	-	5,206	3,792	734	4,526
Marketing Consultancy	9,349	-	9,349	10,999	1,568	12,567
Subscriptions	325	-	325	-	-	-
Interim Director Services	-	-	-	2,136	744	2,880
Office Costs	3,716	-	3,716	4,812	369	5,181
	206,069	-	206,069	132,047	11,767	143,814
Total Expended	482,020	135,297	617,317	597,606	49,560	647,166

5 EMPLOYEES

	Year 31 August 2023	Year 31 August 2022
	£	£
Wages and salaries	162,678	167,630
Social security costs	10,530	11,484
Payments to defined contribution pension scheme	3,738	3,553
	176,946	182,667

The average number of employees during the year was 6.1 equating to 4.8 FTEs (2022 – 6.1 equating to 4.8 FTEs).

Employees are included in the workplace pension scheme.

No employee received a salary of more than £60,000 (2022 - £60,000).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

6 DEBTORS

	2023	2022
	£	£
Trade debtors	29,440	48,786
Due from grant funder	-	-
Other debtors	10,256	13,823
Prepayments	2,043	2,726
	41,739	65,335

All amounts are due within one year.

7 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	6,766	3,113
Due to grant funder	-	25,500
Deferred income	Note 9 103,450	74,645
Accruals	1,800	1,216
	112,016	104,474

8 ANALYSIS OF NET MOVEMENT IN FUNDS

	Year 31 August 2023				
	Total Funds bought forward £	Total Incoming Resources £	Total Resources Expended £	Transfers between Funds £	Total Funds carried forward £
Unrestricted Funds					
General Funds	188,348	432,877	(482,020)	-	139,205
	188,348	432,877	(482,020)	-	139,205
Restricted Funds					
<i>Foundations, partnerships and organisations</i>					
Dancop	597	50,450	(27,350)	-	23,697
Future U	141	17,500	(11,375)	-	6,266
SEREN	-	26,500	(17,225)	-	9,275
Jack Petchey Foundation	647	44,250	(44,897)	-	-
HFL	-	27,950	(27,950)	-	-
Ashley Family Foundation	-	10,000	(6,500)	-	3,500
	1,385	176,650	(135,297)	-	42,738
Total Funds	189,733	609,527	(617,317)	-	181,943

9 ANALYSIS DEFERRED REVENUE

	As at 1 September 2022 £	Incoming Monies £	Monies Released As Donations £	Transferred To Reserves On Delivery £	As at 31 August 2023 £
Foundations, Partnerships & Organisations	58,750	159,999	(2,587)	(154,812)	61,350
Schools, Colleges & Multi Academy Trusts	15,895	63,350	-	(37,145)	42,100
	74,645	223,349	(2,587)	(191,957)	103,450

Amounts received from schools, colleges and multi-academy trusts are payments in advance for workshops to be delivered. The charity does not classify this deferred income as unrestricted reserves until the workshop is delivered as the charity does not have

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

the right to the income and repayment of the monies can be requested. On delivery of the workshop, the income is transferred to unrestricted funds.

9 ANALYSIS OF NET MOVEMENT IN FUNDS (continued)

Amounts received from foundations, partnerships and organisations as payments in advance for workshops to be delivered to schools meeting the specific criterion set by the foundation, partnership or organisation who has made the payment in advance are not classified as restricted reserves until the workshop is delivered as the charity does not have the right to the income and the foundation, partnerships or organisations who made the payment can request the money be returned in the event of non-delivery. When the deferred income is released, on delivery of the workshop, the income is shown in restricted funds. The movement on deferred income for foundations, partnerships or organisations is as follows:

	As at 1 September 2022 £	Incoming Monies £	Monies Released As Donations £	Monies Transferred To Reserves On Delivery £	As at 31 August 2023 £
Restricted Funds					
<i>Foundations, Partnerships & Organisations</i>					
Ashley Family Foundation	10,000	-	-	(10,000)	-
Dancop	-	54,337	(2,587)	(50,450)	1,300
Future U	-	21,437	-	(19,937)	1,500
SEREN	-	38,350	-	(29,800)	8,550
Jack Petchey Foundation	48,750	45,875	-	(44,625)	50,000
	58,750	159,999	(2,587)	(154,812)	61,350

10 RELATED PARTY DISCLOSURES

There are no related party disclosures required for the year.

TALK THE TALK

England & Wales - Charity number 1161251

Accounts

TALK THE TALK

UNAUDITED FINANCIAL STATEMENTS

YEAR ENDED

31 AUGUST 2022

TALK THE TALK
CONTENTS

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1	Reference and administrative details
2 - 4	Report of Trustees
5	Independent Examiner's Report
6	Statement of Financial Activities
7	Balance Sheet
8 - 11	Notes to the Financial Statements

COMPANY INFORMATION

Status	The organisation is a Charitable Incorporated Organisation (CIO), registered on 13 April 2015
Charity Number	1161251
Trustees	Lynn Chandler Jacob Dowling Elizabeth Lloyd
Operational Address	5th Floor, Mariner House, 62 Prince Street, Bristol BS1 4QD
Auditors	R J Francis & Co Suite 1 & 2, Marshall Business Centre Faraday Road Hereford HR4 9NS
Bankers	Clydesdale Bank 154-158 Kensington High Street London W8 7RL

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their report and audited financial statements for the period ended 31 August 2022.

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

Structure, governance and management

Structure

Talk The Talk was founded by grant-making trust, Four Acre Trust, in 2013. The trustees of Four Acre Trust had identified that oracy was not prominent in schools and felt that it should be more widely recognised and included across the school curriculum. Talk The Talk became a charitable incorporated organisation (CIO) in April 2015. Talk The Talk became independent of Four Acre Trust on 1 September 2019 when it started to undertake charitable activities in its own right.

Governance

Legal responsibility for the governance of the CIO is vested in the Trustees. There must be at least three and no more than 12 charity trustees. Trustees are appointed for a term of three years and have the option to put themselves forward to be re-appointed for a further three years. Trustees are selected to ensure that there is the necessary balance of skills, knowledge and experience needed for the effective administration of the CIO.

New Trustees are made aware of the duties and responsibilities of a Trustee through publications such as The Essential Trustee CC3 issued by the Charity Commission. Trustees are also given a copy of the CIO's Constitution dated November 2014. New Trustees are provided with an introduction to Talk The Talk by the Chair, other Trustees and employees.

Trustees

The Trustees who served during the year are:

Paul Bullen-Smith	(resigned 8 June 2022)
Lynn Chandler	
Jacob Dowling	
Karen Frost	(resigned 8 June 2022)
Elizabeth Lloyd	
Ellen Mukwewa	(resigned 22 March 2021)
David Taylor	(resigned 1 February 2022)

Lynn Chandler was appointed Chair of Talk The Talk on 1 October 2022 September 2021 on the resignation of Karen Frost as Chair.

Elizabeth Lloyd was appointed Chair of Talk The Talk on 8 June 2022 on the resignation of Lynn Chandler as Chair.

Subsequent to the year end, Talk The Talk appointed a number of new Trustees.

Management

The charity is managed by the Executive Director who, supported by a small team, is responsible for the day-to-day operations and management of Talk The Talk. In August 2022 the team comprised the Executive Director, Mark Farmer, Richard Edkins, Sales Liaison Director and three part-time administrators and had a bank of 36 trainers, who work on a freelance basis to deliver workshops. Each trainer enters a structured and supported induction process before being signed off by Talk The Talk.

Objectives and activities

Objectives

The objects of the charity are for the public benefit:

- i) To advance education, in particular in speaking, listening and writing skills;
- ii) To encourage the participation of young people in society by developing their skills, capacities and capabilities, in particular by delivering programmes, training and publishing educational materials.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

Activities

Talk The Talk has a suite of four student workshop programmes and a Continuing Professional Development programme for teachers. These workshops offer educational support at different stages of a student's journey through secondary school. Across all Workshop Impact Report measures, the young people involved reported making positive progress. For example, at the end of Talk The Talk Communication, they felt on average 55% more confident and 63% more knowledgeable about the skills required to verbally communicate effectively compared to their feelings at the outset of the workshop.

Talk About Transition

Making a successful move to secondary school is vital for students' confidence, self-esteem and academic achievement. Talk About Transition supports these students using oracy-based activities and strategies to develop greater self-confidence and resilience to support the successful transition from primary to secondary school.

Talk About Communication and Talk About Communication Plus

Getting up and speaking to a group of people can be unnerving whoever you are. Talk About Communication is an engaging confident masterclass that teaches and develops the use of structure in presentations, essay writing and exam answers. Students are taught to identify and use persuasive language techniques to get their message across. Talk About Communication Plus builds on the Talk About Communication programme and focuses on Group Talk, Debating, Negotiation and Listening Skills, providing students with practical opportunities to put these to the test.

Talk About The Future

Leaving school to enter the world of work, further training or education is both an exciting and daunting time. The prospect of independence is often overwhelming. Talk About The Future supports students preparing to leave school or college by developing the competencies needed to take this next step with confidence and a positive mind-set.

The charity provides a suite of free online resources, on its website – <https://talkthetalkuk.org/resources/> designed to encourage teachers to embed the oracy skills learned by students during workshops.

Talk The Talk also provides Teacher CPD workshops to support teachers in developing the skills to build oracy into their teaching; modelling positive communication, establishing success criteria for oracy and implementing structure. The programme is bespoke for each school and usually embraces time with head teachers, the senior leadership team and teachers.

Achievements and performance

During the year, Talk The Talk achieved its charitable objectives by running over 1200 student and staff workshops reaching over 33,000 young people at 256 different schools. This was a busy year – in fact, the busiest in the charity's history with many schools' leaders recognising how much confidence had been dented by the effects of the pandemic on young people.

Financial Review

During the year Dancop very kindly donated £3,000 of monies paid in advance in 2019/20 for workshops but not utilised in either 2020/21 or 2021/22 to Talk The Talk.

In the year ended 31 August 2022, the charity received income of £711,855 (2021 - £452,295) from charitable activities; grants and donations received in the year amounted to £3,946 (2021 - £66,327); and the charity incurred expenditure of £647,166 (2021 - £397,524) on charitable activities. The surplus for the year was £68,635 (2021 - £121,098).

Reserves Policy

Talk The Talk holds unrestricted reserves to ensure that its activities remain financially viable in the long term and to guard against unexpected events. The charity's reserves policy is to hold unrestricted reserves sufficient to cover three to four months' operating costs. The time frame of three to four months, in the opinion of the Board, would allow for Talk The Talk to wind down smoothly meeting all its obligations should the charity decide or be compelled to cease its activities.

At the end of the financial year, Talk The Talk's unrestricted reserves were higher than the stated reserves policy. This was felt to be appropriate given the requirement to seek new ways of working or new sources of funding as there is no Four Acre Trust grant funding for 2022/23.

Plans for the Future

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

Four Acre Trust has funded Talk The Talk since its inception and is in the process of spending out its residual funds. Therefore, the charity needs to access alternative funds to fulfil its charitable objectives. Success has already been achieved through funding from the Ashley Foundation which supports workshops delivery in Wales. Other areas receiving funding included Hertfordshire for Herts for Learning and SEREN in Wales while The Jack Petchey Foundation helped fund workshops delivered to London schools. Meanwhile, Talk The Talk is supporting schools to find ways of affording this important intervention. Some schools are taking the new Express version of the workshops which offers a condensed but nonetheless effective version of the programme.

Bookings for the future appear promising but clearly the full cost recovery prices, particularly in the current political and economic circumstances, presents a tougher budget responsibility for schools. Talk The Talk will continue in its endeavour to find partnerships with grant makers to develop our work.

Statement of Trustees' responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with The Charities Act 2011. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 1st March 2023 and signed on its behalf by

Elizabeth Lloyd
Chair

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF TALK THE TALK
FOR THE YEAR ENDED 31 AUGUST 2022**

I report to the charity trustees on my examination of the accounts of Talk the Talk Charity for the year ended 31 August 2022.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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 the seeking of 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.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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.

Name: A A Houston

Date: 1st March 2023

R J Francis & Co
Suite 1 & 2, Marshall Business Centre
Faraday Road
Hereford
HR4 9NS

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted Funds	Restricted Funds	Year Ended 31 August 2022 Total Funds £	Year Ended 31 August 2021 Total Funds £
Incoming Resources					
Charitable activities	2	660,990	50,945	711,855	452,295
Donations and grants	3	3,946	-	3,946	66,327
Total Incoming Resources		664,856	50,945	715,801	518,622
Resources Expended					
Charitable activities	4	597,606	49,560	647,166	397,524
Total Resources Expended		597,606	49,560	647,166	397,524
Net income/(expenditure)		67,250	1,385	68,635	121,098
Transfers Between Funds	8			-	-
Total Funds brought forward		121,098	-	121,098	-
Total Funds carried forward		£188,348	£1,385	£189,733	£121,098

All of the above amounts relate to continuing activities.

The Charity has no recognised gains or losses other than those dealt with in the statement of financial activities.

BALANCE SHEET
AS AT 31 AUGUST 2022

Company Number : 08260115

	Note	2022 £	2021 £
Current assets			
Debtors	6	65,335	97,092
Cash at bank and in hand		228,872	52,400
		294,207	149,492
Creditors: Amounts falling due within one year	7	(104,474)	(28,394)
Net current assets		189,733	121,098
Net assets		£189,733	£121,098
Funds			
Unrestricted	8	188,348	121,098
Restricted	8	1,385	-
		£189,733	£121,098

The financial statements were approved by the Board of Trustees and authorised for issue on 1st March 2023.

Elizabeth Lloyd
Chair

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

1 ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by way of performance.

Incoming resources from grants, where no specific pre-conditions exist, are recognised as they become receivable.

Voluntary income received by way of grants, donations and gifts are recognised when receivable.

Incoming resources from charitable trading activities are accounted for when the service is provided unless this is grant funded.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

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

Support costs are costs incurred that assist the work of the charity but do not directly represent charitable activities and include payroll costs and office costs. Support costs have been allocated to expenditure on charitable activities on a basis that is consistent with the use of the resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the Trustees in furtherance of the charitable objectives of the charity.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes within the objects of the charity. The costs administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

The fund balance represents the unexpended resources held within the fund, that is, its assets less liabilities.

2 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Year 31 August 2022			Year 31 August 2021		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Fees from workshops	415,910	9,695	425,605	172,695	82,800	255,495
Grant Income	245,000	41,250	286,250	196,800	-	196,800
	660,910	50,945	711,855	369,495	82,800	452,295

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

3 DONATIONS, GRANTS & OTHER INCOME

	Year 31 August 2022			Year 31 August 2021		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Government Grants:						
JRS Furlough Income	610	-	610	48,023	-	48,023
COVID-19 Grant Income	-	-	-	10,500	-	10,500
Donations:						
Donations & Cash Back	3,336	-	3,336	7,804	-	7,804
	3,946	-	3,946	66,327	-	66,327

4 ANALYSIS OF RESOURCES EXPENDED

	Year 31 August 2022			Year 31 August 2021		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Direct Costs:						
Trainer Fees	377,856	24,744	402,600	126,193	79,307	205,500
Programme Expenses	13,557	1,299	14,856	633	401	1,034
Marketing and Advertising	-	-	-	335	-	335
Staff Costs	74,146	11,750	85,896	53,420	27,710	81,130
	466,559	37,793	503,352	180,581	107,418	287,999
Support Costs:						
Staff Costs Net Recharges	97,420	7,265	104,685	87,836	-	87,836
Travel & Accommodation	4,972	438	5,410	2,075	-	2,075
Accountancy Services	6,854	566	7,420	3,689	-	3,689
Insurance	1,062	83	1,145	1,308	-	1,308
IT Infrastructure	3,792	734	4,526	4,587	-	4,587
Marketing Consultancy	10,999	1,568	12,567	-	-	-
Mentoring & Training	-	-	-	2,900	-	2,900
Interim Director Services	2,136	744	2,880	4,320	-	4,320
Office Costs	4,812	369	5,181	2,810	-	2,810
	132,047	11,767	143,814	109,525	-	109,525
Total Expended	597,606	49,560	647,166	290,106	107,418	397,524

5 EMPLOYEES

	Year 31 August 2022	Year 31 August 2021
	£	£
Wages and salaries	167,630	155,761
Social security costs	11,484	9,842
Payments to defined contribution pension scheme	3,553	3,363
	182,667	168,966

The average number of employees during the year was 6.1 equating to 4.8 FTEs (2021 – 6 equating to 4.8 FTEs).

Employees are included in the workplace pension scheme.

No employee received a salary of more than £60,000 (2021 -nil).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

6 DEBTORS

	2022	2021
	£	£
Trade debtors	48,786	24,000
Due from grant funder	-	67,500
Other debtors	13,823	2,888
Prepayments	2,726	2,704
	65,335	97,092

All amounts are due within one year.

7 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	3,113	4,424
Due to grant funder	25,500	-
Deferred income	74,645	22,295
Accruals	1,216	1,675
	104,474	28,394

8 ANALYSIS OF NET MOVEMENT IN FUNDS

	Year 31 August 2022				
	Total Funds bought forward £	Total Incoming Resources £	Total Resources Expended £	Transfers between Funds £	Total Funds carried forward £
Unrestricted Funds					
General Funds	121,098	664,856	(597,606)	-	188,348
	121,098	684,856	(597,606)	-	188,348
Restricted Funds					
<i>Foundations, partnerships and organisations</i>					
Dancop	-	6,300	(5,703)	-	597
Future U	-	1,500	(1,359)	-	141
GwE	-	1,895	(1,895)	-	-
Jack Petchey Foundation	-	41,250	(40,603)	-	647
	-	50,945	(49,560)	-	1,385
Total Funds	121,098	715,801	(647,160)	-	189,733

9 ANALYSIS DEFERRED REVENUE

	As at 1 September 2021 £	Incoming Monies £	Monies Released As Donations £	Transferred To Reserves On Delivery £	As at 31 August 2022 £
Foundations, Partnerships & Organisations	12,695	100,000	(3,000)	(50,945)	58,750
Schools, Colleges & Multi Academy Trusts	9,600	29,095	-	(22,800)	15,895
	22,295	129,095	(3,000)	(73,745)	74,645

Amounts received from schools, colleges and multi-academy trusts are payments in advance for workshops to be delivered. The charity does not classify this deferred income as unrestricted reserves until the workshop is delivered as the charity does not have the right to the income and repayment of the monies can be requested. On delivery of the workshop, the income is transferred to unrestricted funds.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

9 ANALYSIS OF NET MOVEMENT IN FUNDS (continued)

Amounts received from foundations, partnerships and organisations as payments in advance for workshops to be delivered to schools meeting the specific criterion set by the foundation, partnership or organisation who has made the payment in advance are not classified as restricted reserves until the workshop is delivered as the charity does not have the right to the income and the foundation, partnerships or organisations who made the payment can request the money be returned in the event of non-delivery. When the deferred income is released, on delivery of the workshop, the income is shown in restricted funds. The movement on deferred income for foundations, partnerships or organisations is as follows:

	As at 1 September 2021 £	Incoming Monies £	Monies Released As Donations £	Monies Transferred To Reserves On Delivery £	As at 31 August 2022 £
Restricted Funds					
Foundations, Partnerships & Organisations					
Ashley Family Foundation	-	10,000	-	-	10,000
Dancop	9,300	-	(3,000)	(6,300)	-
Future U	1,500	-	-	(1,500)	-
GwE	1,895	-	-	(1,895)	-
Jack Petchey Foundation	-	90,000	-	(41,250)	48,750
	12,695	100,000	(3,000)	(50,945)	58,750

10 RELATED PARTY DISCLOSURES

Karen Frost, through her company Values Based Leadership had been providing mentoring services to the Executive Director of Talk The Talk. On the resignation of the Executive Director in June 2021, Karen Frost took over the role of Executive Director on an interim basis for five months (June – October 2021) whilst the charity undertook a search for a new Executive Director. The Trustees considered Ms Frost undertaking the role of Interim Director was in the best interests of the charity given her knowledge and experience of Talk The Talk. In recompense for the undertaking the role of Interim Director which are and above normal trustee duties, the charity paid Value Based Learning a fee of £1,440 (including VAT) per month. The Board of Trustees considered the amount charged for the services provided to fair and considerably less than would have charged by a third party with similar qualifications and experience. Ms Frost received £2,880 for her role as acting Interim Director in the year to 31 August 2022.

Talk The Talk's governing document allows the charity to pay for trustees for services that are over and above normal trustee duties. The Trustees have had regard to the requirements of the Charities Act 2011 in making payments to trustees.

11 RELATED PARTY DISCLOSURES

Four Acre Trust (Charity Number 1053884), a grant making charity with historic links to Talk The Talk, made grant income donations to the Charity of £245,000 (2021- £196,800).

TALK THE TALK

England & Wales - Charity number 1161251

Accounts

Registered Charity Number: 1161251

TALK THE TALK

UNAUDITED FINANCIAL STATEMENTS

YEAR ENDED

31 AUGUST 2021

TALK THE TALK CONTENTS

Page:

1	Reference and administrative details
2 – 5	Report of Trustees
6	Independent Examiner's Report
7	Statement of Financial Activities
8	Balance Sheet
9 - 12	Notes to the Financial Statements

COMPANY INFORMATION

Status	The organisation is a Charitable Incorporated Organisation (CIO), registered on 13 April 2015
Charity Number	1161251
Trustees	Paul Bullen-Smith Lynn Chandler Jacob Dowling Karen Frost Elizabeth Lloyd Ellen Mukwewa
Operational Address	Treferanon St Weonards Hereford HR2 8QF
Independent Examiner	R J Francis & Co Suite 1 & 2, Marshall Business Centre Faraday Road Hereford HR4 9NS
Bankers	Clydesdale Bank 154-158 Kensington High Street London W8 7RL

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their report and unaudited financial statements for the period ended 31 August 2021.

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

Structure, governance and management

Structure

Talk The Talk was founded by grant-making trust, Four Acre Trust, in 2013. The trustees of Four Acre Trust had identified that oracy was not prominent in schools and felt that it should be more widely recognised and included across the school curriculum. Talk The Talk became a charitable incorporated organisation (CIO) in April 2015. Talk The Talk became independent of Four Acre Trust on 1 September 2019 when it started to undertake charitable activities in its own right.

Governance

Legal responsibility for the governance of the CIO is vested in the Trustees. There must be at least three and no more than 12 charity trustees. Trustees are appointed for a term of three years and have the option to put themselves forward to be re-appointed for a further three years. Trustees are selected to ensure that there is the necessary balance of skills, knowledge and experience needed for the effective administration of the CIO.

New Trustees are made aware of the duties and responsibilities of a Trustee through publications such as The Essential Trustee CC3 issued by the Charity Commission. Trustees are also given a copy of the CIO's Constitution dated November 2014. New Trustees are provided with an introduction to Talk The Talk by the Chair, other Trustees and employees.

Trustees meet as a Board, as a minimum, quarterly. The charity also has three committees, each with its own terms of reference, which report back to the Board – two committees cover operational aspects and the third concerned with funding. These committees allow more detailed discussion and consideration of areas such as marketing, product development and delivery, and fund-raising. Every Trustee is a member of two committees. During the year the Board met formally on seven occasions to appraise Talk The Talk's financial and non-financial performance and consider the CIO's strategic direction and plans. The Board approve the remuneration of all staff.

Trustees

The Trustees who served during the year are:

John Bothamley	(resigned 4 November 2020)
Paul Bullen-Smith	(appointed 1 September 2020)
Lynn Chandler	(appointed 1 September 2020)
Jacob Dowling	
Karen Frost	(appointed 1 September 2020)
Elizabeth Lloyd	
Ellen Mukwewa	(appointed 1 September 2020)
David Taylor	

Karen Frost was appointed Chair on 1 September 2020 to support the charity and its Executive Director as Talk The Talk navigated the separation from Four Acre Trust and the challenges caused by Covid during the charity's first year of independent operation.

Subsequent to the year end on 1 February 2022, David Taylor stood down as a Trustee of Talk The Talk.

Management

The charity is managed by the Executive Director who, supported by a small team, is responsible for the day-to-day operations and management of Talk The Talk. In June 2021, the charity's Director resigned and Karen Frost, the Executive Chair, took up the post of Interim Director whilst Talk The Talk undertook a search for a new Director. Karen Frost stood down as Executive Chair and Interim Director at the end of October 2021. In August 2021 the team comprised two school liaison directors and three part-time administrators and has a bank of over 30 trainers, who work on a freelance basis to deliver workshops.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2021

Objectives and activities

Objectives

The objects of the charity are for the public benefit:

- i) To advance education, in particular in speaking, listening and writing skills;
- ii) To encourage the participation of young people in society by developing their skills, capacities and capabilities, in particular by delivering programmes, training and publishing educational materials.

Activities

Talk The Talk has a suite of four student workshop programmes. These workshops offer educational support at different stages of a student's journey through secondary school:

Talk About Transition

Making a successful move to secondary school is vital for students' confidence, self-esteem and academic achievement. Talk About Transition supports these students using oracy-based activities and strategies to develop greater self-confidence and resilience to support the successful transition from primary to secondary school.

Talk About Communication and Talk About Communication Plus

Getting up and speaking to a group of people can be unnerving whoever you are. Talk About Communication is an engaging confident masterclass that teaches and develops the use of structure in presentations, essay writing and exam answers. Students are taught to identify and use persuasive language techniques to get their message across. Talk About Communication Plus builds on the Talk About Communication programme and focuses on Group Talk, Debating, Negotiation and Listening Skills, providing students with practical opportunities to put these to the test.

Talk About The Future

Leaving school to enter the world of work, further training or education is both an exciting and daunting time. The prospect of independence is often overwhelming. Talk About The Future supports students preparing to leave school or college by developing the competencies needed to take this next step with confidence and a positive mind-set.

The charity provides a suite of free online resources, on its website – <https://talkthetalkuk.org/resources/> designed to encourage teachers to embed the oracy skills learned by students during workshops.

Talk The Talk also provides Teacher CPD workshops to support teachers in developing the skills to build oracy into their teaching; modelling positive communication, establishing success criteria for oracy and implementing structure. The programme is bespoke for each school and usually embraces time with head teachers, the senior leadership team and teachers.

During 2020/21, Talk The Talk introduced at the request of schools, online versions of the Talk About Communication and Talk About The Future workshops. These online workshops were delivered as an alternative to in-person workshops because of Covid restrictions.

Achievements and performance

During the year, Talk The Talk achieved its charitable objectives by running 772 student and staff workshops reaching over 18,000 young people and over 200 teachers and senior leaders.

2020/2021 was an unusual year with the normal patterns of workshop activity and the influence of Talk The Talk on oracy in the education sector being quite different to previous years. Covid required the charity to navigate through many changes because of the uncertainty and complexity of the way schools needed to work. Schools were closed from January to March 2021 as the country entered a third national lockdown. Throughout the year, schools struggled with pupil, class and year group absences because of Covid and were generally unwilling to invite third parties into schools.

Talk The Talk worked hard to maintain close relationships with schools and introduced online workshops and changes to delivery models to enable continued delivery of workshops in an ever-evolving landscape. In Autumn Term 2020 the number of workshops delivered was half the number delivered the previous year; and in Spring Term 2021 given schools were closed for most of the term, very few workshops were delivered. However Summer Term 2021, particularly the period June to August 2021 was very busy for Talk The Talk as schools focused on getting students back into the classroom and the charity delivered as many workshops as time and trainer availability permitted.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2021

A significant number of the workshops delivered in Summer Term 2021 had been booked to take place earlier in the year, but because of class and year group absences through Covid and the closure of schools in Spring Term, could not be delivered. Talk The Talk's trainers were exceptional and 'rallied to our cause' travelling significant distances and working in challenging and restrictive environments to deliver workshops. Of the 772 workshops delivered in the year, 568 took place in Summer Term 2021. Historically, TTT has delivered around 47% of workshops in the final term of the academic year, in 2020/21 the figure was 73.5%.

A quite exceptional year that is unlikely to be repeated.

Financial Review

Talk The Talk started 2020/21, due to the generosity of Four Acre Trust in providing additional funding support to cover the deficit from charitable activities in 2019/20, with effectively no debt.

In Autumn Term 2020, Covid continued to adversely affect Talk The Talk's financial position as the number of workshops being delivered in Autumn Term 2020 was significantly lower than the previous year. With Covid infection rates on the rise and a vaccine yet to be approved, Talk The Talk took the difficult decision to re-structure the team and make one member of staff redundant in December 2020.

Talk The Talk kept tight control over its finances, managing them on a month-by-month basis and taking advantage of support available such as the Government's furlough scheme. The Director took a pay-cut of 7.5% to help the charity's finances. The careful management of costs; the roll-out of the Covid vaccination programme; being able to deliver a significant number of workshops in Summer Term 2021; and delivering workshops in August 2021 at summer schools run as part of school Covid 'catch-up' strategies meant that Talk The Talk ended the financial year in a considerably stronger position than it envisaged possible until late Summer.

Talk The Talk started the financial year with £116K of deferred income as a result of foundations, partnerships and schools paying in advance for workshops which could not be delivered in 2019/20 because of Covid restrictions. During the year, the majority of these pre-paid workshops were delivered. Deferred income at the end of the financial year amounted to £22K. Talk The Talk does not classify payments in advance as income as until the workshop is delivered, the charity does not have the right to the income and the foundation, partnership or school who made the payment can request the money be returned. When the deferred income is released, on delivery of the workshop, the income is shown in the Statement of Financial Activities.

During the year HeppSY very kindly donated £7,800 of monies paid in advance in 2019/20 for workshops but not utilised in 2020/21 to Talk The Talk.

In the year ended 31 August 2021, the charity received income of £452,295 (2020 - £392,411) from charitable activities, grants and donations amounting to £66,327 (2020 - £55,264) and incurred expenditure of £397,524 (2020 - £447,675). The surplus for the year was £121,098 (2020 - £nil) giving the charity unrestricted reserves in line with its reserves policy.

Reserves Policy

Talk The Talk holds unrestricted reserves to ensure that its activities remain financially viable in the long term and to guard against unexpected events. The charity's reserves policy, updated during the year, is to hold unrestricted reserves sufficient to cover three to four months' operating costs. The time frame of three to four months, in the opinion of the Board, would allow for Talk The Talk to wind down smoothly meeting all its obligations should the charity decide or be compelled to cease its activities.

At the end of the financial year, Talk The Talk's unrestricted reserves were slightly above four month's operating costs which was felt to be appropriate in this, the charity's second year of independence, given the requirement to seek new sources of funding as Four Acre Trust winds down its funding commitment.

Plans for the Future

The charity has strong workshop bookings for 2021/22 as schools have additional funds to support students on their return to education.

In July 2021 Talk The Talk secured funding from Four Acre Trust to deliver up to 1,000 workshops across England & Wales.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2021

In August 2021, Talk The Talk secured funding from The Jack Petchey Foundation to deliver up to 200 Talk About The Future workshops to schools in London and Essex an area where the charity has not historically delivered workshops.

Four Acre Trust, on Talk The Talk becoming independent in September 2019, agreed support the charity for three years as it became self-reliant and found a mixture of charitable and earned income to sustain the programmes offered by Talk The Talk. The level of support provided by Four Acre Trust's reducing over three years as the charity established itself. Talk The Talk's plans were disrupted by Covid but by securing funding from Jack Petchey Foundation in July 2021, it has taken the first steps towards becoming self-reliant.

Statement of Trustees' responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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.

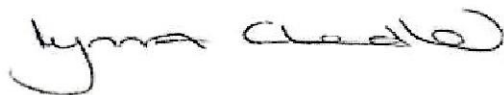
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with The Charities Act 2011. The trustees are also responsible for safeguarding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

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 21 March 2022 and signed on its behalf by



Lynn Chandler

Trustee

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF TALK THE TALK
FOR THE YEAR ENDED 31 AUGUST 2021**

I report to the charity trustees on my examination of the accounts of Talk the Talk Charity for the year ended 31 August 2021.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

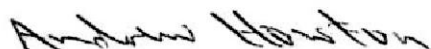
Independent examiner's statement

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 the seeking of 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.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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.



Name: A A Houston

Date:

R J Francis & Co
Suite 1 & 2, Marshall Business Centre
Faraday Road
Hereford
HR4 9NS

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2021

	Note			Year Ended 31 August 2021	Year Ended 31 August 2020
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
				£	£
Incoming Resources					
Charitable activities	2	369,495	82,800	452,295	392,411
Donations and grants	3	66,327	-	66,327	55,264
Total Incoming Resources		435,822	82,800	518,622	447,675
Resources Expended					
Charitable activities	4	290,106	107,418	397,524	447,675
Total Resources Expended		290,106	107,418	397,524	447,675
Net income/(expenditure)		145,716	(24,618)	121,098	-
Transfers Between Funds	8	(24,618)	24,618	-	-
Total Funds brought forward		-	-	-	-
Total Funds carried forward		£121,098	£Nil	£121,098	£Nil

All of the above amounts relate to continuing activities.

The Charity has no recognised gains or losses other than those dealt with in the statement of financial activities.

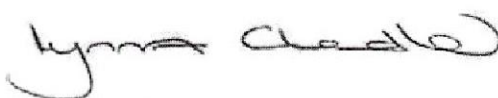
BALANCE SHEET

AS AT 31 AUGUST 2021

Company Number : 08260115

	Note	2021 £	2020 £
Current assets			
Debtors	6	97,092	45,081
Cash at bank and in hand		52,400	81,149
		149,492	126,230
Creditors: Amounts falling due within one year	7	(28,394)	(126,230)
Net current assets		121,098	-
Net assets		£121,098	£Nil
Funds			
Unrestricted	8	121,098	-
Restricted	8	-	-
		£121,098	£Nil

The financial statements were approved by the Board of Trustees and authorised for issue on 21 March 2022.


Lynn Chandler
Chair

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

1 ACCOUNTING POLICIES

Basis of preparing the financial statements

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

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Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by way of performance.

Incoming resources from grants, where no specific pre-conditions exist, are recognised as they become receivable.

Voluntary income received by way of grants, donations and gifts are recognised when receivable.

Incoming resources from charitable trading activities are accounted for when the service is provided unless this is grant funded.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

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

Support costs are costs incurred that assist the work of the charity but do not directly represent charitable activities and include payroll costs and office costs. Support costs have been allocated to expenditure on charitable activities on a basis that is consistent with the use of the resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the Trustees in furtherance of the charitable objectives of the charity.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes within the objects of the charity. The costs administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

The fund balance represents the unexpended resources held within the fund, that is, its assets less liabilities.

2 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Year 31 August 2021			Year 31 August 2020		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Fees from workshops	172,695	82,800	255,495	161,935	21,909	183,844
Grant Income	196,800	-	196,800	208,567	-	208,567
	369,495	82,800	452,295	370,502	21,909	392,411

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

3 DONATIONS, GRANTS & OTHER INCOME

	Year 31 August 2021			Year 31 August 2020		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Government Grants:						
JRS Furlough Income	48,023	-	48,023	45,264	-	45,264
COVID-19 Grant Income	10,500	-	10,500	10,000	-	10,000
Donations:						
Donations & Cash Back	7,804	-	7,804	-	-	-
	66,327	-	66,327	55,264	-	55,264

4 ANALYSIS OF RESOURCES EXPENDED

	Year 31 August 2021			Year 31 August 2020		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Direct Costs:						
Trainer Fees	126,193	79,307	205,500	143,875	16,950	160,825
Programme Expenses	633	401	1,034	25,429	490	25,919
Marketing and Advertising	335	-	335	8,006	-	8,006
Staff Costs	53,420	27,710	81,130	211,926	4,469	216,395
	180,581	107,418	287,999	389,236	21,909	411,145
Support Costs:						
Staff Costs & Recharges	87,836	-	87,836	4,607	-	4,607
Travel & Accommodation	2,075	-	2,075	1,914	-	1,914
Accountancy Services	3,689	-	3,689	1,810	-	1,810
Insurance	1,308	-	1,308	962	-	962
IT Infrastructure	4,587	-	4,587	8,668	-	8,668
Marketing Consultancy	-	-	-	9,714	-	9,714
Mentoring & Training	2,900	-	2,900	-	-	-
Interim Director Services	4,320	-	4,320	-	-	-
Office Costs	2,810	-	2,810	8,855	-	8,855
	109,525	-	109,525	36,530	-	36,530
Total Expended	290,106	107,418	397,524	425,766	21,909	447,675

5 EMPLOYEES

	Year 31 August 2021	Year 31 August 2020
	£	£
Wages and salaries	155,761	197,820
Social security costs	9,842	15,555
Payments to defined contribution pension scheme	3,363	4,607
	168,966	217,982

The average number of employees during the year was 6 equating to 4.8 FTEs (2020 – 7 equating to 4.85 FTEs).

Employees are included in the workplace pension scheme.

No employee received a salary of more than £60,000 (2020 -nil).

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

6 DEBTORS

	2021	2020
	£	£
Trade debtors	24,000	3,093
Due from grant funder	67,500	33,567
Other debtors	2,888	8,332
Prepayments	2,704	89
	97,092	45,081

All amounts are due within one year.

7 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	4,424	6,016
Other taxes and social security taxes	-	2,371
Deferred income	22,295	116,495
Accruals	1,675	1,348
	28,394	126,230

8 ANALYSIS OF NET MOVEMENT IN FUNDS

	Year 31 August 2021				
	Total Funds bought forward £	Total Incoming Resources £	Total Resources Expended £	Transfers between Funds £	Total Funds carried forward £
Unrestricted Funds					
General Funds	-	435,822	(290,106)	(24,618)	121,098
	-	435,822	(290,106)	(24,618)	121,098
Restricted Funds					
<i>Foundations, partnerships and organisations</i>					
Dancop	-	75,300	(97,688)	22,388	-
Future U	-	3,600	(4,670)	1,070	-
HeppSY	-	900	(1,168)	268	-
Jack Petchey Foundation	-	3,000	(3,892)	892	-
	-	82,800	(107,418)	24,618	-
Total Funds	-	518,622	(397,524)	-	121,098

Included in deferred income in Note 6 of the Accounts are amounts received from schools, colleges and multi-academy trusts as payments in advance for workshops to be delivered. The charity does not classify this deferred income as unrestricted reserves until the workshop is delivered as the charity does not have the right to the income and repayment of the monies can be requested. On delivery of the workshop, the income is transferred to unrestricted funds. The movement on deferred income for schools, colleges and multi-academy trusts is as follows:

	As at 1 September 2020 £	Incoming Monies £	Monies Released As Donations £	Transferred To Reserves On Delivery £	As at 31 August 2021 £
Schools, Colleges & Multi Academy Trusts	13,200	11,700		(15,300)	9,600
	13,200	11,700		(15,300)	9,600

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

Included in the deferred income total of £22,295 (2020 - £116,475) in Note 6 of the Accounts, are the following amounts received from foundations, partnerships and organisations as payments in advance for workshops to be delivered to schools meeting the specific criterion set by the foundation, partnership or organisation who has made the payment in advance. The charity does not classify this deferred income as restricted reserves as until the workshop is delivered as the charity does not have the right to the income and the foundation, partnerships or organisations who made the payment can request the money be returned in the event of non-delivery. When the deferred income is released, on delivery of the workshop, the income is shown in restricted funds. The movement on deferred income for foundations, partnerships or organisations is as follows:

	As at 1 September 2020 £	Incoming Monies £	Monies Released As Donations £	Monies Transferred To Reserves On Delivery £	As at 31 August 2021 £
Restricted Funds					
<i>Foundations, Partnerships & Organisations</i>					
Dancop	84,600			(75,300)	9,300
Future U	5,100			(3,600)	1,500
HeppSY	8,700		(7,800)	(900)	-
Jack Petchey Foundation	3,000			(3,000)	-
GWE	1,895			-	1,895
	103,295	-	(7,800)	(82,800)	12,695

9 RELATED PARTY DISCLOSURES

Karen Frost, via Four Acre Trust, through her company Values Based Leadership had been providing mentoring services to the Executive Director of Talk The Talk. On her appointment as a Trustee and Chair of Talk The Talk on 1 September 2020, it was agreed that it was in the best interests of the charity for Ms Frost to continue mentoring the Executive Director as he developed into his role as the charity moved towards being self-reliant. In recompense for Ms Frost providing these services, the charity paid Value Based Learning a fee of £480 (including VAT) per month which the Board of Trustees considered to fair and less than would be charged by a third party with similar experience, skills and qualifications. Ms Frost received £2,900 for her services in the year to 31 August 2021.

On the resignation of the Executive Director in June 2021, Karen Frost took over the role of Executive Director on an interim basis for five months (June – October 2021) whilst the charity undertook a search for a new Executive Director. The Trustees considered Ms Frost undertaking the role of Interim Director was in the best interests of the charity given her knowledge and experience of Talk The Talk. In recompense for the undertaking the role of Interim Director which are and above normal trustee duties, the charity paid Value Based Learning a fee of £1,440 (including VAT) per month. The Board of Trustees considered the amount charged for the services provided to fair and considerably less than would have charged by a third party with similar qualifications and experience. Ms Frost received £4,320 for her role as acting Interim Director in the year to 31 August 2021.

Elizabeth Lloyd, a Trustee of Talk The Talk, was paid £nil (2020 - £6,000) rent for providing office space to the Charity. Ms Lloyd donated the whole amount to Four Acre Trust.

Talk The Talk's governing document allows the charity to pay for trustees for services that are over and above normal trustee duties. The Trustees have had regard to the requirements of the Charities Act 2011 in making payments to trustees.

10 RELATED PARTY DISCLOSURES

Four Acre Trust (Charity Number 1053884), a grant making charity with historic links to Talk The Talk, made grant income donations to the Charity of £196,800 (2020- £208,567).

John Bothamley who was a trustee of Talk The Talk until his resignation on 4 November 2020 is a trustee of Four Acre Trust.