

Registered Charity Number: 1161251

TALK THE TALK

UNAUDITED FINANCIAL STATEMENTS

YEAR ENDED

31 AUGUST 2021

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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.

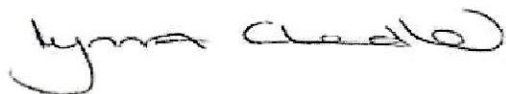
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with The Charities Act 2011. The trustees are also responsible for safeguarding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

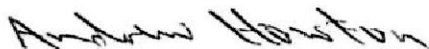
Independent examiner's statement

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.

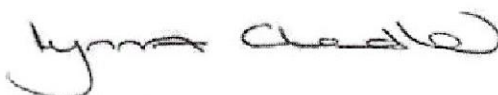
BALANCE SHEET

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.

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 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 £	Total Funds carried forward £
Unrestricted Funds				
General Funds	-	435,822	(290,106)	121,098
	-	435,822	(290,106)	121,098
Restricted Funds				
<i>Foundations, partnerships and organisations</i>				
Dancop	-	75,300	(97,688)	-
Future U	-	3,600	(4,670)	-
HeppSY	-	900	(1,168)	-
Jack Petchey Foundation	-	3,000	(3,892)	-
	-	82,800	(107,418)	-
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.