

Charity number: 01161373

Company number: 09357982

Hays Travel Foundation

(A company limited by guarantee)

Report and Financial Statements

Period ended 30 April 2021

Report of the Trustees for the period ended 30 April 2021

The Trustees are pleased to present their report, together with the financial statements, of Hays Travel Foundation for the period ended 30 April 2021.

Reference and administrative details

Charity Number

01161373

Company Registration Number

09357982

Registered Office

Gilbridge House
Keel Square
Sunderland
Tyne and Wear
SR1 3HA

Trustees and Directors

I Hays
P M Fidler
W D Fleetwood
M Dillon
D Gregory (appointed 15 November 2019)
K Campling (appointed 26 July 2021)
C Maith (resigned 23 July 2021)
J Hays (resigned on 13 November 2020)
M Fernandez-Varona (resigned 15 November 2019)

Independent examiner

MHA MacIntyre Hudson
2 London Wall Place
London
EC2Y 5AU

Bankers

Barclays Bank Plc
53 Fawcett Street
Sunderland
Tyne and Wear
SR1 1SD

Solicitors

Ward Hadaway
Sandgate House
102 Quayside
Newcastle upon Tyne
NE1 3DX

Report of the Board of Trustees

The Trustees have prepared this report of the Board of Trustees for period ended 30 April 2021.

Objective

The Hays Travel Foundation objects and purposes, as per its Memorandum and Articles, are to support the advancement of education, health, sport, the arts and prevention of poverty. These aims are intended to inspire young people of social and economic disadvantage, providing them with the same opportunities and chances as others.

Structure, governance and management

Governing Document

Hays Travel Foundation is a company limited by guarantee, and is governed by its Memorandum and Articles of Association dated 16 December 2014. It is a registered charity with the Charity Commission.

Appointment of Trustees

The first Trustees were appointed by John and Irene Hays. Subsequent Trustees are elected by the members or co-opted by the Board of Trustees. Trustees must be members of the charitable company and one third of the Board of Trustees must retire each year. A retiring Trustee who is eligible may be reappointed.

During the first board meeting of the year all Trustees were re-elected to remain part of the Board of Trustees for the next year.

Trustee induction and training

The Trustees have been chosen based on the skills they have to offer to ensure development of the Charity's activities. New Trustees have an induction programme to brief them on their legal obligations under charity and company law including our corporate induction. As part of their induction new Trustees are provided with an information pack that includes:

- Latest financial information; and
- Copies of our Memorandum and Articles of Association.

Organisation

The Board of Trustees administers the Charity and is responsible for the strategic direction and policy of the Charity.

Risk Management

During the year the Trustees have focused on ensuring that funds are properly accounted for and that grants approved in the year can be paid out of available resources. There is no formal risk assessment and management, however, the Trustees discuss and review certain risks posed to the Charity during their quarterly board meetings which include:

- Financial sustainability. This risk is mitigated well due to the support of Hays Travel Limited. Trustees regularly review the financial position and results of the Charity and manage their funds appropriately.
- Misappropriation of funds. This is deemed to be negligible due to tight controls over the Charity's funds. Regular review of the financial position and results would also highlight any discrepancies in the Charity funds.

Related parties

Irene Hays and John Hays (resigned on 13 November 2020), Trustees and Directors on the Board of Trustees, are also directors and shareholders of Hays Travel Limited. Claire Maith, Trustee and Director on the Board of Trustees, is also a director of Hays Travel Limited (resigned 25 July 2021). Ken Campling is also a director of Hays Travel Limited (appointed 26 July 2021)

Hays Travel Limited is a major donor to the Foundation. Further details are provided in the notes to the financial statements.

Report of the Board of Trustees

Objectives and activities

Hays Travel Foundation was incorporated in December 2014. John and Irene Hays set up the Foundation following 35 years in the travel industry, where they have enjoyed playing a large role in helping and being part of the local communities where Hays Travel branches are located.

The Foundation was set up with the aim to build on the charitable activities of Hays Travel. The charity aims to work with organisations that support local people, to help them achieve their potential and improve their quality of life. The Foundation would like to create opportunities for young people, and support them to achieve their goals, whether this is their health, sport, art or education.

With the majority of funding being donated from Hays Travel Limited, the staff at Hays Travel are also encouraged to fundraise throughout the year. The website has played a major role in allowing local charities to apply for funding. The Board meets quarterly to review applications and approve grants which they believe are aligned with the aims of the Foundation.

Achievements and Performance

Hays Travel Foundation has strived to approve numerous grants this year up to a total of £91,806 of which £21,171 was matched funding from the Foundation to branch level fundraising events for local charities.

The following projects were awarded grants and have an aggregated value of £70,635:

- North Tyneside Disability Forum (£7,100)
- Customs House (£5,488)
- The Jessie May Trust (£5,000)
- Click Sargent (£5,000)
- The Bluecoat (£5,000)
- Team Oasis Children's Society (£5,000)
- The Clock Tower Sanctuary (£5,000)
- BalletLorent (£4,900)
- The Open Door Centre (£3,000)
- Listening Ear (£3,000)
- Leonard Cheshire (£3,000)
- Jubilee Church Hull (£2,820)
- Winchester Street Search (£2,577)
- Skills 4 Work (£2,500)
- Roseberry Community Consortium (£2,000)
- TLC: Talk, Listen, Change (£2,000)
- YMCA Newcastle (£2,000)
- NE Youth (£2,000)
- Saints Community Development Foundation (£1,250)
- My Outdoor Classroom CIC (£1,000)
- Kamelia Kids (£1,000)

The Foundation also had a matched funding incentive. The branches of Hays Travel Limited have participated in fundraising activities throughout the year. Where the funds raised matched certain criteria set by the Foundation – local charities aimed at supporting children – the Foundation matched their fundraising efforts. This year funds were granted for the total of £21,171 (2019: £36,357). The following charities received funding:

- Ellen Timney Foundation (£2,088)
- Darlington Memorial Hospital (£1,445)
- Priscilla Bacon Hospice Family Counselling Rooms (£1,265)
- Henry Dancer Days (£1,153)
- Carers Trust Gateshead - Young Carers (£1,118)
- Footprints In The Community (£1,080)
- The Isabel Baker Foundation (£1,043)

Report of the Board of Trustees

- Butterwick House (£950)
- Forget Me Not Children's Hospice (£800)
- Martin House Hospice (£800)
- Butterfly Giving (£750)
- Teddy20 (£725)
- Tiny Lives (£681)
- Teardrop (£680)
- Blandford Opportunity Group (£590)
- Amelia's Rainbow (£570)
- Children Heart Surgery (£570)
- Southampton Children's Hospital Charity (£544)
- Yorkshire Children's Trust (£522)
- Yeovil Opportunity Group (£458)
- Bridport Youth Centre (£438)
- The Pegasus Centre - Riding For Disabled (£410)
- Feeding Families (£400)
- About With Friends (£359)
- BBC Children In Need (£326)
- Stepping Stones Pre School, Elburton (£304)
- Sarah Kinsley Fund (£292)
- St Catherine's School For Disabled Children, Ventnor (£260)
- Abbies Heroes (£220)
- DCCS Derrifor Children's Cancer Service (£200)
- Cystic Fibrosis Trust (£130)

Included within accruals are grants which have been awarded and are unpaid at the year end. Sunderland 2021 was awarded £21,000 in 2016 with £10,500 still outstanding at the beginning of the period. It was decided by the board that Sunderland 2021 have not been performing so they would have to reapply for any additional funding so the £10,500 is no longer being accrued. The Shildon AFC & Development Centre CIC was awarded £18,750 in 2019, to be paid equally over 3 years. As £6,250 was paid in the year the remaining balance of £6,250 at the year-end is to be paid during 2021.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning its current and future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives they have set, including those purposes as per its Memorandum and Articles of Association.

Financial Review

Due to the impact Covid-19 has had on the travel industry the charity received £90,848 in monetary donations from Hays Travel Limited in the first part of 2020. As there was limited involvement and activity with the charity this year Hays Travel Limited have calculated nil costs (2019: £20,225) for donated services, being employee time spent carrying out Foundation objectives. Further donations of £40,960 were received from a GoFundMe campaign, PayPal and other direct contributions. As noted above grants of £91,807 were approved in the year. In relation to resources expended there was a governance costs gain totalling £1,575 and there was a net surplus in the year of £51,021.

Principal Funding Sources

The principal funding of the Foundation in the year was donations from Hays Travel Limited.

Reserves policy

The Trustees will continue to apply the unrestricted fund to the Foundation's objectives. There is no intention to build up extensive reserves; instead income received will largely be expended in year on grants.

Report of the Board of Trustees

The total unrestricted reserves for this period is £51,021 (2019: £1,013) due to halt in activities from February 2020.

Plans for future years

Despite the impact of Covid 19 we intend to reinstate the grants made as soon as it is practical to do so, to further help those whose charitable activities contribute to the aims of the Foundation. This has been made possible by donations received via Hays Travel limited post the year end. We have received several applications for funding since the year end, which will be reviewed in due course by the Board of Trustees.

Statement of Trustees' responsibilities

The Trustees (who are also directors of Hays Travel Foundation for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company, and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that year. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statement on the going concern basis unless it is inappropriate to presume the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

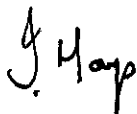
In so far that the Trustees are aware:

- There is no relevant information of which the charitable company's independent examiner is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Trustees on 10 January 2022 and signed on their behalf by:



Irene Hays

Trustee

Statement of Financial Activities (including income and expenditure account)

For the period ended 30 April 2021

Independent Examiner's Report to the Trustees of Hays Travel Foundation

I report to the charity trustees on my examination of the accounts of the company for the period ended 30 April 2021 which are set out on pages 7 to 14.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

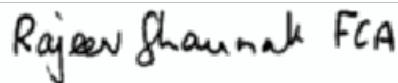
Independent examiner's statement

I have completed my examination. I confirm that no 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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed:



Rajeev Shaunak FCA
MHA MacIntyre Hudson
2 London Wall Place
London
EC2Y 5AU

Date: 27 January 2022

Statement of Financial Activities (including income and expenditure account)

For the period ended 30 April 2021

| | | Total Unrestricted Funds | Total Unrestricted Funds |
|--|------|--------------------------------|--------------------------------|
| | | Period Ended 30 April 2021 | 2019 |
| | Note | £ | £ |
| Income: | | | |
| Donations | 10 | 131,808 | 335,233 |
| Total income | | 131,808 | 335,233 |
| Expenditure | | | |
| <i>Expenditure on charitable activities:</i> | | | |
| Charitable activities | 3 | 80,787 | 338,360 |
| Total expenditure | | 80,787 | 338,360 |
| Net income/(deficit) for the year | 8 | 51,021 | (3,127) |
| Reconciliation of funds | | | |
| Total funds brought forward | | 1,013 | 4,140 |
| Total funds carried forward | 8 | 52,034 | 1,013 |

There are no other recognised gains and losses other than the net income of £51,021 (2019: -£3,127) for the period ended 30 April 2021. The profit for the period for Companies Act purposes comprises the net income for the period of £51,021.

All income and resources expended are derived from continuing activities.

The statement of financial activities includes all gains and losses recognised in the period.

Notes to the financial statements

at 30 April 2021

Statement of Financial Position

| | Notes | 2021 £ | 2019 £ |
|---|-------|---------------|---------------|
| Current assets | | | |
| Cash at bank and in hand | | 58,284 | 25,741 |
| | | 58,284 | 25,741 |
| Creditors: amounts falling due within one year | 6 | (6,250) | (18,478) |
| Net current assets | | 52,034 | 7,263 |
| Creditors: amounts falling due over one year | 7 | - | (6,250) |
| Total assets less current liabilities | | 52,034 | 1,013 |
| The funds of the charity | | | |
| Unrestricted funds | 8 | 52,034 | 1,013 |
| Total charity funds | 8 | 52,034 | 1,013 |

For the period ended 30 April 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees on 10 January 2022 and were signed on their behalf by:



I Hays
Trustee

Notes to the financial statements

at 30 April 2021

1. Accounting policies

Statement of compliance and basis of preparation

Hays Travel Foundation is a privately incorporated Charity registered in England. The Registered Office is Gilbridge House, Keel Square, Sunderland, Tyne and Wear, SR1 3HA. The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in compliance 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 Standards applicable in the UK and Republic of Ireland (FRS 102)". The charity is exempt from preparing a statement of cash flows as it meets the requirements of a Small Charity.

The principal accounting policies adopted in the preparation of the financial statements are set out below. The accounts have been prepared for the extended period from 1st November 2019 to 30 April 2021 for the purpose of keeping the reporting period the same as the Hays Travel Group. The prior period is that of 12 months and therefore is not directly comparable.

Going Concern

As the main donor for the Charity is Hays Travel the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

In light of Covid-19, effective from March 2020, the Foundation put on hold all grant applications and is no longer accepting any new requests via the website. As donations from Hays Travel are discretionary and not guaranteed this is expected to affect the Foundation for the long-term future but has no impact on the accounts for this period as the Foundation has the funds available to cover all commitments for twelve months from the signing date of these financial statements.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income, receipt is probable and the amount can be quantified with reasonable accuracy.

Donated services and facilities

Donated services are included in incoming resources when the benefit to the Charity is reasonably quantifiable and measurable. They are valued at the amount the charity would have been willing to pay for the services on the open market.

Resources expended

All expenditure, including any irrecoverable VAT, is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category.

Grants payable are:

- Agreed grants which have not been paid but which are payable on the satisfaction of a condition on the part of the grantee which has not yet been satisfied.

Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Financial Instruments

The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Notes 6 and 7.

Notes to the financial statements

at 30 April 2021

2. Legal status

Hays Travel Foundation is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is £1.

3. Resources expended

The Foundation incurred the following expenditure:

| | <i>Period Ended</i> <i>30 April 2021</i> | <i>2019</i> |
|--|---|-------------|
| | £ | £ |
| <i>Expenditure on charitable activities- grants to institutions:</i> | | |
| Abbies Heroes | 220 | - |
| About with Friends | 359 | 319 |
| Amelia's Rainbow | 570 | 8,870 |
| Andover and District Mencap | - | 1,716 |
| Artichoke | - | 12,000 |
| Arvon | - | 2,500 |
| balletLORENT | 4,900 | - |
| BBC Children In Need | 326 | - |
| Blandford Opportunity Group | 590 | - |
| Bridport youth Centre | 438 | - |
| Bright Futures | - | 3,600 |
| Butterfly Giving | 750 | 750 |
| Butterwick House | 950 | - |
| Carers Trust Gateshead - Young Carers | 1,118 | - |
| Cheesey Waffles | - | 902 |
| Children's Heart Surgery Fund | 570 | 637 |
| Children's Hospice South West | - | 1,337 |
| Circus Starr | - | 2,352 |
| Click Sargent | 5,000 | - |
| Community by Nature | - | 8,000 |
| Community Corner | - | 1,855 |
| Contact Mental Health Group LTD | - | 524 |
| Creative Kids | - | 8,000 |
| Customs House | 5,488 | 4,385 |
| Cystic Fibrosis Trust | 130 | 927 |
| Daisy Chain Project | - | 1,017 |
| Dame Vera Lynn Children's Charity | - | 2,700 |
| Darlington Memorial Hospital | 1,445 | - |
| DCCS Derrifor Childrens Cancer Service | 200 | - |
| Dorset Children's Foundation | - | 150 |
| Douglas Bader Foundation | - | 3,550 |
| Dreams Come True | - | 3,400 |
| EDGE NE CIC | - | 6,250 |
| Ellen Timney Foundation | 2,088 | - |
| ExeAccess | - | 500 |
| Exeter Phoenix | - | 3,000 |
| Exim Dance Company CIC | - | 4,500 |
| Extratime | - | 5,000 |
| FACT Fighting All Cancers Together | - | 4,000 |
| Family Counselling Trust | - | 2,500 |
| Feeding Families | 400 | 2,500 |

Notes to the financial statements

at 30 April 2021

| | | |
|--|-------|--------|
| Footprints in the Community | 1,080 | - |
| Forget me not Children's Hospice | 800 | 1,307 |
| Freddie's Fight | - | 1,006 |
| Friends of Oak Grove College | - | 3,000 |
| Friends of St Francis School - Fareham | - | 1,080 |
| Give It Your Max | - | 1,920 |
| Hartlepool United Community Sports Foundation | - | 3,150 |
| Hat Trick | - | 6,000 |
| Heel and Toe | - | 1,411 |
| Henry Dancer Days | 1,153 | 5,233 |
| Hive | - | 5,000 |
| Jubilee Church Hull | 2,820 | - |
| Kamelia Kids | 1,000 | - |
| Leeds Mencap | - | 5,000 |
| Leonard Cheshire | 3,000 | - |
| Lexi May Trust | - | 2,060 |
| Life Education Wessex | - | 597 |
| Listening Ear | 3,000 | - |
| Living Paintings | - | 2,500 |
| Martin House Hospice | 800 | - |
| ME North East | - | 1,109 |
| MIND South Somerset | - | 350 |
| Moving On | - | 182 |
| My Outdoor Classroom CIC | 1,000 | - |
| NE Youth | 2,000 | - |
| New Deaf Academy Appeal | - | 253 |
| Nightingale House Hospice | - | 2,500 |
| North East Autism Society | - | 168 |
| North Star Counselling CIC | - | 6,297 |
| North Tyneside Disability Forum | 7,100 | - |
| Northumberland Domestic Abuse Services | - | 5,000 |
| NSPCC | - | 3,000 |
| One in Eleven | - | 401 |
| Pathways 4 All | - | 8,780 |
| Pimlico Opera | - | 1,000 |
| Poole Hospital | - | 50 |
| Priscilla Bacon Hospice Family Counselling Rooms | 1,265 | - |
| Rainbow Trust Children's Charity | - | 4,000 |
| Richards wish | - | 308 |
| Roseberry Community Consortium | 2,000 | - |
| Saints Community Development Foundation | 1,250 | - |
| Sarah Kinsley Fund | 292 | - |
| SASH | - | 1,500 |
| Seaham Music Academy | - | 5,000 |
| Shepherds Down School Fund | - | 43 |
| Shildon Association Football Club and Shildon Development Centre CIC | - | 18,750 |
| Skills 4 Work | 2,500 | - |
| Smiley Face Nursery | - | 101 |
| Southampton Childrens Hospital Charity | 544 | 668 |
| Sporting Challenge | - | 2,000 |
| St Catherine's School For Disabled Children, Ventnor | 260 | - |
| St Johns Air Ambulance | - | 135 |
| St Peter's C of E Primary School PTA | - | 79 |
| Stepping Stones Pre School, Elburton | 304 | - |

Notes to the financial statements

at 30 April 2021

| | | |
|--|----------|-------|
| Street Games | - | 7,500 |
| Sunderland 2021 | (10,500) | - |
| Tall Ships Youth Trust | - | 3,000 |
| Team Oasis Children's Charity | 5,000 | - |
| Teapot Trust SCIO | - | 3,000 |
| Teardrop | 680 | - |
| Teddy 20 | 725 | 1,173 |
| Teenage Cancer Trust | - | 5,000 |
| Tender Arts and Education | - | 5,000 |
| The Bluecoat | 5,000 | - |
| The Bradley Lowery Foundation | - | 525 |
| The Charlie and Carter Foundation | - | 2,230 |
| The Children's Foundation | - | 6,155 |
| The Clatterbridge Cancer Charity | - | 5,500 |
| The Clock Tower Sanctuary | 5,000 | - |
| The Down's Syndrome Association | - | 2,735 |
| The Isabel Baker Foundation | 1,043 | - |
| The Jessie May Trust | 5,000 | - |
| The John Muir Trust | - | 5,000 |
| The Junction | - | 500 |
| The Kayaks | - | 8,400 |
| The Lexi May Trust | - | 2,000 |
| The Margaret Carey Foundation | - | 5,000 |
| The Neuromuscular Centre | - | 1,800 |
| The Oaks Secondary School | - | 188 |
| The Open Door Centre | 3,000 | - |
| The Pegasus Centre - Riding for Disabled | 410 | - |
| The Sarah Kinsley Fund | - | 205 |
| The Sick Children's Trust | - | 1,337 |
| Tim Lamb Centre | - | 545 |
| Tim Lamb Centre and Charlie Bear for Cancer Care | - | 2,061 |
| Tiny Lives | 681 | - |
| TLC: Talk, Listen, Change | 2,000 | - |
| Together 21 | - | 931 |
| Torbay and South Devon NHS Trust | - | 46 |
| Tynedale Hospice & Home | - | 5,000 |
| Victoria's Wish | - | 1,525 |
| Villiers Park Educational Trust | - | 2,800 |
| Wessex Cancer Trust | - | 6,602 |
| Westwood 2015 Limited | - | 1,720 |
| Wetwheels | - | 5,000 |
| Winchester Street Reach | 2,577 | - |
| Yeovil Opportunity Group | 458 | - |
| YMCA Newcastle | 2,000 | - |
| Yorkshire Children's Trust | 522 | 790 |
| Yorkshire Dance | - | 4,995 |
| Young Asian Voices | - | 3,600 |
| Youth Adventure Trust | - | 3,831 |
| Zest Theatre | - | 6,606 |
| Zoe's Place | - | 5,000 |
| Selection Boxes for Annual Panto | 208 | 141 |

Total

81,514

316,119

Notes to the financial statements

at 30 April 2021

Governance Costs:

| | | |
|---|---------|--------|
| Independent examination fee | (1,728) | 2,016 |
| Accommodation for Trustee | 153 | - |
| Hays Travel – accommodation & Trustee gifts | 848 | - |
| Employee services carrying out charity objectives | - | 20,225 |

| | | |
|---|---------------|----------------|
| Total Expenditure on Charitable Activities | 80,787 | 338,360 |
|---|---------------|----------------|

All expenditure on charitable activities was unrestricted in both reporting periods.

The independent examination fee is a credit this period as the fees for 2019 were unrealised and there will be no charges this period as the firm has offered to do this pro-bono.

Overnight accommodation was provided in January 2020 so that one of the Trustees could attend the quarterly board meeting.

4. Employee costs

The company had no employees during either period.

5. Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

6. Creditors: amounts falling due within one year

| | <i>Period Ended</i> 30 April 2021 | 2019 |
|----------------|--------------------------------------|---------------|
| | £ | £ |
| Grants payable | 6,250 | 16,750 |
| Accruals | - | 1,728 |
| | 6,250 | 18,478 |

7. Creditors: amounts falling due over one year

| | <i>Period Ended</i> 30 April 2021 | 2019 |
|----------------|--------------------------------------|--------------|
| | £ | £ |
| Grants payable | - | 6,250 |
| | - | 6,250 |

Notes to the financial statements

at 30 April 2021

8. Movement in Funds

Analysis of movements in unrestricted funds

| | Balance at 1 Nov 2019 | Incoming Resources | Resources Expended | Funds at 30 Apr 2021 |
|--------------|--------------------------|-----------------------|-----------------------|-------------------------|
| | £ | £ | £ | £ |
| General Fund | 1,013 | 131,808 | (80,787) | 52,034 |

Unrestricted General Funds are 'free reserves' to be allocated freely to further the charities objectives.

9. Related party transactions

John Hays (resigned 13th November 2020) and Irene Hays, Trustees and Directors on the Board of Trustees, are Directors and shareholders of Hays Travel Limited. Claire Maith, Trustee and Director of the Board of Trustees, is a Director of Hays Travel Limited (resigned 23rd July 2021) and Kenneth Campling, Trustee and Director of the Board of Trustees, is a Director of Hays Travel Limited (appointed 23rd July 2021).

Hays Travel Limited donated £90,848 (2019: £315,000) to the Foundation during the year.

During the year, there have been nil costs calculated from employees of Hays Travel Limited spending time carrying out the Foundation's objectives due to inactivity with the Foundation since January 2020 (2019: £20,225).

Two Trustees received gifts from Hays Travel Limited. This was in respect to their services as Trustees. The total value of these gifts was £108 (2019: £207 for three trustees).

During the year, Matt Dillon attended the December 2019 Hays Travel Retail Conference to improve awareness and promote the achievements of the Foundation to date. The cost for this event, being travel, accommodation and subsistence, were borne by Hays Travel Limited to the value of £740 (2019: £2,154).

No Trustee expenses have been reimbursed in the period (2019: nil).

10. Donations

| | <i>Period Ended 30 April 2021</i> | <i>2019</i> |
|---|---------------------------------------|----------------|
| | £ | £ |
| Donations from Hays Travel | 90,848 | 335,233 |
| Fundraising activities – John Hays memorial | 40,010 | - |
| Fundraising activities – Sponsored walk | 950 | - |
| | 131,808 | 335,233 |

All income from donations and fundraising activities was unrestricted in both periods.

11. Controlling Party

The company is governed by the Board of Trustees and is not under the control of any one individual.

