

# WE MIND THE GAP

England & Wales · Charity number 1161504

## Details

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**Other names** MONEYPENNY FOUNDATION

**Status** Registered

**Legal form** CIO

**Registered** 2015-04-30

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

## Contact

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**Address** Ty Avow  
21 Egerton Street  
Wrexham  
LL11 1ND

**Phone** 03339398818

**Email** [admin@wemindthegap.org.uk](mailto:admin@wemindthegap.org.uk)

**Website** [www.wemindthegap.org.uk](http://www.wemindthegap.org.uk)

## Activities

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**Objects:** The object of the CIO is to act as a resource for young people and their families who are aged between 11 ? 30 living in the UK by providing advice and assistance and organising programmes of work experience, physical, education and other activities. 1. advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals; 2. advancing education; 3. relieving unemployment; 4. providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons

**Activities:** WeMindTheGap bridges the gap between young people aged 16 -25 yrs, disadvantaged by their circumstances, and the wider community in the North West including North Wales, Cheshire, Merseyside & Manchester. Through the provision of totally holistic, paid traineeships the aim is to give new opportunities in life and work which address any gaps in maturation, aspiration, confidence, care and skills.

## Classification

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- **How:** Provides Other Finance, Provides Services
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People

## Geography

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- **Area of benefit:** UK
- Denbighshire
- Flintshire
- Knowsley
- Liverpool City
- Manchester City
- Wrexham

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£909,802	£923,896	£392,965	27
2024-04-30	£921,569	£894,189	£407,059	26
2023-04-30	£953,757	£780,676	£379,679	24
2022-04-30	£916,661	£1,075,660	£206,598	42
2021-04-30	£930,236	£662,714	£365,597	15

## Trustees

Name	Role	Appointed
<b>Kathleen Campbell</b>	Chair	2024-03-27
Brittany Brown		2026-04-16
Daniel Lilley		2026-04-16
Jade Palmer		2026-04-16
Karen Ann Jones		2022-06-09
Kirsty Rogers		2022-06-09
RACHEL CLACHER		2015-03-31
Samantha Lubanzu		2026-04-16

**WE MIND THE GAP**

England & Wales - Charity number 1161504

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# Accounts

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**WE MIND THE GAP**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**



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**WE MIND THE GAP**

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**WE MIND THE GAP**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Trustees** Kathleen Campbell (also known as Karen Campbell-Williams), Chair  
Rachel Clacher  
Emma Degg (resigned 12 December 2024)  
Louise Gatenby  
Karen Jones  
Kirsty Rogers

**Charity registered number** 1161504

**Principal office** Ty Avow  
21 Egerton Street  
Wrexham  
LL11 1ND

**Patron** Sir John Timpson

**Chief executive officer** Ali Wheeler

**Accountants** WR Partners  
Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

**Bankers** HSBC  
PO Box 68  
130 New Street  
Birmingham  
West Midlands  
B2 4JU

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## WE MIND THE GAP

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### TRUSTEES' REPORT FOR THE PERIOD ENDED 31 MARCH 2025

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The Trustees submit their annual report together with the unaudited financial statements of the Charity for the period from 1 May 2024 to 31 March 2025. The financial statements have been prepared in accordance with the accounting policies, set out in note 2 to the financial statements and comply with the Charity's trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

Legal and administrative information, set out on page 1, forms part of this report.

The Trustees have changed the financial year end of the Charity to 31 March, using the powers accorded to them in the governing document. This brings the year end into line with the main grant providers, facilitating the reporting process. Therefore this set of accounts covers a period of 11 months, rather than the usual year and the comparative figures in the financial statements and notes will not be fully comparative.

#### **Objectives and activities**

##### **a. Policies and objectives**

Cost of living, poverty, neglect, broken homes, a challenged education system, a complex benefits system, third generation workless households and the ongoing after-effects of the pandemic have culminated in a generation of forgotten young people with few aspirations or opportunities, and who are emotionally and neurologically immature. These problems manifest themselves in many young people living in poverty, unable to lead independent lives, with little aspiration, confidence or real choices in life and work. Covid lockdowns hit young people hard and many are reporting isolation, loneliness, lack of friendships and a sense of belonging as their primary concern, all of which is exacerbated by the on going cost of living crisis.

Our vision is a world in which every young person feels they belong, can thrive, has the maturity, independence, aspirations and skills to have real choices in life and work.

Our mission; Harnessing the power of communities, we walk alongside young people with love, care, and curiosity, offering new life opportunities and ongoing support.

This is not about CV writing workshops and tea and toast for poor unfortunates...or ticking boxes... This is about delivering real and lasting change for young people who deserve better. This is social mobility in action.

#### **WeMindTheGap core values**

**Compassion & Care** – The encouragement, reassurance and genuine care we extend to every individual is fundamental to them developing the confidence to explore their choices in the world.

**Connectivity** – We build positive relationships with and between our young people and the world to create their rightful place within a meaningful community.

**Constancy** – We are always here and always will be: people and places of safety who keep our promises and provide the support, challenge and care that our young people deserve.

**Commitment** – We will go to the ends of the earth to make sure that our young people have the wherewithal to be 'pilots of their own lives'.

**Confidence** – We believe absolutely in our vision, our model and the impact we deliver.

**Curiosity** – We ask 'why' to keep learning, to help our young people grow and develop, and to evolve best practice that others can learn from.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Objectives and activities (continued)**

Capacity – We have the space, time, resilience and support required to perform our respective roles to the best of our ability.

Can Do – We walk alongside our young people, take the initiative, make good things happen and always focus on a solution, not a problem.

Celebration – We celebrate every success, no matter how big or small.

Courage – We do what is right and not what is easy.

**What we do**

We offer 5 programmes:

1. WeInspire - Our supportive, nurturing programme for 11-15 year olds who are struggling with traditional education. Building confidence, resilience and a sense of belonging for students wherever they are in school or at home
2. WeDiscover - Our 12 week digital programme for 16-24yr olds, where young people can discover more about themselves and the wider world. Designed to meet young people where they are and not where we expect them to be, they grow in confidence, aspirations and find their next steps in life.
3. WeBridge - Our 'roll on roll off' employability programme for 16 – 24-year-olds who are ready to work and need nurturing and support to find the right opportunity. We partner with trusted employers in the area to support young people at the start of their working journey.
4. WeGrow - Our 26-week paid employability programme for 18 – 24-year-olds with four work placements, life skills, coaching, and experiences, all delivered with love and care, followed by 6 months support from our WeBelong team.
5. WeBelong - Our alumni community for any young person who has completed a programme. Every Gappie remains part of WeMindTheGap family, and this community provides support, care and friendship for as long as they want or need us.

Responding to the findings of the Big Conversation in Wrexham, we piloted two programmes in 2024, WeInspire and WeBridge. Both these programmes having proven successful and are now embedded in our continuum of support for your people from 11-25yrs who have 'fallen through the gaps' and are not in employment, education or training.

In addition, in January 2025 we carried out a second Big Conversation in Flintshire. Like the first one, we spoke to young people aged 18-21yrs, employers and communities. We chose to speak to young people aged 18-21yrs because we recognised that they would have been 14-16yrs old during the COVID 19 pandemic, and we would like to track the impact of the pandemic across generations. Also young people aged 18-21yrs are the key age group that are referred to WeMindTheGap.

For the Big Conversation in Flintshire we wanted to build on the learnings and build on the opportunities we found from Wrexham. Therefore we partnered with Wrexham University and carried out the Big Conversation across a one month period. We spoke to 509 young people and over 50 employers. We asked two questions, 'What life is like for young people in Flintshire?' and 'What could make it better' The findings of our Flintshire Big Conversation were collated by Wrexham University and shared with partners and will be used to inform our continuous improvement of the work we do to support young people.

We also produced a film of the Big Conversation and gained coverage on local news sites as 'shining a beacon of hope' on what is a UK wide crisis.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Objectives and activities (continued)**

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**b. Main activities undertaken to further the Charity's purposes for the public benefit**

The Charity's objects and principal activities are for the benefit of the public generally but specifically to act as a resource for young people aged between 16 and 30 living in the UK by providing advice and assistance and organising programmes of work experience, physical, educational, and other activities as a means of:

- advancing in life and helping young people by developing their skills, capacity and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- advancing education;
- relieving unemployment;
- providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

We have submitted a change of Charitable Objects to the Charity Commission to cover include the work of our new Programme Welnspire. Our new Objects will cover young people from 11-30yrs.

**Structure, governance and management**

**a. Constitution**

We Mind The Gap is a registered charity, number 1161504, and is constituted as a Charitable Incorporated Organisation.

**b. Trustees**

Trustees are appointed by a resolution of the Trustees passed at the board meeting. The minimum number of Trustees is three. The Board undertakes a skills analysis annually to identify current skills amongst Trustees and gaps and agree to appoint new Trustees to meet those outstanding skill sets.

New trustees undergo an orientation day to brief them on their legal obligations under charity law, the Charity Commission guidance on public benefit, inform them of the charity's strategy and objectives, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role as well as meet with programme participants and attend events held with and for them.

The Trustee Board provides strategic oversight and governance rather than running and operating the Charity on a day to day basis. All Trustees give of their time freely. The Trustees have appointed directors and managers to manage the day to day operations of the charity. To facilitate effective operations, the directors and managers have delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and trainee related activity.

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee, director or senior manager of the charity with a company, supplier, donor or other charity must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Structure, governance and management (continued)**

The Trustees are committed to ensuring that all WeMindTheGap employees are paid fairly and in a way which ensures the charity attracts and retains the right team with the right skills to have the greatest impact in delivering our charitable objectives. The Trustees' approach to executive pay is in line with the Association of Chief Executives of Voluntary Organisations (AECVO) Good Pay Guide.

During the period of this report, we accepted the resignation of our Trustee Emma Degg. We thank Emma for all her support and guidance, and she remains an ambassador for our work.

**c. Organisation**

The organisation was registered as a Charity (Registration no 1161504) on 30 April 2015 as amended on 26 August 2017. The organisation was established as a charitable incorporated organisation (CIO).

During the year, the Charity's office is based at Ty Avow, 21 Egerton Street, Wrexham, LL11 1ND. Individual programmes are run in locations appropriate to the communities that they serve: Wrexham from the Hub; Flintshire from Jade Jones in Flint.

**d. Our access policies**

The Charity welcomes participants from all backgrounds. Key to joining any of our programmes is assessing whether our young people are ready to make the most of the opportunities on offer. On all programmes our potential participants (we call them 'Gappies' when they are participants) need to demonstrate to our teams their will to engage to the best of their potential and in line with the general standards achieved by their peers. We work closely with local agencies, education teams, voluntary projects etc to create a pipeline of possible participants. Those expressing an interest for WeDiscover have an informal virtual conversation exploring what the young person wants to get out of the experience and also ensuring that any eligibility criteria from our partner colleges are met. For our WeGrow programme young people are invited to a 'Discovery Day' a relaxed, engaging recruitment day that allows participants to shine – from which successful candidates will be chosen. On both programmes an individual's economic status, gender, ethnicity, race, religion, or education attainment do not form part of this assessment process, rather their attitude to the world and the opportunity ahead of them.

We believe that our participants benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our Gappies develop an understanding of other people that will be vital in their future lives.

We have clear insight into the neurological effect of Adverse Childhood Experiences on the child's brain and the implications for adolescence and beyond. We use these to complement best practice childhood development practices in the design of our programmes. Our cohort – many of whom score highly on the ACEs scales – are supported in a compassion driven way which allows them to make the most of the opportunities on offer. Every workshop, every interaction stretches neuroplasticity and creates new neural pathways, which in turn promote maturation, independence and autonomy. We strive to keep abreast of current thinking and research, particularly post pandemic research, and have a clear continuing development programme for our team. We share learnings and best practice with other organisations within this field and our funders. We have begun to establish ourselves as 'thought leaders' and experts in supporting young people and delivering meaningful and lasting change. This has been recognised nationally as we were finalists of the 2024 Centre for Social Justice National Awards, and have been shortlisted as finalists for 2025. Our Gappies and team have represented us at local and national government and regularly deliver keynotes and talks.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Structure, governance and management (continued)**

**e. Related parties and organisations**

Volunteers undertake valuable work by supporting our individual programmes, each of which has at least one volunteer to support each delivery team on a weekly basis. WeGrow cohorts benefit from an 'intern' system whereby an experienced Gappie volunteers to spend time with the new cohort and share that all important lived experience. WeBelong encourages graduates of all programmes to volunteer at fundraising events, community projects we support and by being an advocate for WeMindTheGap meeting funders and other stakeholders. In addition, many talented individuals share their knowledge and expertise through offering workshops and learning experience either in person or virtually for our WeDiscover and WeGrow programmes.

Our WeGrow and WeBridge programmes rely on employer partners working with us on a voluntary basis to provide 10 day work placements: some employers provide work placements for up to ten Gappies, others for just one. Their support and involvement are what allows our Gappies to have experience of meaningful work, and therefore our programme to have the impact it does.

The development of English and Maths skills is a vital part of our programmes. This element is delivered cost free by partners Coleg Cambria (in North Wales). Tutors are well aware of the challenges our cohort may have had with mainstream education and develop a learning environment that is practical and supportive. Several graduates have continued working with the colleges to gain their equivalent of GCESs in both subjects and then moved on to take Level 2 and University qualifications.

The Charity does not currently include a valuation of volunteers' time within the financial statements.

**Plans for future periods**

**2025/26**

- Embed our new Programme WeInspire in Cheshire West as we have secured 5 Years' funding through the Duke of Westminster Foundation
- Implement our 5 Year plan which starts with the growth of our Programmes in Wrexham and Flintshire and growth of our staff number to 28. This is underpinned from securing 5 Years' funding from The National Lottery Community Fund
- Grow the WeBelong offerings to ensure there is something for all graduate members. With a dedicated team to offer constancy and prioritise progression
- Continue to secure new funding to continue to grow WeMindTheGap
- Grow our Board with the appointment of new Trustees to mind the gaps of our skills and experiences
- Continue to develop our Thought Leadership and Impact approach, to enhance our profile and be recognised as exemplars in our field
- Continue to build relationships with like minded organisations to mind their 'Social' gap in the Environment, Social and Governance conversation
- Develop our own SROI and Impact reports
- Continue to develop our staffing model and website to include Welsh Speakers and Welsh Language
- Develop a Great Youth Employment Toolkit to support employers employing young people

**TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Plans for future periods (continued)**

**By 2026 we will**

- Be running new programmes adapted to the wants and needs of young people informed by the Big Conversation Wrexham and Flintshire
- Be perceived and recognised as exemplars with clear impact on policy
- Evidence the model has lasting impact across generations: our graduates' parent differently and grow our Alumni into a peer support model
- Continue to influence national and local policies so there are fewer gaps to mind
- Carry out a feasibility study to see if we can take employability 'on the road' in a bus

**Achievements and performance**

**a. Review of activities**

The priority for the year 2024/25 was to establish a continuum of support across our Programmes in the areas where we had constancy of delivery, that being Wrexham, Flintshire and North Wales. In addition, we would begin the implementation of our WeInspire Programmes in 4 schools in Chester.

We secured funding from UKSPF, Westminster Foundation and The National Lottery Community Fund which has enabled us to start the delivery of our 5 Year Plan.

All Gappies across all our four Programmes can now take part in all elements of our growing WeBelong programme.

Through WeBelong we also enjoyed many in person visits to places like Chester and Llandudno, held a Summer Party and our graduates also enjoyed a trip to the Panto at Theatr Clwyd.

In January 2025 we undertook and began to share, the findings of our Big Conversation with young people aged 18-21yrs in Flintshire. The Big Conversation is an unprecedented piece of research to find the voices and experiences of young people aged 18-21yrs old whose lives had changed during the pandemic. We built on the first Big Conversation in Wrexham and now have two powerful banks of data and insights into the lives, wants, needs and aspirations of young people.

The Big Conversation was our response to WeMindTheGap recognising the world had changed for young people. The young people we were working with were presenting with different challenges, employer partners were sharing that they were finding it more difficult to recruit and retain young people in employment and statutory services said that many young people had not re-engaged with services either online or face to face post pandemic.

At the same time as talking to young people, we committed to carrying out research with employers to find out their experiences, challenges and opportunities in employing young people. In addition, we wanted to speak to as many statutory and local support providers as possible to see how their engagement and support for young people had changed since the pandemic.

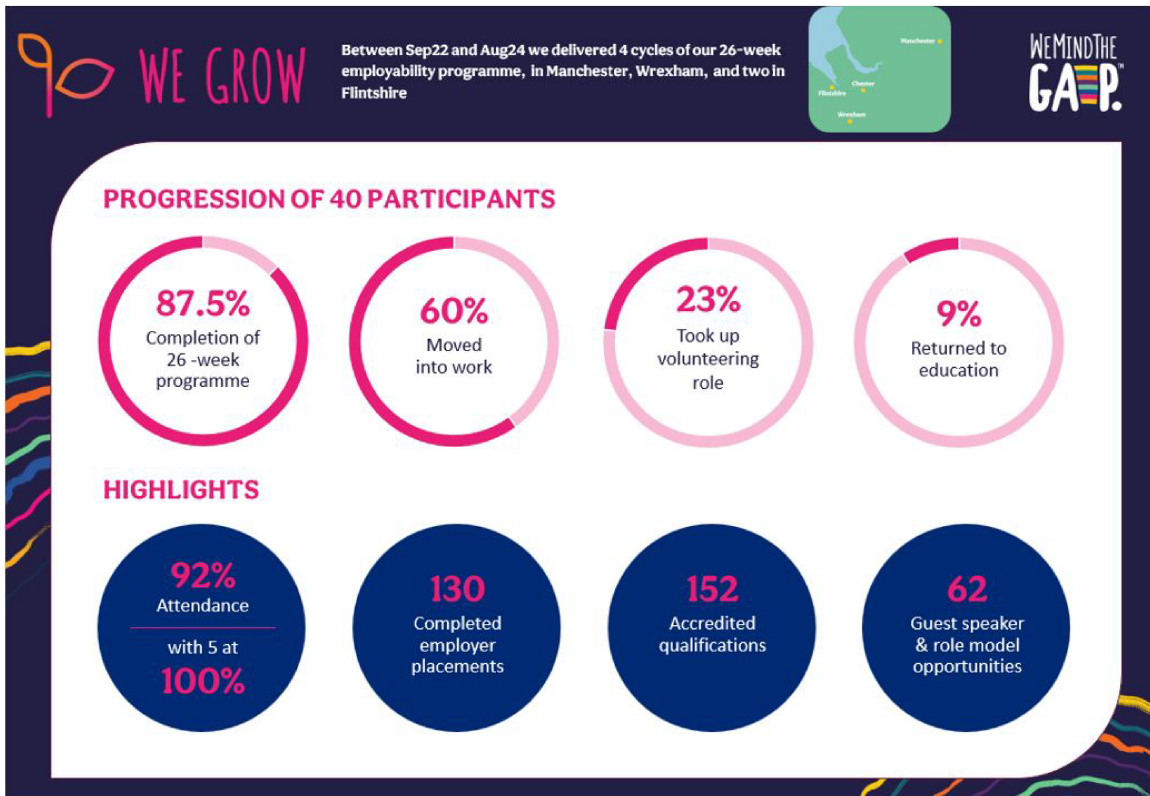
In our 5 Year Plan we have committed to carrying out a Big Conversation in each of our 'Villages' to really understand the community and young people. We committed to using the findings to engage support to enable people and communities to build the social capital for young people to thrive. WeMindTheGap was also awarded a place on the Rank Foundation Network Profit for Good Programme which is a year-long programme to support charities to develop income generating activities.

TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance (continued)

What changes did we see:

All programmes delivered in 2024-25 were successfully completed across Wrexham and Flintshire, and wider North Wales. We produced a two year Impact Report covering 2022 – 2024. The highlights showcase the many and varied achievements of our young people, demonstrating impact beyond the bare statistics.



TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance (continued)



TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance (continued)



Our differentiator, this is our alumni of over 500 members - Gappies who have participated in any programme since 2014. Designed to mind the bumps in the road, help with progression, and celebrate together WeBelong has 4 key themes





## Education



## Health & Wellbeing



## Employment

## Volunteering



**29**  
Big Events

**3**  
Progression Events

**4**  
Transition events from WeGrow and WeDiscover

**154**  
Gappies actively engaged during the period for support

## AND TWO NEW PILOT PROGRAMMES...





As a direct result of the findings of the Big Conversation we have worked with early adopters in our community to create the Bridge to Employment offer in Wrexham.

Listening to the challenges from our employers and young people we recognised that there are too many young people wanting to work but needed help to do so...getting into jobs but crucially retaining employment.

Wrexham CBC who are partnering with us have identified 1754 economically inactive young people in our community.



As a direct result of sharing the findings of the Big Conversation with the wider team at Wrexham CBC, the education policy makers recognised an opportunity to create an immersive in school support programme for those pupils not attending regularly or wishing to attend but with too many barriers to take the first step.

In April 2024 we began a small pilot project in Ysgol Bryn Alyn delivering sessions that focus on exploring pupils' interests, emotions and motivations. The aim was to support them with care to manage their challenges effectively and develop their resilience so they can attend school. The group co-created on a passion project, delivering a TEDtalk at Wrexham University in June 2024. The pilot group also named the programme WeInspire!

The pilot demonstrated that outcomes should not merely be about measuring attendance but creating confidence, resilience and aspiration in pupils so when they do return to school, they can maintain attendance. For WeMindTheGap the pilot project has allowed us:

- To demonstrate we can deliver the in-person support to the persistent non-attenders AND have a digital offer to the non-engagers;
- To demonstrate that the space we deliver in is crucially important for a trauma informed approach;
- That we must work with parents from the outset to reframe the fractured relationship that is existing between too many of our pupils, their parents and our schools, understand the real and perceived barriers and improve communication between all parties.
- Create a sense of belonging to their friendship group and to school so they are more able to progress and be ready to learn.










TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025

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**Achievements and performance (continued)**

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**b. Reserves policy**

At the year end the Charity held net assets of £392,965. Within this were £160,037 of restricted funds. The remaining £232,928 were unrestricted, with £80,542 of this designated for specific purposes.

The Trustees have reviewed the reserves policy to ensure it is fit for purpose and in line with expected growth in addition to being compliant with the current Charity Commission guidelines. The Charity's aim is to maintain reserves in unrestricted funds at a level which equates to at least three months of unrestricted charitable expenditure.

The free reserves for accounting purposes are calculated as the unrestricted funds, less any designated funds and less unrestricted fixed and intangible assets. Free reserves at the yearend were £146,200 (2024: £229,162).

**c. Principal risks and uncertainties**

The Trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The Trustees have a risk management strategy which comprises: An annual review of the principal risks and uncertainties that the charity faces; the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise. This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditors balances to ensure sufficient working capital by the Charity. It is the clear objective of the Trustees to agree a funding strategy as part of the 5 Year Business Plan which mitigates the above risks and ensures sustainability for the Charity.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Statement of Trustees' responsibilities**

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**Karen Campbell-Williams**

Trustee

Date: 21st October 2025

**INDEPENDENT EXAMINER'S REPORT  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**Independent Examiner's Report to the Trustees of We Mind The Gap ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 31 March 2025.

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2025

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**Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 Charity as required by section 130 of the 2011 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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:



S J Tweedie

Dated: 28 November 2025

BSc FCA DChA

**WR Partners**

Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

**WE MIND THE GAP**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE PERIOD ENDED 31 MARCH 2025**

	Note	Unrestricted funds 2025 £	Restricted funds 11 months ended 31 March 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations and legacies	3	71,130	7,500	78,630	162,443
Charitable activities	4	10,000	818,949	828,949	756,666
Other trading activities	5	636	-	636	108
Investments	6	1,587	-	1,587	2,195
Other income	7	-	-	-	157
<b>Total income</b>		<b>83,353</b>	<b>826,449</b>	<b>909,802</b>	<b>921,569</b>
<b>Expenditure on:</b>					
Raising funds	8	-	168	168	894
Charitable activities		170,114	753,614	923,728	893,295
<b>Total expenditure</b>		<b>170,114</b>	<b>753,782</b>	<b>923,896</b>	<b>894,189</b>
<b>Net (expenditure)/income</b>		<b>(86,761)</b>	<b>72,667</b>	<b>(14,094)</b>	<b>27,380</b>
Transfers between funds	16	(77,073)	77,073	-	-
<b>Net movement in funds</b>		<b>(163,834)</b>	<b>149,740</b>	<b>(14,094)</b>	<b>27,380</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		396,762	10,297	407,059	379,679
Net movement in funds		(163,834)	149,740	(14,094)	27,380
<b>Total funds carried forward</b>		<b>232,928</b>	<b>160,037</b>	<b>392,965</b>	<b>407,059</b>

The Statement of Financial Activities includes all gains and losses recognised in the period.

The notes on pages 18 to 36 form part of these financial statements.

**WE MIND THE GAP**

**BALANCE SHEET  
AS AT 31 MARCH 2025**

	Note	31 March 2025 £	30 April 2024 £
<b>Fixed assets</b>			
Tangible assets	13	6,186	7,793
		<u>6,186</u>	<u>7,793</u>
<b>Current assets</b>			
Debtors	14	43,990	92,115
Cash at bank and in hand		365,862	326,577
		<u>409,852</u>	<u>418,692</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	15	(23,073)	(19,426)
		<u>386,779</u>	<u>399,266</u>
<b>Net current assets</b>		<u>386,779</u>	<u>399,266</u>
<b>Total assets less current liabilities</b>		<u>392,965</u>	<u>407,059</u>
<b>Total net assets</b>		<u><u>392,965</u></u>	<u><u>407,059</u></u>
<b>Charity funds</b>			
Restricted funds	16	160,037	10,297
Unrestricted funds	16	232,928	396,762
<b>Total funds</b>		<u><u>392,965</u></u>	<u><u>407,059</u></u>

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



**Karen Campbell-Williams**

Trustee

Date: 21st October 2025

The notes on pages 18 to 36 form part of these financial statements.

STATEMENT OF CASH FLOWS  
FOR THE PERIOD ENDED 31 MARCH 2025

	Note	11 months ended 31 March 2025 £	2024 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	18	<b>40,258</b>	(127,486)
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		<b>(973)</b>	(1,231)
<b>Net cash used in investing activities</b>		<b>(973)</b>	<b>(1,231)</b>
<b>Change in cash and cash equivalents in the period</b>		<b>39,285</b>	<b>(128,717)</b>
Cash and cash equivalents at the beginning of the period		<b>326,577</b>	455,294
<b>Cash and cash equivalents at the end of the period</b>	19	<b>365,862</b>	<b>326,577</b>

The notes on pages 18 to 36 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**1. General information**

The charity is a Charitable Incorporated Organisation, situated in the United Kingdom. The principal place of business is the principal office, the address of which is provided on Page 1.

**2. Accounting policies**

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

Comparative figures relate to a 12-month period and are therefore not directly comparable to the current 11-month period.

**2.2 Going concern**

After making enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis of accounting in preparing the annual financial statements.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

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**2. Accounting policies (continued)**

**2.3 Income**

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

The recognition of income from donations and legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

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**2. Accounting policies (continued)**

**2.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.7 Tangible fixed assets and depreciation**

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures & fittings	-	20% straight line
Computer equipment	-	20% straight line

**2.8 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.9 Cash at bank and in hand**

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

**2.10 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.11 Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**2. Accounting policies (continued)**

**2.12 Pensions**

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

**2.13 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.

Designated funds comprise unrestricted funds that have been earmarked by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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. The costs of raising and 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.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Income from donations and legacies**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 11 months ended 31 March 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Donations	70,725	7,500	<b>78,225</b>	161,944
Gift Aid reclaimed	405	-	<b>405</b>	499
<b>Total 2025</b>	<u>71,130</u>	<u>7,500</u>	<u><b>78,630</b></u>	<u>162,443</u>
<i>Total 2024</i>	<u>147,443</u>	<u>15,000</u>	<u>162,443</u>	

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

4. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 11 months ended 31 March 2025 £	Total funds 2025 £	Total funds 2024 £
Grants	-	241,101	<b>241,101</b>	136,766
Government Grants	10,000	577,848	<b>587,848</b>	619,900
<b>Total 2025</b>	<u>10,000</u>	<u>818,949</u>	<u><b>828,949</b></u>	<u>756,666</u>
<i>Total 2024</i>	<u>10,000</u>	<u>746,666</u>	<u>756,666</u>	

Government grants comprise of £577,700 from the UK Shared Prosperity Fund, £148 from Wrexham County Borough Council, £10,000 from Flintshire County Council.

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Fundraising events	636	<b>636</b>	108
<b>Total 2025</b>	<u>636</u>	<u><b>636</b></u>	<u>108</u>
<i>Total 2024</i>	<u>108</u>	<u>108</u>	

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Interest income	1,587	1,587	2,195
<b>Total 2025</b>	<u>1,587</u>	<u>1,587</u>	<u>2,195</u>
<i>Total 2024</i>	<u>2,195</u>	<u>2,195</u>	

7. Other incoming resources

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Other income	-	-	157
<i>Total 2024</i>	<u>157</u>	<u>157</u>	

**WE MIND THE GAP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**8. Expenditure on raising funds**

**Fundraising trading expenses**

	<b>Restricted funds 11 months ended 31 March 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Fundraising event costs	168	<b>168</b>	894
<b>Total 2025</b>	<u>168</u>	<u><b>168</b></u>	<u>894</u>
<i>Total 2024</i>	<u>894</u>	<u>894</u>	

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 11 months ended 31 March 2025 £</b>	<b>Support costs 11 months ended 31 March 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
WeGrow	-	-	-	29,382
WeBelong	11,893	-	<b>11,893</b>	11,252
WeDiscover	42,932	839	<b>43,771</b>	81,884
Head Office	73	180,638	<b>180,711</b>	143,830
Flintshire	334,554	29,527	<b>364,081</b>	289,531
Wrexham	270,757	50,926	<b>321,683</b>	337,416
Cheshire West & Chester	1,489	100	<b>1,589</b>	-
<b>Total 2025</b>	<u>661,698</u>	<u>262,030</u>	<u><b>923,728</b></u>	<u>893,295</u>
<i>Total 2024</i>	<u>662,815</u>	<u>230,480</u>	<u>893,295</u>	

**WE MIND THE GAP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**9. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>WeGrow 11 months ended 31 March 2025 £</b>	<b>WeBelong 11 months ended 31 March 2025 £</b>	<b>WeDiscover 11 months ended 31 March 2025 £</b>	<b>Head Office 11 months ended 31 March 2025 £</b>	<b>Flintshire 11 months ended 31 March 2025 £</b>
Staff costs	-	6,505	31,707	-	248,629
Programme costs	-	5,388	11,225	73	85,925
<b>Total 2025</b>	<b>-</b>	<b>11,893</b>	<b>42,932</b>	<b>73</b>	<b>334,554</b>
<i>Total 2024</i>	<i>29,382</i>	<i>11,252</i>	<i>74,504</i>	<i>87</i>	<i>266,421</i>

	<b>Wrexham 11 months ended 31 March 2025 £</b>	<b>Cheshire West &amp; Chester 11 months ended 31 March 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Staff costs	202,360	1,289	<b>490,490</b>	<i>510,615</i>
Programme costs	68,397	200	<b>171,208</b>	<i>152,200</i>
<b>Total 2025</b>	<b>270,757</b>	<b>1,489</b>	<b>661,698</b>	<i>662,815</i>
<i>Total 2024</i>	<i>281,169</i>	<i>-</i>	<i>662,815</i>	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	WeDiscover 11 months ended 31 March 2025 £	Head Office 11 months ended 31 March 2025 £	Flintshire 11 months ended 31 March 2025 £	Wrexham 11 months ended 31 March 2025 £
Staff costs	-	151,817	-	-
Depreciation	165	2,422	-	-
Vehicle costs	-	-	-	-
Insurance	-	3,311	2,915	1,881
Training and welfare	88	915	2,572	17,902
Premises costs	-	565	720	479
Travel and subsistence	4	1,643	501	401
Other costs	-	69	225	397
IT and communications	-	4,604	2,782	1,813
Office costs	-	785	631	484
HR, marketing and consultancy	582	7,488	8,139	19,087
Subscriptions	-	1,840	928	809
Rent and rates	-	4,348	7,092	4,798
Accountancy	-	504	2,520	2,520
Bank charges	-	292	502	355
Business Development	-	35	-	-
Recruitment fees	-	-	-	-
<b>Total 2025</b>	<b>839</b>	<b>180,638</b>	<b>29,527</b>	<b>50,926</b>
<i>Total 2024</i>	<i>7,380</i>	<i>143,743</i>	<i>23,110</i>	<i>56,247</i>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Cheshire West & Chester 11 months ended 31 March 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	-	151,817	90,943
Depreciation	-	2,587	16,143
Vehicle costs	-	-	1,058
Insurance	-	8,107	7,626
Training and welfare	24	21,501	9,242
Premises costs	-	1,764	1,462
Travel and subsistence	-	2,549	3,153
Other costs	-	691	11
IT and communications	-	9,199	10,321
Office costs	-	1,900	1,417
HR, marketing and consultancy	38	35,334	50,361
Subscriptions	-	3,577	4,193
Rent and rates	38	16,276	15,664
Accountancy	-	5,544	5,648
Bank charges	-	1,149	1,188
Business Development	-	35	-
Recruitment fees	-	-	12,050
<b>Total 2025</b>	<b>100</b>	<b>262,030</b>	<b>230,480</b>
<i>Total 2024</i>	-	230,480	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**10. Independent examiner's remuneration**

	<b>11 months ended 31 March 2025 £</b>	<i>2024 £</i>
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<b>1,320</b>	<i>1,140</i>
Fees payable to the Charity's independent examiner in respect of: All other services not included above	<b>4,440</b>	<i>4,368</i>
	<b>5,760</b>	<i>5,508</i>

**11. Staff costs**

	<b>11 months ended 31 March 2025 £</b>	<i>2024 £</i>
Wages and salaries	<b>582,096</b>	<i>552,760</i>
Social security costs	<b>49,215</b>	<i>39,276</i>
Contribution to defined contribution pension schemes	<b>10,996</b>	<i>9,522</i>
	<b>642,307</b>	<i>601,558</i>

The average number of persons employed by the Charity during the period was as follows:

	<b>2025 No.</b>	<i>2024 No.</i>
Employees	<b>27</b>	<i>26</i>
	<b>27</b>	<i>26</i>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

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**11. Staff costs (continued)**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>2025</b>	<i>2024</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>1</b>	-
In the band £70,001 - £80,000	-	<i>1</i>

The 2025 disclosure relates to an 11 month period.

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) paid to the key management personnel of the Charity was £77,038 (2024: £80,788).

**12. Trustees' remuneration and expenses**

During the period, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the period ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**13. Tangible fixed assets**

	Fixtures & Fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>			
At 1 May 2024	6,811	31,947	38,758
Additions	-	973	973
Disposals	-	(1,647)	(1,647)
At 31 March 2025	<u>6,811</u>	<u>31,273</u>	<u>38,084</u>
<b>Depreciation</b>			
At 1 May 2024	5,843	25,122	30,965
Charge for the period	123	2,457	2,580
On disposals	-	(1,647)	(1,647)
At 31 March 2025	<u>5,966</u>	<u>25,932</u>	<u>31,898</u>
<b>Net book value</b>			
At 31 March 2025	<u>845</u>	<u>5,341</u>	<u>6,186</u>
<i>At 30 April 2024</i>	<u>968</u>	<u>6,825</u>	<u>7,793</u>

**14. Debtors**

	31 March 2025 £	30 April 2024 £
<b>Due within one year</b>		
Trade debtors	144	264
Prepayments and accrued income	8,949	10,015
Grants receivable	34,897	81,836
	<u>43,990</u>	<u>92,115</u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

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15. Creditors: Amounts falling due within one year

	<b>31 March 2025 £</b>	<i>30 April 2024 £</i>
Trade creditors	<b>9,892</b>	7,500
Other creditors	<b>6,303</b>	6,418
Accruals and deferred income	<b>6,878</b>	5,508
	<hr/> <b>23,073</b> <hr/>	<hr/> 19,426 <hr/>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

16. Statement of funds

Statement of funds - current period

	Balance at 1 May 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
We Belong	22,655	16,073	(11,745)	-	26,983
Big Conversation / Wrexham	105,726	-	-	(105,726)	-
Flintshire	31,426	436	(6,956)	-	24,906
Wrexham	-	535	(535)	28,653	28,653
	<u>159,807</u>	<u>17,044</u>	<u>(19,236)</u>	<u>(77,073)</u>	<u>80,542</u>
<b>General funds</b>					
The Hub - Head Office	236,955	66,309	(150,878)	-	152,386
	<u>396,762</u>	<u>83,353</u>	<u>(170,114)</u>	<u>(77,073)</u>	<u>232,928</u>
<b>Restricted funds</b>					
WeDiscover North Wales	10,297	95,797	(43,771)	-	62,323
Flintshire	-	357,125	(357,125)	-	-
Cheshire West & Chester	-	99,304	(1,590)	-	97,714
WeBelong	-	148	(148)	-	-
Wrexham	-	244,075	(321,148)	77,073	-
Salaries	-	30,000	(30,000)	-	-
	<u>10,297</u>	<u>826,449</u>	<u>(753,782)</u>	<u>77,073</u>	<u>160,037</u>
<b>Total of funds</b>	<u><u>407,059</u></u>	<u><u>909,802</u></u>	<u><u>(923,896)</u></u>	<u><u>-</u></u>	<u><u>392,965</u></u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025

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16. Statement of funds (continued)

**Designated and restricted funds** (some of these fund exist as both restricted and designated owing to the different nature of the income).

**WeDiscover North Wales** - a virtual programme in North Wales for young people aged 16 to 25 to find and meet young people where they are and engage those who isolated and lack confidence to make the next step into the world.

**WeBelong** – our programme for graduates of WeMindTheGap programmes providing support and friendship with opportunities to connect and challenge themselves whilst supporting each other. A programme to help and support their continue progression in life and the world of work and education.

**Big Conversation/Wrexham** – a piece of research to find the voices and experiences of young people aged 18 to 21 whose lives had changed during the pandemic, followed by a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Wrexham.

**Wrexham** - a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Wrexham.

**Flintshire** - a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Flintshire.

**Cheshire West & Chester** - work with secondary schools in Cheshire West & Chester delivering of our Welnspire programme

**Salaries** - funding received to cover a particular job role.

**WE MIND THE GAP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**16. Statement of funds (continued)**

**Statement of funds - prior period**

	<i>Balance at 1 May 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 30 April 2024</i>
	£	£	£	£	£
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
We Discover North Wales	6,819	-	-	(6,819)	-
We Belong	34,038	-	(11,383)	-	22,655
Flintshire Men 2	21,694	108	(9,386)	(12,416)	-
Manchester Mixed 1	15,609	203	(4,472)	(11,340)	-
Big Conversation / Wrexham	(24,227)	100,030	-	29,923	105,726
Flintshire	-	34,856	(3,430)	-	31,426
	<u>53,933</u>	<u>135,197</u>	<u>(28,671)</u>	<u>(652)</u>	<u>159,807</u>
<b>General funds</b>					
The Hub - Head Office	263,687	24,706	(44,515)	(6,923)	236,955
	<u>263,687</u>	<u>24,706</u>	<u>(44,515)</u>	<u>(6,923)</u>	<u>236,955</u>
<b>Total Unrestricted funds</b>	<u>317,620</u>	<u>159,903</u>	<u>(73,186)</u>	<u>(7,575)</u>	<u>396,762</u>
<b>Restricted funds</b>					
WeDiscover North Wales	-	82,766	(79,288)	6,819	10,297
Big Conversation / Wrexham	-	362,875	(362,875)	-	-
Flintshire	-	278,025	(278,025)	-	-
WeDiscover Chester	-	30,000	(30,756)	756	-
National lottery funding	62,059	-	(62,059)	-	-
Manchester Mixed 1	-	8,000	(8,000)	-	-
	<u>62,059</u>	<u>761,666</u>	<u>(821,003)</u>	<u>7,575</u>	<u>10,297</u>
<b>Total of funds</b>	<u><u>379,679</u></u>	<u><u>921,569</u></u>	<u><u>(894,189)</u></u>	<u><u>-</u></u>	<u><u>407,059</u></u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**17. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	<b>Unrestricted funds 31 March 2025 £</b>	<b>Restricted funds 31 March 2025 £</b>	<b>Total funds 31 March 2025 £</b>
Tangible fixed assets	6,186	-	<b>6,186</b>
Current assets	249,815	160,037	<b>409,852</b>
Creditors due within one year	(23,073)	-	<b>(23,073)</b>
<b>Total</b>	<b>232,928</b>	<b>160,037</b>	<b>392,965</b>

**18. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>31 March 2025 £</b>	<i>30 April 2024 £</i>
Net income/expenditure for the period (as per Statement of Financial Activities)	<b>(14,094)</b>	27,380
<b>Adjustments for:</b>		
Depreciation charges	<b>2,580</b>	5,621
Amortisation charges	-	10,522
Decrease/(increase) in debtors	<b>48,125</b>	(65,626)
Increase/(decrease) in creditors	<b>3,647</b>	(105,383)
<b>Net cash provided by/(used in) operating activities</b>	<b>40,258</b>	(127,486)

**19. Analysis of cash and cash equivalents**

	<b>31 March 2025 £</b>	<i>30 April 2024 £</i>
Cash in hand	<b>365,862</b>	326,577
<b>Total cash and cash equivalents</b>	<b>365,862</b>	326,577

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 MARCH 2025**

**20. Analysis of changes in net debt**

	At 1 May 2024	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	326,577	39,285	365,862
	326,577	39,285	365,862

**21. Pension commitments**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £10,955 (2024: £9,522). £Nil (2024: £Nil) were payable to the fund at the balance sheet date.

**22. Related party transactions**

The Charity has not entered into any related party transaction during the period, excluding personal donations to the Charity, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2025.

**WE MIND THE GAP**

England & Wales - Charity number 1161504

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# Accounts

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**WE MIND THE GAP**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**



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**WE MIND THE GAP**

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 30 APRIL 2024

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<b>Trustees</b>	Kathleen Campbell (also known as Karen Campbell-Williams), Chair (appointed 27 March 2024) Rachel Clacher Emma Degg Louise Gatenby Martin Howlett (resigned 8 June 2023) Karen Jones Kirsty Rogers
<b>Charity registered number</b>	1161504
<b>Principal office</b>	Ty Avow 21 Egerton Street Wrexham LL11 1ND
<b>Patron</b>	Sir John Timpson
<b>Chief executive officer</b>	Ali Wheeler
<b>Accountants</b>	WR Partners Chartered Accountants Belmont House Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG
<b>Bankers</b>	HSBC PO Box 68 130 New Street Birmingham West Midlands B2 4JU

**TRUSTEES' REPORT  
FOR THE YEAR ENDED 30 APRIL 2024**

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The Trustees submit their annual report together with the unaudited financial statements of the Charity for the year from 1 May 2023 to 30 April 2024. The financial statements have been prepared in accordance with the accounting policies, set out in note 2 to the financial statements and comply with the Charity's trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

Legal and administrative information, set out on page 1, forms part of this report.

**Objectives and activities**

**a. Policies and objectives**

Neglect, broken homes, a challenged education system, a complex benefits system, third generation workless households and the ongoing after-effects of the pandemic have culminated in a generation of forgotten young people with few aspirations or opportunities, and who are emotionally and neurologically immature. These problems manifest themselves in many young people living in poverty, unable to lead independent lives, with no aspirations, confidence or real choices in life and work. Covid lockdowns hit young people hard and many are reporting isolation, loneliness and lack of friendships as their primary concern, all of which is exacerbated by the ongoing cost of living crisis.

Our vision is: A world in which every young person feels they belong, can thrive, has the maturity, independence, aspirations and skills to have real choices in life and work.

Our mission is: Harnessing the power of communities, we walk alongside young people with love, care, and curiosity, offering new life opportunities and ongoing support.

This is not about CV writing workshops and tea and toast for poor unfortunates...or ticking boxes... This is about delivering real and lasting change for young people who deserve better. This is social mobility in action.

**WeMindTheGap core values**

Compassion & Care – The encouragement, reassurance and genuine care we extend to every individual is fundamental to them developing the confidence to explore their choices in the world.

Connectivity – We build positive relationships with and between our young people and the world to create their rightful place within a meaningful community.

Constancy – We are always here and always will be: people and places of safety who keep our promises and provide the support, challenge and care that our young people deserve.

Commitment – We will go to the ends of the earth to make sure that our young people have the wherewithal to be 'pilots of their own lives'.

Confidence – We believe absolutely in our vision, our model and the impact we deliver.

Curiosity – We ask 'why' to keep learning, to help our young people grow and develop, and to evolve best practice that others can learn from.

Capacity – We have the space, time, resilience and support required to perform our respective roles to the best of our ability.

Can Do – We walk alongside our young people, take the initiative, make good things happen and always focus on a solution, not a problem.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Objectives and activities (continued)**

Celebration – We celebrate every success, no matter how big or small.

Courage – We do what is right and not what is easy.

**What we do**

During the current accounting period we have continued to offer three programmes as set out below, and we successfully piloted two new programmes to 'mind the gaps' identified through the Big Conversation. Further details of these new programmes are in the future plans for 24/25 section of this Trustees's report:

1. WeDiscover, offers a virtual programme to young people aged 16– 25 who feel isolated and lack confidence to make the next step into the world. Our learnings have been that Covid has had a considerable impact on our young people: those who were already isolated and not engaged with school before lockdowns, are now significantly socially isolated and lack the maturity and confidence to make the next move into the world of further education or work. WeDiscover uses a bespoke learning management system, 'WeDiscover Village', to engage and communicate with our young people. Every young person is supported weekly by a mentor and the team's ability to listen, encourage conversation, and build trust is at the heart of the programme's success.

2. WeGrow offers 18 – 25 year olds six months paid employment comprising work experience with four different employers as well as coaching, new skills, experiences and help with Maths & English qualifications. Delivered with a totally holistic approach that combines practical support and unashamed love and care, each cohort of ten young people is supported by a dedicated team of Skipper and Mate (Project Lead and Support Worker). This initial six month employment is followed by a further six month dedicated support as graduates move into the world of work or education that comprises coaching, on going emotional and practical support from the WeMindTheGap team and peer to peer mentoring.

3. WeBelong is for our alumni: a lifelong membership of the WeMindTheGap family with all the support and friendship that that brings. Members are encouraged to demonstrate participation in the group, show progression and always be positive. WeBelong offers opportunities to connect from 'craft and chats' to soft play mornings for our young mums to meet and support each other. For others it's to challenge themselves by participating in DofE activities, learn new skills, or joining in group adventures. WeBelong builds a community and a sense of belonging that is so important to thrive in life.

In addition to these three discreet programmes, and to ensure that these same programmes remained relevant and meaningful to our young people as they evolve, the charity also launched 'The Big Conversation' in 2023, with support from Wrexham County Borough Council. This was an unprecedented research project to get inside the heads and into the hearts of those people whose lives and education were so rudely disrupted by Covid, and who are notoriously hard to reach: our 18–21 year olds. The Big Conversation aimed to first find and then to talk to young people in an individual town – Wrexham – who were aged 16 to 18 when the pandemic hit. The objective was to understand what makes them truly 'tick' in an era of once in a generation confusion, chaos and noise, and then, with that understanding, create the right opportunities for them through collaboration with agencies and employers across Wrexham.

The project started in February 2023. 11.9% of 18 to 21 year old in Wrexham contributed, and a full report was launched in November 2023. The outcomes of this project have been, and continue to be shared with leaders from across Wrexham, statutory partners, government bodies, employers, community sector, as well as Welsh Government and are informing future approaches and activities in those organisations, as well as the charity itself. On the back of the findings, WeMindTheGap has begun post April 2024 to successfully pilot work with young people who are on the verge of dropping out of education and also young people who want to find work, but have some skills and opportunity gaps.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Objectives and activities (continued)**

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**b. Main activities undertaken to further the Charity's purposes for the public benefit**

The Charity's objects and principal activities are for the benefit of the public generally but specifically to act as a resource for young people aged between 16 and 30 living in the UK by providing advice and assistance and organising programmes of work experience, physical, educational, and other activities as a means of:

- advancing in life and helping young people by developing their skills, capacity and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- advancing education;
- relieving unemployment;
- providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

**Structure, governance and management**

**a. Constitution**

We Mind The Gap is a registered charity, number 1161504, and is constituted as a Charitable Incorporated Organisation.

**b. Trustees**

Trustees are appointed by a resolution of the Trustees passed at the board meeting. The minimum number of Trustees is three. The Board undertakes a skills analysis annually to identify current skills amongst Trustees and gaps and agree to appoint new Trustees to meet those outstanding skill sets.

New trustees undergo an orientation day to brief them on: their legal obligations under charity law, the Charity Commission guidance on public benefit, inform them of the charity's strategy and objectives, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role as well as meet with programme participants and attend events held with and for them.

The Trustee Board provides strategic oversight and governance rather than running and operating the Charity on a day to day basis. All Trustees give of their time freely. The Trustees have appointed directors and managers to manage the day to day operations of the charity. To facilitate effective operations, the directors and managers have delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and trainee related activity.

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee, director or senior manager of the charity with a company, supplier, donor or other charity must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Structure, governance and management (continued)**

The Trustees are committed to ensuring that all WeMindTheGap employees are paid fairly and in a way which ensures the charity attracts and retains the right team with the right skills to have the greatest impact in delivering our charitable objectives. The Trustees' approach to executive pay is in line with the Association of Chief Executives of Voluntary Organisations (ACEVO) Good Pay Guide.

**c. Organisation**

The organisation was registered as a Charity (Registration no 1161504) on 30 April 2015 as amended on 26 August 2017. The organisation was established as a charitable incorporated organisation (CIO).

During the year, the Charity's office is based at Ty Avow, 21 Egerton Street, Wrexham, LL11 1ND. Individual programmes are run in locations appropriate to the communities that they serve: Wrexham from the Hub; Flintshire from Jade Jones in Flint.

**d. Our access policies**

The Charity welcomes participants from all backgrounds. Key to joining any of our programmes is assessing whether our young people are ready to make the most of the opportunities on offer. On all programmes our potential participants (we call them 'Gappies' when they are participants) need to demonstrate to our teams their will to engage to the best of their potential and in line with the general standards achieved by their peers. We work closely with local agencies, education teams, voluntary projects etc to create a pipeline of possible participants. Those expressing an interest for WeDiscover have an informal virtual conversation exploring what the young person wants to get out of the experience, but also ensuring that any eligibility criteria from our partner colleges are met. For our WeGrow programme young people are invited to a 'Discovery Day' a relaxed, engaging recruitment day that allows participants to shine – from which successful candidates will be chosen. On both programmes an individual's economic status, gender, ethnicity, race, religion, or education attainment do not form part of this assessment process, rather their attitude to the world and the opportunity ahead of them is key .

We believe that our participants benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our Gappies develop an understanding of other people that will be vital in their future lives.

We have clear insight into the neurological effect of Adverse Childhood Experiences (ACE) on the child's brain and the implications for adolescence and beyond. We use these to complement best practice childhood development practices in the design of our programmes. Our cohort – many of whom score highly on the ACEs scales – are supported in a compassion driven way which allows them to make the most of the opportunities on offer. Every workshop, every interaction stretches neuroplasticity and creates new neural pathways, which in turn promote maturation, independence and autonomy. We strive to keep abreast of current thinking and research, particularly post pandemic research, and have a clear continuing development programme for our team. We share learnings and best practice with other organisations within this field and our funders. It is our ambition to grow our already developing profile as relevant thought leaders and experts in supporting young people and delivering meaningful and lasting change.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Structure, governance and management (continued)**

**e. Related parties and organisations**

Our 5 Year Plan sets out an ambition to create a WeConnect Hub at the heart of every community we work in. This enables us to bring together the holistic 'Village' of people, families, educators, communities, organisations, employers, volunteers and other providers to support young people.

Volunteers undertake valuable work by supporting our individual programmes, each of which has at least one volunteer to support each delivery team on a weekly basis. WeGrow cohorts benefit from an 'intern' system whereby an experienced Gappie volunteers to spend time with the new cohort and share that all important lived experience. WeBelong encourages graduates of all programmes to volunteer at fundraising events, community projects we support and by being an advocate for WeMindTheGap meeting funders and other stakeholders. In addition, many talented individuals share their knowledge and expertise through offering workshops and learning experience either in person or virtually for our WeDiscover and WeGrow programmes.

Our WeGrow programme relies on employer partners working with us on a voluntary basis to provide 10 day work placements: some employers provide work placements for up to ten Gappies, others for just one. Their support and involvement are what allows our Gappies to have experience of meaningful work, and therefore our programme to have the impact it does.

The development of English and Maths skills is a vital part of our programmes. This element is delivered cost free by partners Coleg Cambria (in North Wales). Tutors are well aware of the challenges our cohort may have had with mainstream education and develop a learning environment that is practical and supportive. Several graduates have continued working with the colleges to gain their equivalent of GCESs in both subjects and then moved on to take Level 2 and University qualifications.

The Charity does not currently include a valuation of volunteers' time within the financial statements.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Plans for future periods**

**2024/25**

- Develop, deliver and grow our new pilot Programme called WeInspire to support young people on the verge of dropping out of /non attenders in school
- Develop, deliver and grow our new pilot Programme WeBridge to support young people actively looking for work who have skills and opportunity gaps
- Grow the WeBelong offerings to ensure there is something for all graduate members. With a dedicated team to offer constancy and prioritise progression
- Start to deliver our 5 Year Plan to provide stability and growth for WeMindTheGap
- Secure new funding to grow WeMindTheGap
- Shape our Board with the appointment of new Trustees to mind the gaps of our skills and experiences
- Start to develop our Thought Leadership and Impact approach, to enhance our profile and be recognised as exemplars in our field
- Continue to build relationships with likeminded organisations to mind their 'Social' gap in the Environment, Social and Governance conversation
- Develop our own SROI and Impact reports
- Develop our staffing model and website to include Welsh Speakers and Welsh Language

**By 2026 we will**

- Run new programmes adapted to the wants and needs of young people informed by the Big Conversation
- Be perceived and recognised as exemplars with clear impact on policy.
- Start to see the WeMindTheGap methodologies mainstreamed within schools and communities.
- Evidence the model has lasting impact across generations: our graduates' parent differently and grow our Alumni into a peer support model
- Be recognised as 'thought leaders' and work to influence local and national policy change which will enable us to continue to 'mind the gaps' that young people face

**Achievements and performance**

**a. Review of activities**

The priority for the year 2023/2024 was to establish a continuum of support across our Programmes in the areas where we had constancy of delivery, that being Wrexham, Flintshire and North Wales. We continued to deliver a WeGrow in Manchester.

We secured funding through Albert Gubay Foundation to deliver a whole of North Wales WeDiscover Programme and secured additional funding from National Lottery Community Fund Wales to employ a Welsh Speaking Mate and create a Welsh version of our website to support this work.

We secured funding from Marjorie Boddy Trust to work with young people in Chester who had been excluded from education. This was pilot funding to try adaptations of our WeDiscover Programme approach.

All Gappies who have taken part in our WeGrow and WeDiscover programmes can join and take part in all elements of our growing WeBelong programme.

Through WeBelong we also enjoyed many in person visits to places like Chester and Llandudno, held a Summer Party and our graduates also enjoyed a trip to the Panto at Theatr Clwyd.

In November 2023 we shared the findings of our Big Conversation with young people aged 18 to 21yrs in Wrexham. We decided to undertake the Big Conversation in Wrexham where we were founded, however it was clear from the outset that it was never just about the experiences of Wrexham Young People, but reflective and representative of all young people.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Achievements and performance (continued)**

The Big Conversation was in response to WeMindTheGap recognising the world had changed for young people, the young people we were working with were presenting with different challenges, employer partners were sharing that they were finding it more difficult to recruit and retain young people in employment and statutory services said that many young people had not reengaged with services either on line or face to face post pandemic.

At the same time as talking to young people, we committed to carry out research with employers to find out their experiences, challenges and opportunities in employing young people. In addition, we wanted to speak to as many statutory and local support providers to see how their engagement and support for young people had changed since the pandemic.

The main purpose of the Big Conversation was to check and challenge the programmes that WeMindTheGap deliver to ensure we are still doing the right thing and having the best impact for young people. However, we also promised to share the findings and learnings to whoever could use or benefit from them. The learnings from the Big Conversation have also informed our 5 year plan and our operational and future growth plans.

WeMindTheGap was invited to join the Rank Foundation Network, is a member of the Centre for Social Justice and also the 2025 Movement to end inequalities across North Wales. Our research from the Big Conversation and growing impact is now influencing the work of national Think Tanks and government.

**What did we see:**

All programmes delivered in 2023-24 were successfully completed across Manchester City, Chester, Wrexham, Flintshire, Conwy and Denbighshire. The highlights showcase the many and varied achievements of our young people, demonstrating impact beyond the bare statistics. We evidence clear value for money and return a healthy social value per programme.

**3 WeGrow Employability Programmes:**

87.5% of Gappies completed the six-month employability WeGrow programmes

60% moved immediately into work

10% moved into education

75% activity engage in WeBelong alumni activities

346 hours of life coaching delivered by 15 coaches

72 work placements were hosted by our employer partners (10 days across a 4 week period)

23 Gappies completed 3 days Outdoor Education experience

28 Gappies achieved an accredited First Aid qualification

12 achieved dementia friendly qualification

10 Food and Hygiene qualifications gained

**3 cycles of the WeDiscover Digital Programmes:**

57% of initial referrals engaged and completed 12 week programme

42.5% returned to education, training or progressed to another programme

4 guest speakers delivered 140 session hours

6 team members delivered 432 mentoring hours

35 achieved Dementia Friends qualification

4 completed an accredited First Aid qualification

4 in person days delivered with 42 Gappies participating across the year

TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024

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**Achievements and performance (continued)**

**1 pilot WeDiscover programme in Chester:**

51% of initial referrals engaged and completed 12 week programme

41% had clear next steps

4 in person days attended by 11 Gappies

Our differentiator, the WeBelong alumni programme, ensures there is no cliff edge of delivery and is there for as long as our Gappies need us. Some need support as they transition off programmes, others when they hit a 'bump in the road'. For many the social connectedness is the primary driver for being part of the alumni programme. We celebrate their wins, progressions and life events; be that passing their driving test, getting promotion, going to Uni, having a baby and remain their cheerleaders with pride.

**WeBelong activities:**

60 hours of WeBelong sessions were delivered on CVs, progression and parenting

Regular social get togethers across the year including Halloween pumpkin picking and carving, a Christmas panto and party, summer picnic and games in the park, a beech clean

Walk and Talk sessions held monthly

Online quizzes and coffee and chat sessions

1-2-1 support for benefits advice, UCAS applications, job interviews and housing queries

**Big Conversation activities:**

8 graduates of programmes trained as 'explorers' to find young people to participate

419, 11.9% of 18 – 21 yr old living in Wrexham voices heard

105 Wrexham employers participated

10 team members ran engagement sessions at events, on the streets, in schools, colleges and online with parents

5 personas emerged celebrating young peoples characteristics, now being seen as an innovative way to describe 'NEETs'.

Our mantra that '**not everything that counts can be counted, and not everything that can be counted counts**' seeks to promote the little wins that we know make the difference and help our young people feel that they belong and from which they move towards an independent life, with real choices and opportunities

- **1** Gappie saw the sea and stood on the beach for the first time
- **1000** additional hours spent supporting a homeless Gappie in emergency accommodation with no transport links, laundry, cooking facilities or food shop to get to and from work, and help her move in and make the property safe for her baby and seeing her smile when she got the news she had somewhere she could call her own
- **1500** hours of Buddy time from WeGrow graduates to support the new cohort
- **500** hours of volunteering for Wrexham WeGrow, who supported, compromised with, mediated between and joined every Monday activity
- **7** Gappies encouraging a team member to do the 'Leap of Faith' at outward bound for the first time
- **1** Employer Partner team member acknowledging that she had been wrong in the past to say 'no' to working with our Gappies, and that she looked forward to supporting new Gappies in the future
- **A Gappie** transitioned gender during their programme – we provided a safe space for her to talk, and she confided she hadn't even told family. We helped her frame those conversations with her family.

TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024

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**Achievements and performance (continued)**

- When asked '**What is the most important thing you have learned about yourself?**' Gappies told us
- 'Understanding more emotions. Not giving up.'
- 'I used to think I would be on benefits forever, but I now feel confident going into different workplaces and feel I am capable of getting a job'.
- "I've learned that the outside world doesn't have to be scary anymore."
- "I've learnt how to be my best self and get a job."

We remain committed to delivering cost effective programmes, adding value but also making public cost savings. Within 1 year of graduation, **we achieve social impact of £550,000 in social value, and an SROI of over £1 : £3.60 in 18 months, with £190,000 in public cost savings within 18 months.** For our WeGrow programme we have been assessed as **returning £3.60 for every £1 invested.** It is our ambition to refresh the SROI calculations in 2024/25 to include all strands of delivery.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**b. Reserves policy**

At the year end the Charity held net assets of £407,059. Within this were £10,297 of restricted funds. The remaining £396,762 were unrestricted, with £159,807 of this designated for specific purposes.

The Trustees reviewed the reserves policy to ensure it is fit for purpose and in line with expected growth in addition to being compliant with the current Charity Commission guidelines. The Charity's aim is to maintain reserves in unrestricted funds at a level which equates to at least three months of charitable expenditure.

The free reserves for accounting purposes are calculated as the unrestricted funds, less any designated funds and less unrestricted fixed and intangible assets. Free reserves at the year end were £229,162 (2023: £240,983).

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**c. Principal risks and uncertainties**

The Trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees have a risk management strategy which comprises:

An annual review of the principal risks and uncertainties that the charity faces; the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditors balances to ensure sufficient working capital by the Charity. It is the clear objective of the Trustees to agree a funding strategy as part of the 5 Year Business Plan which mitigates the above risks and ensures sustainability for the Charity.

**Statement of Trustees' responsibilities**

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**Karen Campbell-Williams**

Trustee  
Date: 18.12.24

**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Independent Examiner's Report to the Trustees of We Mind The Gap ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 April 2024.

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

**INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2024**

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**Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 Charity as required by section 130 of the 2011 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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

S J Tweedie

Dated:

BSc FCA DChA

**WR Partners**

Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

**WE MIND THE GAP**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations and legacies	3	15,000	147,443	162,443	158,084
Charitable activities	4	746,666	10,000	756,666	792,654
Other trading activities	5	-	108	108	503
Investments	6	-	2,195	2,195	1,043
Other income	7	-	157	157	1,473
<b>Total income</b>		<b>761,666</b>	<b>159,903</b>	<b>921,569</b>	<b>953,757</b>
<b>Expenditure on:</b>					
Raising funds	8	894	-	894	178
Charitable activities		820,109	73,186	893,295	780,498
<b>Total expenditure</b>		<b>821,003</b>	<b>73,186</b>	<b>894,189</b>	<b>780,676</b>
<b>Net (expenditure)/income</b>		<b>(59,337)</b>	<b>86,717</b>	<b>27,380</b>	<b>173,081</b>
Transfers between funds	17	7,575	(7,575)	-	-
<b>Net movement in funds</b>		<b>(51,762)</b>	<b>79,142</b>	<b>27,380</b>	<b>173,081</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		62,059	317,620	379,679	206,598
Net movement in funds		(51,762)	79,142	27,380	173,081
<b>Total funds carried forward</b>		<b>10,297</b>	<b>396,762</b>	<b>407,059</b>	<b>379,679</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 17 to 35 form part of these financial statements.

**WE MIND THE GAP**

**BALANCE SHEET  
AS AT 30 APRIL 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	13	-	10,522
Tangible assets	14	7,793	12,183
		<u>7,793</u>	<u>22,705</u>
<b>Current assets</b>			
Debtors	15	92,115	26,489
Cash at bank and in hand		326,577	455,294
		<u>418,692</u>	<u>481,783</u>
Creditors: amounts falling due within one year	16	(19,426)	(124,809)
<b>Net current assets</b>		<u>399,266</u>	<u>356,974</u>
<b>Total assets less current liabilities</b>		<u>407,059</u>	<u>379,679</u>
<b>Total net assets</b>		<u>407,059</u>	<u>379,679</u>
<b>Charity funds</b>			
Restricted funds	17	10,297	62,059
Unrestricted funds	17	396,762	317,620
<b>Total funds</b>		<u>407,059</u>	<u>379,679</u>

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



**Karen Campbell-Williams**

Trustee

Date: 18.12.24

The notes on pages 17 to 35 form part of these financial statements.

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 APRIL 2024**

	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	19	(127,486)	150,378
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(1,231)	-
<b>Net cash (used in)/provided by investing activities</b>		(1,231)	-
<b>Change in cash and cash equivalents in the year</b>		(128,717)	150,378
Cash and cash equivalents at the beginning of the year		455,294	304,916
<b>Cash and cash equivalents at the end of the year</b>	20	326,577	455,294

The notes on pages 17 to 35 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

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**1. General information**

The charity is a Charitable Incorporated Organisation, situated in the United Kingdom. The principal place of business is the principal office, the address of which is provided on Page 1.

**2. Accounting policies**

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

**2.2 Going concern**

After making enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis of accounting in preparing the annual financial statements.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

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**2. Accounting policies (continued)**

**2.3 Income**

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

The recognition of income from donations and legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Government grants**

Government grants are accounted for when the Charity is entitled to the funds, and shown in the Statement of Financial Activity.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

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**2. Accounting policies (continued)**

**2.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.7 Intangible assets and amortisation**

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	-	20% straight line
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**2.8 Tangible fixed assets and depreciation**

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures & fittings	-	20% straight line
Computer equipment	-	20% straight line

**2.9 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.10 Cash at bank and in hand**

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

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**2. Accounting policies (continued)**

**2.11 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.12 Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.13 Pensions**

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

**2.14 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.

Designated funds comprise unrestricted funds that have been earmarked by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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. The costs of raising and 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.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

3. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	15,000	146,944	<b>161,944</b>	145,494
Gift Aid reclaimed	-	499	<b>499</b>	12,590
<b>Total 2024</b>	<b>15,000</b>	<b>147,443</b>	<b>162,443</b>	<b>158,084</b>
<i>Total 2023</i>	-	158,084	158,084	

4. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Grants	136,766	-	<b>136,766</b>	560,571
Government Grants	609,900	10,000	<b>619,900</b>	232,083
<b>Total 2024</b>	<b>746,666</b>	<b>10,000</b>	<b>756,666</b>	<b>792,654</b>
<i>Total 2023</i>	352,790	439,864	792,654	

Government grants comprise of £529,900 from the UK Shared Prosperity Fund, £80,000 from Wrexham County Borough Council, £10,000 from Flintshire County Council.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Fundraising events	108	108	503
<b>Total 2024</b>	<u>108</u>	<u>108</u>	<u>503</u>
<i>Total 2023</i>	<u>503</u>	<u>503</u>	

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Interest income	2,195	2,195	1,043
<b>Total 2024</b>	<u>2,195</u>	<u>2,195</u>	<u>1,043</u>
<i>Total 2023</i>	<u>1,043</u>	<u>1,043</u>	

7. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Other income	157	157	1,473
<i>Total 2023</i>	<u>1,473</u>	<u>1,473</u>	

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

8. Expenditure on raising funds

Fundraising trading expenses

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Fundraising event costs	894	-	894	178
<b>Total 2024</b>	<b>894</b>	<b>-</b>	<b>894</b>	<b>178</b>
<i>Total 2023</i>	<i>-</i>	<i>178</i>	<i>178</i>	

9. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
WeGrow	29,382	-	29,382	324,978
WeBelong	11,252	-	11,252	19,532
WeDiscover	74,504	7,380	81,884	123,651
Head Office	87	143,743	143,830	288,110
Flintshire	266,421	23,110	289,531	-
Wrexham	281,169	56,247	337,416	24,227
<b>Total 2024</b>	<b>662,815</b>	<b>230,480</b>	<b>893,295</b>	<b>780,498</b>
<i>Total 2023</i>	<i>484,136</i>	<i>296,362</i>	<i>780,498</i>	

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	WeGrow 2024 £	WeBelong 2024 £	WeDiscover 2024 £	Head Office 2024 £	Flintshire 2024 £
Staff costs	27,879	4,031	58,944	-	213,219
Programme costs	1,503	7,221	15,560	87	53,202
<b>Total 2024</b>	<b>29,382</b>	<b>11,252</b>	<b>74,504</b>	<b>87</b>	<b>266,421</b>
<i>Total 2023</i>	<i>324,311</i>	<i>19,327</i>	<i>116,271</i>	<i>-</i>	<i>-</i>

	Wrexham 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	206,542	510,615	343,219
Programme costs	74,627	152,200	140,917
<b>Total 2024</b>	<b>281,169</b>	<b>662,815</b>	<b>484,136</b>
<i>Total 2023</i>	<i>24,227</i>	<i>484,136</i>	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	WeGrow 2024 £	WeBelong 2024 £	WeDiscover 2024 £	Head Office 2024 £	Flintshire 2024 £
Staff costs	-	-	-	90,943	-
Depreciation	-	-	7,380	8,763	-
Vehicle costs	-	-	-	1,058	-
Insurance	-	-	-	1,114	2,519
Training and welfare	-	-	-	6,560	1,563
Premises costs	-	-	-	168	547
Travel and subsistence	-	-	-	2,943	102
Other costs	-	-	-	11	-
IT and communications	-	-	-	3,605	2,446
Office costs	-	-	-	823	297
HR, marketing and consultancy	-	-	-	7,884	8,097
Subscriptions	-	-	-	3,381	406
Rent and rates	-	-	-	(414)	6,582
Utilities	-	-	-	-	-
Accountancy	-	-	-	4,598	175
Bank charges	-	-	-	306	351
Recruitment fees	-	-	-	12,000	25
<b>Total 2024</b>	<b>-</b>	<b>-</b>	<b>7,380</b>	<b>143,743</b>	<b>23,110</b>
<i>Total 2023</i>	<i>667</i>	<i>205</i>	<i>7,380</i>	<i>288,110</i>	<i>-</i>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs (continued)**

	<b>Wrexham 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Staff costs	-	<b>90,943</b>	148,083
Depreciation	-	<b>16,143</b>	17,882
Vehicle costs	-	<b>1,058</b>	2,980
Insurance	3,993	<b>7,626</b>	6,509
Training and welfare	1,119	<b>9,242</b>	752
Premises costs	747	<b>1,462</b>	1,634
Travel and subsistence	108	<b>3,153</b>	1,469
Other costs	-	<b>11</b>	283
IT and communications	4,270	<b>10,321</b>	13,444
Office costs	297	<b>1,417</b>	(97)
HR, marketing and consultancy	34,380	<b>50,361</b>	33,565
Subscriptions	406	<b>4,193</b>	3,118
Rent and rates	9,496	<b>15,664</b>	53,483
Utilities	-	-	4,907
Accountancy	875	<b>5,648</b>	7,250
Bank charges	531	<b>1,188</b>	1,100
Recruitment fees	25	<b>12,050</b>	-
<b>Total 2024</b>	<b>56,247</b>	<b>230,480</b>	<b>296,362</b>
<i>Total 2023</i>	-	296,362	

**10. Independent examiner's remuneration**

	<b>2024 £</b>	<i>2023 £</i>
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<b>1,140</b>	1,925
Fees payable to the Charity's independent examiner in respect of: All other services not included above	<b>4,368</b>	3,300

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**11. Staff costs**

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>552,760</b>	455,021
Social security costs	<b>39,276</b>	28,825
Contribution to defined contribution pension schemes	<b>9,522</b>	7,456
	<b>601,558</b>	491,302
	<b>601,558</b>	491,302

The average number of persons employed by the Charity during the year was as follows:

	<b>2024</b>	<i>2023</i>
	<b>No.</b>	<b>No.</b>
Employees	<b>26</b>	24
	<b>26</b>	24
	<b>26</b>	24

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>2024</b>	<i>2023</i>
	<b>No.</b>	<b>No.</b>
In the band £70,001 - £80,000	<b>1</b>	-

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) paid to the key management personnel of the Charity was £80,788 (2023: £73,749).

**12. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 30 April 2024, no Trustee expenses have been incurred (2023 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

## 13. Intangible assets

	Computer software £
<b>Cost</b>	
At 1 May 2023	35,146
At 30 April 2024	<u>35,146</u>
<b>Amortisation</b>	
At 1 May 2023	24,624
Charge for the year	10,522
At 30 April 2024	<u>35,146</u>
<b>Net book value</b>	
At 30 April 2024	<u>-</u>
<i>At 30 April 2023</i>	<u><u>10,522</u></u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**14. Tangible fixed assets**

	Fixtures & Fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>			
At 1 May 2023	6,811	30,716	37,527
Additions	-	1,231	1,231
At 30 April 2024	6,811	31,947	38,758
<b>Depreciation</b>			
At 1 May 2023	5,125	20,219	25,344
Charge for the year	718	4,903	5,621
At 30 April 2024	5,843	25,122	30,965
<b>Net book value</b>			
At 30 April 2024	968	6,825	7,793
At 30 April 2023	1,686	10,497	12,183

**15. Debtors**

	2024 £	2023 £
<b>Due within one year</b>		
Trade debtors	264	5,000
Other debtors	81,836	12,789
Prepayments and accrued income	10,015	8,700
	92,115	26,489

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**16. Creditors: Amounts falling due within one year**

	<b>2024</b>	<i>2023</i>
	£	£
Trade creditors	<b>7,500</b>	<i>5,267</i>
Other creditors	<b>6,418</b>	<i>4,542</i>
Accruals and deferred income	<b>5,508</b>	<i>115,000</i>
	<b>19,426</b>	<i>124,809</i>
	<b>19,426</b>	<i>124,809</i>
	<b>2024</b>	<i>2023</i>
	£	£
Deferred income at 1 May 2023	<b>110,000</b>	<i>155,375</i>
Resources deferred during the year	-	<i>110,000</i>
Amounts released from previous periods	<b>(110,000)</b>	<i>(155,375)</i>
	-	<i>110,000</i>
	-	<i>110,000</i>

Deferred income in the previous year related to grants received for projects during the current accounting year.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**17. Statement of funds**

**Statement of funds - current year**

	Balance at 1 May 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 April 2024 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
We Discover North Wales	6,819	-	-	(6,819)	-
We Belong	34,038	-	(11,383)	-	22,655
Flintshire Men 2	21,694	108	(9,386)	(12,416)	-
Manchester Mixed 1	15,609	203	(4,472)	(11,340)	-
Big Conversation / Wrexham	(24,227)	100,030	-	29,923	105,726
Flintshire	-	34,856	(3,430)	-	31,426
	<u>53,933</u>	<u>135,197</u>	<u>(28,671)</u>	<u>(652)</u>	<u>159,807</u>
<b>General funds</b>					
The Hub - Head Office	263,687	24,706	(44,515)	(6,923)	236,955
	<u>263,687</u>	<u>24,706</u>	<u>(44,515)</u>	<u>(6,923)</u>	<u>236,955</u>
<b>Total Unrestricted funds</b>	<u>317,620</u>	<u>159,903</u>	<u>(73,186)</u>	<u>(7,575)</u>	<u>396,762</u>
<b>Restricted funds</b>					
WeDiscover North Wales	-	82,766	(79,288)	6,819	10,297
Big Conversation / Wrexham	-	362,875	(362,875)	-	-
Flintshire	-	278,025	(278,025)	-	-
WeDiscover Chester	-	30,000	(30,756)	756	-
National lottery funding	62,059	-	(62,059)	-	-
Manchester Mixed 1	-	8,000	(8,000)	-	-
	<u>62,059</u>	<u>761,666</u>	<u>(821,003)</u>	<u>7,575</u>	<u>10,297</u>
<b>Total of funds</b>	<u><u>379,679</u></u>	<u><u>921,569</u></u>	<u><u>(894,189)</u></u>	<u><u>-</u></u>	<u><u>407,059</u></u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

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17. Statement of funds (continued)

**Designated and restricted funds** (some of these fund exist as both restricted and designated owing to the different nature of the income).

**WeDiscover North Wales** - a virtual programme in North Wales for young people aged 16 to 25 to find and meet young people where they are and engage those who isolated and lack confidence to make the next step into the world.

**WeBelong** – our programme for graduates of WeMindTheGap programmes providing support and friendship with opportunities to connect and challenge themselves whilst supporting each other. A programme to help and support their continue progression in life and the world of work and education.

**Flintshire Men 2** – a WeGrow programme for 18 to 25 year olds in Flintshire offering six months of paid employment followed by a further six months of dedicated support as graduates move into the world of work or education.

**Manchester Mixed 1** – a WeGrow programme in Manchester offering six months of paid employment followed by a further six months of dedicated support as graduates move into the world of work or education.

**WeGrow** – a fund to support the development of any young people in our We Grow programmes.

**Big Conversation/Wrexham** – a piece of research to find the voices and experiences of young people aged 18 to 21 whose lives had changed during the pandemic, followed by a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Wrexham.

**Flintshire** - a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Flintshire.

**WeDiscover Chester** - a virtual programme for young people aged 16 to 25 living in Chester to find and meet young people where they are and engage those who are isolated and lack confidence to make the next step into the world.

**National Lottery Funding** – grant funding received from the National Lottery Community Fund to support the costs of the charity and its programmes.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**17. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 May 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 30 April 2023</i>
	£	£	£	£
<b>Unrestricted funds</b>				
<b>Designated funds</b>				
We Discover North Wales	30,469	100,000	(123,650)	6,819
We Belong	18,608	34,500	(19,070)	34,038
Flintshire Men 2	24,054	138,537	(140,897)	21,694
Manchester Mixed 1	(15,011)	138,954	(108,334)	15,609
We Grow	(15,502)	89,269	(73,767)	-
Big Conversation / Wrexham	-	-	(24,227)	(24,227)
	<u>42,618</u>	<u>501,260</u>	<u>(489,945)</u>	<u>53,933</u>
<b>General funds</b>				
The Hub - Head Office	163,980	99,707	-	263,687
	<u>206,598</u>	<u>600,967</u>	<u>(489,945)</u>	<u>317,620</u>
<b>Total Unrestricted funds</b>				
<b>Restricted funds</b>				
National lottery funding	-	352,790	(290,731)	62,059
	<u>206,598</u>	<u>953,757</u>	<u>(780,676)</u>	<u>379,679</u>
<b>Total of funds</b>	<u><u>206,598</u></u>	<u><u>953,757</u></u>	<u><u>(780,676)</u></u>	<u><u>379,679</u></u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024**

**18. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	7,793	<b>7,793</b>
Current assets	10,297	408,395	<b>418,692</b>
Creditors due within one year	-	(19,426)	<b>(19,426)</b>
<b>Total</b>	<u>10,297</u>	<u>396,762</u>	<u><b>407,059</b></u>

**19. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>2024 £</b>	<b>2023 £</b>
Net income for the period (as per Statement of Financial Activities)	<b>27,380</b>	173,081
<b>Adjustments for:</b>		
Depreciation charges	<b>5,621</b>	6,596
Amortisation charges	<b>10,522</b>	11,408
Decrease/(increase) in debtors	<b>(65,626)</b>	37,661
Decrease in creditors	<b>(105,383)</b>	(78,368)
<b>Net cash provided by/(used in) operating activities</b>	<u><b>(127,486)</b></u>	<u>150,378</u>

**20. Analysis of cash and cash equivalents**

	<b>2024 £</b>	<b>2023 £</b>
Cash in hand	<b>326,577</b>	455,294
<b>Total cash and cash equivalents</b>	<u><b>326,577</b></u>	<u>455,294</u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2024

21. Analysis of changes in net debt

	At 1 May 2023	Cash flows	At 30 April 2024
	£	£	£
Cash at bank and in hand	455,294	(128,717)	326,577
	<u>455,294</u>	<u>(128,717)</u>	<u>326,577</u>

22. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £9,522 (2023: £7,456). £Nil (2023: £Nil) were payable to the fund at the balance sheet date.

23. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 30 April 2024.

**WE MIND THE GAP**

England & Wales - Charity number 1161504

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# Accounts

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**WE MIND THE GAP**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**



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**WE MIND THE GAP**

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**WE MIND THE GAP**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 30 APRIL 2023**

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<b>Trustees</b>	Rachel Clacher Emma Degg Louise Gatenby Karen Jones Kirsty Rogers Martin Howlett (appointed 9 June 2022, resigned 8 June 2023)
<b>Charity registered number</b>	1161504
<b>Principal office</b>	Ty Avow 21 Egerton Street Wrexham LL11 1ND
<b>Patron</b>	Sir John Timpson
<b>Chief executive officer</b>	Ali Wheeler (appointed 1 July 2022) Diane Aplin (resigned 30 June 2022)
<b>Accountants</b>	WR Partners Chartered Accountants Belmont House Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG
<b>Bankers</b>	HSBC PO Box 68 130 New Street Birmingham West Midlands B2 4JU

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## WE MIND THE GAP

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### TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2023

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The Trustees submit their annual report together with the unaudited financial statements of the Charity for the year from 1 May 2022 to 30 April 2023. The financial statements have been prepared in accordance with the accounting policies, set out in note 2 to the financial statements and comply with the Charity's trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

Legal and administrative information, set out on page 1, forms part of this report.

#### **Objectives and activities**

##### **a. Policies and objectives**

Neglect, broken homes, a challenged education system, a complex benefits system and third generation workless households have culminated in a generation of forgotten young people with few aspirations or opportunities, and who are emotionally and neurologically immature. These problems manifest themselves in many young people living in poverty, unable to lead independent lives, with no aspirations, confidence or real choices in life and work. Covid lockdowns have hit young people hard and many are reporting isolation, loneliness and lack of friendships as their primary concern, all of which is exacerbated by the on-going cost of living crisis.

Our vision is a world in which every young person has the maturity, aspirations, confidence, independence and skills to have real choices in life and work.

Our mission is to give new opportunities in life and work to under served young people in our local communities through the provision of totally holistic, programmes which address any gaps in maturation, aspiration, confidence, care and skills.

This is not about CV writing workshops and tea and toast for poor unfortunates...or ticking boxes... This is about delivering real and lasting change for young people who deserve better. This is social mobility in action.

#### **WeMindTheGap core values**

**Compassion & Care** – The encouragement, reassurance and genuine care we extend to every individual is fundamental to them developing the confidence to explore their choices in the world.

**Connectivity** – We build positive relationships with and between our young people and the world to create their rightful place within a meaningful community.

**Constancy** – We are always here and always will be: people and places of safety who keep our promises and provide the support, challenge and care that our young people deserve.

**Commitment** – We will go to the ends of the earth to make sure that our young people have the wherewithal to be 'pilots of their own lives'.

**Confidence** – We believe absolutely in our vision, our model and the impact we deliver.

**Curiosity** – We ask 'why' to keep learning, to help our young people grow and develop, and to evolve best practice that others can learn from.

**Capacity** – We have the space, time, resilience and support required to perform our respective roles to the best of our ability.

**Can Do** – We walk alongside our young people, take the initiative, make good things happen and always focus on a solution, not a problem.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

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#### Objectives and activities (continued)

Celebration – We celebrate every success, no matter how big or small.

Courage – We do what is right and not what is easy.

#### What we do

We offer three programmes:

1. WeDiscover, initially our Covid19 response, offers a virtual programme to young people aged 16–19 who feel isolated and lack confidence to make the next step into the world. Our learnings this year have been that Covid has had a considerable impact on our young people: those who were already isolated and not engaged with school before lockdowns, are now significantly socially isolated and lack the maturity and confidence to make the next move. WeDiscover uses a bespoke learning management system, 'WeDiscover Village', to engage and communicate with our young people. Every young person is supported weekly by a mentor and the team's ability to listen, encourage conversation, and build trust is at the heart of the programme's success.
2. WeGrow offers 18 – 25 year olds six months paid employment comprising work experience with five different employers as well as coaching, new skills, experiences and help with Maths & English qualifications. Delivered with a totally holistic approach that combines practical support and unashamed love and care, each cohort of ten young people is supported by a dedicated team of Skipper and Mate (Project Lead and Support Worker). This initial six month employment is followed by a further six month dedicated support as graduates move into the world of work or education that comprises coaching, on going emotional and practical support from the WeMindTheGap team and peer to peer mentoring. The post Covid world of work looks and feels different and we are working with our employer partners to ensure our young people's experience is relevant to these new challenges and that they can develop the resilience needed to maintain employment.
3. WeBelong is for our alumni: a lifelong membership of the WeMindTheGap family with all the support and friendship that that brings. Members are encouraged to demonstrate participation in the group, show progression and always be positive. WeBelong offers opportunities to connect from 'craft and chats' to soft play mornings for our young mums to meet and support each other. For others it's to challenge themselves by participating in DofE activities, learn new skills, or joining in group adventures. We actively encourage members to lead opportunities and groups and to apply for our Trainee Trustee role.

In addition to these three discreet programmes, and to ensure that these same programmes remain relevant and meaningful to our young people as they evolve, the charity also launched 'The Big Conversation' in 2023, with support from Wrexham County Borough Council. This was an unprecedented research project to get inside the heads and into the hearts of those people whose lives and education were so rudely disrupted by Covid, and who are notoriously hard to reach: our 18–21 year olds. The Big Conversation aimed to first find and then to talk to young people in an individual town – Wrexham - who were aged 16-18 when the pandemic hit. The objective is to understand what makes them truly 'tick' in an era of once-in-a-generation confusion, chaos and noise, and then, with that understanding, create the right opportunities for them.

The project started in February 2023, over 10% of 18 to 21 year old in Wrexham contributed, and a full report was launched in Autumn 2023. The outcomes of this project are being shared far with leaders from across Wrexham, statutory partners, government bodies, employers, community sector, as well as Welsh Government and are informing future approaches and activities in those organisations, as well as the charity itself.

We grow with our young people, we respond to their needs and flex our programmes accordingly. Their voices and needs underpin how we deliver our programmes and their feedback is critical in how we plan our strategic growth.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

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#### Objectives and activities (continued)

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

#### b. Main activities undertaken to further the Charity's purposes for the public benefit

The Charity's objects and principal activities are for the benefit of the public generally but specifically to act as a resource for young people aged between 16 and 30 living in the UK by providing advice and assistance and organising programmes of work experience, physical, educational, and other activities as a means of:

- advancing in life and helping young people by developing their skills, capacity and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- advancing education;
- relieving unemployment;
- providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

#### Structure, governance and management

##### a. Constitution

We Mind The Gap is a registered charity, number 1161504, and is constituted as a Charitable Incorporated Organisation.

##### b. Trustees

Trustees are appointed by a resolution of the Trustees passed at the board meeting. The minimum number of Trustees is three. The Board undertakes a skills analysis annually to identify current skills amongst Trustees and gaps and agree to appoint new Trustees to meet those outstanding skill sets.

New trustees undergo an orientation day to brief them on: their legal obligations under charity law, the Charity Commission guidance on public benefit, inform them of the charity's strategy and objectives, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role as well as meet with programme participants and attend events held with and for them.

The Trustee Board provides strategic oversight and governance rather than running and operating the Charity on a day to day basis. All Trustees give of their time freely. The Trustees have appointed directors and managers to manage the day to day operations of the charity. To facilitate effective operations, the directors and managers have delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and trainee related activity.

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee, director or senior manager of the charity with a company, supplier, donor or other charity must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2023**

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**Structure, governance and management (continued)**

The Trustees are committed to ensuring that all WeMindTheGap employees are paid fairly and in a way which ensures the charity attracts and retains the right team with the right skills to have the greatest impact in delivering our charitable objectives. The Trustees' approach to executive pay is in line with the Association of Chief Executives of Voluntary Organisations (AECVO) Good Pay Guide.

**c. Organisation**

The organisation was registered as a Charity (Registration no 1161504) on 30 April 2015 as amended on 26 August 2017. The organisation was established as a charitable incorporated organisation (CIO).

During the year, the Charity's office, has moved from Ellice Way, Wrexham LL13 7YL to Ty Avow, 21 Egerton Street, Wrexham, LL11 1ND. Individual programmes are run in locations appropriate to the communities that they serve: Wrexham from the Hub; Flintshire from Ty Calon in Queensferry (provided by Flintshire County Council), Manchester from shared space within UseSpace (a commercial shared work space) and Manchester Chamber of Commerce.

**d. Our access policies**

The Charity welcomes participants from all backgrounds. Key to joining any of our programmes is assessing whether our young people are ready to make the most of the opportunities on offer. On all programmes our potential participants (we call them 'Gappies' when they are participants) need to demonstrate to our teams their will to engage to the best of their potential and in line with the general standards achieved by their peers. We work closely with local agencies, education teams, voluntary projects to create a pipeline of possible participants. Those expressing an interest for WeDiscover have an informal virtual conversation looking at what the young person wants to get out of the experience, but also ensuring that any eligibility criteria from our partner colleges are met. For our WeGrow programme young people are invited to a 'Discovery Day' - a relaxed, engaging recruitment day that allows participants to shine – from which successful candidates will be chosen. On both programmes an individual's economic status, gender, ethnicity, race, religion, or education attainment do not form part of this assessment process, rather their attitude to the world and the opportunity ahead of them.

We believe that our participants benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our Gappies develop an understanding of other people that will be vital in their future lives.

We have clear insight into the neurological effect of Adverse Childhood Experiences on the child's brain and the implications for adolescence and beyond. We use these to complement best practice childhood development practices in the design of our programmes. Our cohort – many of whom score highly on the ACEs scales – are supported in a compassion driven way which allows them to make the most of the opportunities on offer. Every workshop, every interaction stretches neuroplasticity and creates new neural pathways, which in turn promote maturation, independence and autonomy. We strive to keep abreast of current thinking and research, particularly post pandemic research, and have a clear continuing development programme for our team. We share learnings and best practice with other organisations within this field and our funders. It is our ambition to develop our profile as relevant thought leaders and experts in supporting young people and delivering meaningful and lasting change.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

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#### Structure, governance and management (continued)

##### e. Related parties and organisations

Volunteers undertake valuable work by supporting our individual programmes, each of which has at least one volunteer to support each delivery team on a weekly basis. WeGrow cohorts benefit from a 'buddy' system whereby an experienced Gappie volunteers to spend time with the new cohort and share that all important lived experience. WeBelong encourages graduates of all programmes to volunteer at fundraising events, community projects we support and by being an advocate for WeMindTheGap meeting funders. In addition, many talented individuals share their talents and expertise through offering workshops and learning experience either in person or virtually for our WeDiscover and WeGrow programme.

Our WeGrow programme relies on employer partners working with us on a voluntary basis to provide 10 day work placements: some employers provide work placements for up to ten Gappies, others for just one. Their support and involvement are what allows our Gappies to have experience of meaningful work, and therefore our programme to have the impact it does.

The development of English and Maths skills is a vital part of our programmes. This element is delivered cost free by partners Coleg Cambria (in North Wales) and Manchester City Council Adult Education (in Manchester). Tutors are well aware of the challenges our cohort may have had with mainstream education and develop a learning environment that is practical and supportive. Several graduates have continued working with the colleges to gain their equivalent of GCESs in both subjects and then moved on to take Level 2 and University qualifications.

The Charity does not currently include a valuation of volunteers' time within the financial statements.

#### Plans for future periods

##### 2023/24

- Evaluate the WeDiscover programme with a view to develop and co-create it for different age cohorts
- Develop WeDiscover to support school leavers/non attenders
- Develop WeDiscover into a self referral and funding access programme
- Deliver four WeGrow employment programmes, with new venues in the North West and North Wales
- Secure new funding to develop the Big Conversation research findings either to adapt our current programmes or develop and pilot new programmes
- Grow the WeBelong offerings to ensure there is something for all graduate members. With a dedicated team to offer constancy and prioritise progression
- Create sustainable funding pipelines for individual programmes.
- Grow our Board with the appointment of new Trustees to mind the gaps of our skills and experiences
- Start to develop our Thought Leadership and Impact approach, to enhance our profile and be recognised as exemplars in our field
- Continue to build relationships with like-minded organisations to mind their 'Social' gap in the Environment, Social and Governance conversation
- Develop a 5 Year Business Plan

##### By 2025 we will

- Be running new WeGrow, WeDiscover and new programmes adapted to the wants and needs of young people informed by the Big Conversation
- Be perceived and recognised as exemplars with clear impact on policy.
- Start to see the WeMindTheGap programme mainstreamed within schools and communities.
- Evidence the model has lasting impact across generations: our graduates' parent differently and grow our Alumni into a peer support model
- Change policy so there are fewer gaps to mind

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

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#### Achievements and performance

##### a. Review of activities

The priority for the year 2022/23 was to continue to create a stable holding pattern to deliver agreed and funded programmes, develop the WeDiscover model and ensure that WeBelong was meeting the needs of our Gappies post Covid.

Within this period we delivered a WeGrow in Manchester and two WeGrow Programmes in Flintshire. We secured funding through Albert Gubay Foundation to deliver a whole North Wales WeDiscover Programme and began to broaden our reach across North Wales. To support this growth of WeDiscover, we adapted the WeDiscover Programmes to become a 'roll on and off' programme to ensure we were ready to support Gappies when they were ready, were more responsive to their needs, but also ensure that if they were ready to move on from the programme before the 12 weeks were completed, that we could support their transition.

The add value to this, we also changed the criteria to become part of WeBelong. Now all Gappies who have taken part in our WeGrow and WeDiscover programmes can join and take part in all elements of our growing WeBelong programme.

In the Summer we celebrated the Queen's Platinum Jubilee with Gappies attending. Gappies from programmes spanning many years enjoyed games, shared memories and party food and it was an opportunity for the team to meet some of our 'Mini Gappies', our graduates' children.

Through WeBelong we also enjoyed a Halloween Party and our graduates also enjoyed a trip to the Panto at Theatr Clwyd.

In addition we welcomed our new CEO Ali Wheeler on 1st July 2022.

Towards the latter part of the year, the Board supported a proposal to carry out a Big Conversation with young people aged 18-21yrs in Wrexham. The Big Conversation was an unprecedented piece of research to find the voices and experiences of young people aged 18-21yrs old whose lives had changed during the pandemic. We decided to undertake the Big Conversation in Wrexham where we were founded, however it was clear from the outset that it was never just about the experiences of Wrexham Young People, but reflective and representative of all young people.

The Big Conversation was in response to WeMindTheGap recognising the world had changed for young people, the young people we were working with were presenting with different challenges, employer partners were sharing that they were finding it more difficult to recruit and retain young people in employment and statutory services said that many young people had not reengaged with services either on line or face to face post pandemic.

At the same time as talking to young people, we committed to carry out research with employers to find out their experiences, challenges and opportunities in employing young people. In addition, we wanted to speak to as many statutory and local support providers to see how their engagement and support for young people had changed since the pandemic.

The main purpose of the Big Conversation was to check and challenge the programmes that WeMindTheGap deliver to ensure we are still doing the right thing and having the best impact for young people. However, we also promised to share the findings and learnings to whoever could use or benefit from them. The Big Conversation was launched on the 14th February.

WeMindTheGap recognised that recovering or emerging from the pandemic was going to take longer than expected, not only for WeMindTheGap but the whole of society. To support the emerging year, the Board agreed an Interim Business Plan with an ambition to lead to the development of a new 5 Year Business Plan designed and co-created on the back of the Big Conversation findings.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

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#### Achievements and performance (continued)

WeMindTheGap has also been approached by a number of funders to help support and develop their internal funding models. The National Community Lottery Foundation UK Portfolio team invited us to share our experiences of searching, applying for and securing funding to share across their portfolio teams and to other funders.

#### What changes did we see:

The programmes that were delivered in 2022-23 were successful and were all completed. The highlights of the 2022/23 programmes reveal many achievements. Whilst this is shown in the statistics below, WeMindTheGap also started to collate stories and case studies of the journey that our Gappies had taken.

#### For our WeGrow Programmes:-

- 90% of Gappies completed the six month WeGrow programmes
- 65% moved immediately into work or education
- 26 different employer partners across North Wales and the North West delivered 69 work placements
- 10 coaches delivered 288 hours of coaching

#### For our WeDiscover Programmes:-

- 67% completed 12 week WeDiscover programme
- 44% returned to education, training or other programme
- 14 guest speakers delivered 140 session hours
- 6 team members delivered 432 mentoring hours

#### For our WeBelong Programmes:-

- 60 hours of WeBelong sessions were delivered on CVs, progression and parenting
- hours of WeBelong community sessions including Halloween, Christmas panto/party

#### Additional achievement for our Gappies:-

- 13 completed their Emergency First Aid certificates,
- 16 completed a self defence course
- 10 completed their Wales Essential Skills English and Maths
- 10 completed the Alzheimer's Association Dementia Friendly course
- 18 Gappies gained an Outdoor Education award

#### As part of the Big Conversation:-

- 8 young people trained in community conversations methods to support the Explore phase
- graduates and gappies were responsible for hosting some research activities for The Big Conversation with other young people

In addition to the above successes and progressions, we also supported many Gappies with their mental health, wellbeing and welfare:-

- 41 safeguarding concerns were raised by Gappies themselves, graduates or our team
- 17 Gappies were helped with virtual appointments for GPs and Hospitals, re connecting with dentists, opticians, health visitors
- 2 Gappies/graduates were referred to counselling
- 7 Gappies supported with online bank issues/accounts who previously did not have bank accounts
- 7 Gappies were supported in ongoing Universal Credit issues with DWP
- 10 Gappies were supported in moving from temporary hostel/ accommodation to secure housing.
- 3 were supported with events involving the police
- 1 Gappie was supported during gender transition.
- 15 Gappies were provided with food bank vouchers
- 11 Gappies were loaned a laptop to participate in programmes

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

---

#### Achievements and performance (continued)

##### Financial review

##### a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

##### b. Reserves policy

The Trustees reviewed the reserves policy to ensure it is fit for purpose and in line with expected growth in addition to being compliant with the current Charity Commission guidelines. The Charity's aim is to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestricted charitable expenditure.

Free reserves at the year end were £240,983 (2022: £123,271).

##### c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees have a risk management strategy which comprises:

An annual review of the principal risks and uncertainties that the charity faces; the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditors balances to ensure sufficient working capital by the Charity. It is the clear objective of the Trustees to agree a Five year Funding strategy as part of its Five Year Business Plan which mitigates the above risks and ensures sustainability for the Charity.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

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#### Statement of Trustees' responsibilities

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**Rachel Clacher**  
Trustee

Date: 20 February 2024

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**WE MIND THE GAP**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 30 APRIL 2023**

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**Independent Examiner's Report to the Trustees of We Mind The Gap ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 April 2023.

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

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**WE MIND THE GAP**

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**INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2023**

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**Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

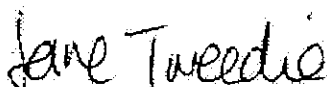
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:



Dated: 26 February 2024

S J Tweedie

BSc FCA DChA

**WR Partners**

Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

WE MIND THE GAP

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2023**

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and legacies	3	-	158,084	158,084	168,095
Charitable activities	4	352,790	439,864	792,654	735,221
Other trading activities	5	-	503	503	6,581
Investments	6	-	1,043	1,043	42
Other income	7	-	1,473	1,473	6,722
<b>Total income</b>		<b>352,790</b>	<b>600,967</b>	<b>953,757</b>	<b>916,661</b>
<b>Expenditure on:</b>					
Raising funds	8	-	178	178	2,709
Charitable activities		290,731	489,767	780,498	1,072,951
<b>Total expenditure</b>		<b>290,731</b>	<b>489,945</b>	<b>780,676</b>	<b>1,075,660</b>
<b>Net movement in funds</b>		<b>62,059</b>	<b>111,022</b>	<b>173,081</b>	<b>(158,999)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	206,598	206,598	365,597
Net movement in funds		62,059	111,022	173,081	(158,999)
<b>Total funds carried forward</b>		<b>62,059</b>	<b>317,620</b>	<b>379,679</b>	<b>206,598</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 16 to 33 form part of these financial statements.

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**WE MIND THE GAP**

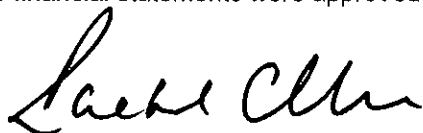
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**BALANCE SHEET  
AS AT 30 APRIL 2023**

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	Note	2023 £	2022 £
<b>Fixed assets</b>			
Intangible assets	13	10,522	21,930
Tangible assets	14	12,183	18,779
		<u>22,705</u>	<u>40,709</u>
<b>Current assets</b>			
Debtors	15	26,489	64,150
Cash at bank and in hand		455,294	304,916
		<u>481,783</u>	<u>369,066</u>
Creditors: amounts falling due within one year	16	(124,809)	(203,177)
		<u>356,974</u>	<u>165,889</u>
<b>Total assets less current liabilities</b>		<u>379,679</u>	<u>206,598</u>
<b>Total net assets</b>		<u>379,679</u>	<u>206,598</u>
<b>Charity funds</b>			
Restricted funds	17	62,059	-
Unrestricted funds	17	317,620	206,598
		<u>379,679</u>	<u>206,598</u>

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



**Rachel Clacher**  
Trustee

Date: 20 February 2024

The notes on pages 16 to 33 form part of these financial statements.

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WE MIND THE GAP

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STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 APRIL 2023

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	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	19	150,378	(74,311)
<b>Cash flows from investing activities</b>			
Purchase of intangible assets		-	(31,296)
Purchase of tangible fixed assets		-	(3,167)
<b>Net cash provided by/(used in) investing activities</b>		-	(34,463)
<b>Change in cash and cash equivalents in the year</b>		150,378	(108,774)
Cash and cash equivalents at the beginning of the year		304,916	413,690
<b>Cash and cash equivalents at the end of the year</b>	20	455,294	304,916

The notes on pages 16 to 33 form part of these financial statements

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## WE MIND THE GAP

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

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#### 1. General information

The charity is a Charitable Incorporated Organisation, situated in the United Kingdom. The principal place of business is the principal office, the address of which is provided on Page 1.

#### 2. Accounting policies

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

##### 2.2 Going concern

The Trustees have considered transactions that are anticipated to take place in the foreseeable future, have prepared appropriate forecast models for the next financial period, and have concluded that no additional financial resources will be required. On this basis the Trustees have concluded that adopting the going concern basis of accounting in preparing the annual financial statements is appropriate.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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**2. Accounting policies (continued)**

**2.3 Income**

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

The recognition of income from donations and legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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2. Accounting policies (continued)

2.6 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	-	20 % straight line
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2.7 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures & fittings	-	20% straight line
Computer equipment	-	20% straight line

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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**2. Accounting policies (continued)**

**2.10 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.11 Financial Instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.12 Pensions**

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

**2.13 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.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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. The costs of raising and 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.

Investment income, gains and losses are allocated to the appropriate fund.

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**WE MIND THE GAP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**

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**3. Income from donations and legacies**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Donations	-	145,494	<b>145,494</b>	167,595
Gift Aid reclaimed	-	12,590	<b>12,590</b>	500
<b>Total 2023</b>	<b>-</b>	<b>158,084</b>	<b>158,084</b>	<b>168,095</b>
<i>Total 2022</i>	<i>152,777</i>	<i>15,318</i>	<i>168,095</i>	

During the year We Mind The Gap occupied office space for five months, at no cost to the Charity. The value of this rent for the office space to the Charity is estimated at £32,250 (2022: £77,400). The estimated value of these services is recognised within incoming resources as a donation in kind, and an equivalent charge included within premises costs.

**4. Income from charitable activities**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Grants	352,790	439,864	<b>792,654</b>	735,221
<b>Total 2023</b>	<b>352,790</b>	<b>439,864</b>	<b>792,654</b>	<b>735,221</b>
<i>Total 2022</i>	<i>709,721</i>	<i>25,500</i>	<i>735,221</i>	

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WE MIND THE GAP

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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**5. Income from other trading activities**

**Income from fundraising events**

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Fundraising events	503	503	6,581
<b>Total 2023</b>	<u>503</u>	<u>503</u>	<u>6,581</u>
<i>Total 2022</i>	<u>6,581</u>	<u>6,581</u>	

**6. Investment income**

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Interest income	1,043	1,043	42
<b>Total 2023</b>	<u>1,043</u>	<u>1,043</u>	<u>42</u>
<i>Total 2022</i>	<u>42</u>	<u>42</u>	

**7. Other incoming resources**

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Government grant income	-	-	6,675
Other income	1,473	1,473	47
<b>Total 2023</b>	<u>1,473</u>	<u>1,473</u>	<u>6,722</u>
<i>Total 2022</i>	<u>6,722</u>	<u>6,722</u>	

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**WE MIND THE GAP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**

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**7. Other incoming resources (continued)**

During the prior year Government grants in relation to the Coronavirus Job Retention Scheme amounting to £6,675 were received.

**8. Expenditure on raising funds**

**Fundraising trading expenses**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Fundraising event costs	-	178	178	2,709
<b>Total 2023</b>	<b>-</b>	<b>178</b>	<b>178</b>	<b>2,709</b>
<i>Total 2022</i>	<i>2,709</i>	<i>-</i>	<i>2,709</i>	

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
WeGrow	324,311	667	324,978	507,141
WeBelong	19,327	205	19,532	58,391
WeDiscover	116,271	7,380	123,651	113,164
Head Office	-	312,337	312,337	394,255
<b>Total 2023</b>	<b>459,909</b>	<b>320,589</b>	<b>780,498</b>	<b>1,072,951</b>
<i>Total 2022</i>	<i>671,706</i>	<i>401,245</i>	<i>1,072,951</i>	

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WE MIND THE GAP

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	WeGrow 2023 £	WeBelong 2023 £	WeDiscover 2023 £	Total funds 2023 £	Total funds 2022 £
Staff costs	231,559	10,779	100,881	343,219	482,873
Programme costs	92,752	8,548	15,390	116,690	188,833
<b>Total 2023</b>	<b>324,311</b>	<b>19,327</b>	<b>116,271</b>	<b>459,909</b>	<b>671,706</b>
<i>Total 2022</i>	<i>506,536</i>	<i>58,186</i>	<i>106,984</i>	<i>671,706</i>	

**WE MIND THE GAP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**

**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	WeGrow 2023 £	WeBelong 2023 £	WeDiscover 2023 £	Head Office 2023 £	Total funds 2023 £	Total funds 2022 £
Staff costs	-	-	-	148,083	<b>148,083</b>	193,849
Depreciation	667	205	7,380	9,630	<b>17,882</b>	16,845
Vehicle costs	-	-	-	2,980	<b>2,980</b>	8,456
Insurance	-	-	-	6,509	<b>6,509</b>	9,628
Training and welfare	-	-	-	752	<b>752</b>	4,351
Premises costs	-	-	-	1,634	<b>1,634</b>	2,834
Travel and subsistence	-	-	-	1,469	<b>1,469</b>	973
Other costs	-	-	-	283	<b>283</b>	560
IT and communications	-	-	-	13,444	<b>13,444</b>	22,812
Office costs	-	-	-	(97)	<b>(97)</b>	6,236
HR, marketing and consultancy	-	-	-	57,792	<b>57,792</b>	29,911
Subscriptions	-	-	-	3,118	<b>3,118</b>	4,884
Rent and rates	-	-	-	53,483	<b>53,483</b>	81,493
Utilities	-	-	-	4,907	<b>4,907</b>	9,382
Accountancy	-	-	-	7,250	<b>7,250</b>	7,559
Bank charges	-	-	-	1,100	<b>1,100</b>	1,472
<b>Total 2023</b>	<u>667</u>	<u>205</u>	<u>7,380</u>	<u>312,337</u>	<u><b>320,589</b></u>	<u>401,245</u>
<i>Total 2022</i>	<u>605</u>	<u>205</u>	<u>6,180</u>	<u>394,255</u>	<u>401,245</u>	

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**WE MIND THE GAP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**

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**10. Independent examiner's remuneration**

	2023 £	2022 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	3,300	3,150
Fees payable to the Charity's independent examiner in respect of: All other services not included above	1,925	1,800
	<u>5,225</u>	<u>4,950</u>

**11. Staff costs**

	2023 £	2022 £
Wages and salaries	455,021	623,672
Social security costs	28,825	34,721
Contribution to defined contribution pension schemes	7,456	18,329
	<u>491,302</u>	<u>676,722</u>

The average number of persons employed by the Charity during the year was as follows:

	2023 No.	2022 No.
Employees	24	42
	<u>24</u>	<u>42</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the Charity comprise the Chief Executive Officers as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Charity was £73,749 (2022: £62,958).

**12. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 30 April 2023, no Trustee expenses have been incurred (2022 - £NIL).

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WE MIND THE GAP

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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13. Intangible assets

	Computer software £
<b>Cost</b>	
At 1 May 2022	35,146
At 30 April 2023	<u>35,146</u>
<b>Amortisation</b>	
At 1 May 2022	13,216
Charge for the year	11,408
At 30 April 2023	<u>24,624</u>
<b>Net book value</b>	
At 30 April 2023	<u>10,522</u>
<i>At 30 April 2022</i>	<u>21,930</u>

WE MIND THE GAP

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

**14. Tangible fixed assets**

	Fixtures & Fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>			
At 1 May 2022	6,811	30,716	37,527
At 30 April 2023	6,811	30,716	37,527
<b>Depreciation</b>			
At 1 May 2022	4,061	14,687	18,748
Charge for the year	1,064	5,532	6,596
At 30 April 2023	5,125	20,219	25,344
<b>Net book value</b>			
At 30 April 2023	1,686	10,497	12,183
<i>At 30 April 2022</i>	2,750	16,029	18,779

**15. Debtors**

	2023 £	2022 £
<b>Due within one year</b>		
Trade debtors	5,000	45,000
Other debtors	12,789	531
Prepayments and accrued income	8,700	8,987
Grants receivable	-	9,632
	26,489	64,150

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WE MIND THE GAP

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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16. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	5,267	16,694
Other taxation and social security	-	5,146
Other creditors	4,542	5,277
Accruals and deferred income	115,000	176,060
	<u>124,809</u>	<u>203,177</u>
	2023	2022
	£	£
Deferred income at 1 May 2022	155,375	60,000
Resources deferred during the year	110,000	155,375
Amounts released from previous periods	(155,375)	(60,000)
	<u>110,000</u>	<u>155,375</u>

Deferred income relates to grants received for projects relating to future accounting periods.

WE MIND THE GAP

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

17. Statement of funds

Statement of funds - current year

	Balance at 1 May 2022 £	Income £	Expenditure £	Balance at 30 April 2023 £
<b>Unrestricted funds</b>				
<b>Designated funds</b>				
We Discover North Wales	30,469	100,000	(123,650)	6,819
We Belong	18,608	34,500	(19,070)	34,038
Flintshire Men 2	24,054	138,537	(140,897)	21,694
Manchester Mixed 1	(15,011)	138,954	(108,334)	15,609
We Grow	(15,502)	89,269	(73,767)	-
Big Conversation/Pilot	-	-	(24,227)	(24,227)
	<u>42,618</u>	<u>501,260</u>	<u>(489,945)</u>	<u>53,933</u>
<b>General funds</b>				
The Hub - Head Office	163,980	99,707	-	263,687
	<u>206,598</u>	<u>600,967</u>	<u>(489,945)</u>	<u>317,620</u>
<b>Restricted funds</b>				
National lottery funding	-	352,790	(290,731)	62,059
	<u>206,598</u>	<u>953,757</u>	<u>(780,676)</u>	<u>379,679</u>

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WE MIND THE GAP

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023

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17. Statement of funds (continued)

**WeDiscover North Wales** - a virtual programme in North Wales for young people aged 16 to 25 to find and meet young people where they are and engage those who who isolated and lack confidence to make the next step into the world.

**WeBelong** – our programme for graduates of WeMindTheGap programmes providing support and friendship with opportunities to connect and challenge themselves whilst supporting each other. A programme to help and support their continue progression in life and the world of work and education.

**Flintshire Men 2** – a WeGrow programme for 18 to 25 year olds in Flintshire offering six months of paid employment followed by a further six months of dedicated support as graduates move into the world of work or education.

**Manchester Mixed 1** – a WeGrow programme in Manchester offering six months of paid employment followed by a further six months of dedicated support as graduates move into the world of work or education.

**WeGrow** – a fund to support the development of any young people in our We Grow programmes.

**Big Conversation/Pilot** – a piece of research to find the voices and experiences of young people aged 18 to 21 whose lives had changed during the pandemic.

**National Lottery Funding** – grant funding received from the National Lottery Community Fund to support the costs of the charity and its programmes.

**WE MIND THE GAP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**

**17. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 May 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 30 April 2022 £</i>
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
Designated Funds - all funds	-	-	-	42,618	42,618
<b>General funds</b>					
General Funds - all funds	(24,776)	8,055	(16,847)	33,568	-
The Hub - Head Office	-	46,108	(46,218)	164,090	163,980
	(24,776)	54,163	(63,065)	197,658	163,980
<b>Total Unrestricted funds</b>	(24,776)	54,163	(63,065)	240,276	206,598
<b>Restricted funds</b>					
Restricted Funds - all funds	390,373	617,593	(767,690)	(240,276)	-
National lottery funding	-	244,905	(244,905)	-	-
	390,373	862,498	(1,012,595)	(240,276)	-
<b>Total of funds</b>	365,597	916,661	(1,075,660)	-	206,598

**WE MIND THE GAP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**

**18. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Tangible fixed assets	-	12,183	12,183
Intangible fixed assets	-	10,522	10,522
Current assets	62,059	419,724	481,783
Creditors due within one year	-	(124,809)	(124,809)
<b>Total</b>	<b>62,059</b>	<b>317,620</b>	<b>379,679</b>

**19. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>2023 £</b>	<b>2022 £</b>
Net income/expenditure for the year (as per Statement of Financial Activities)	<b>173,081</b>	<b>(158,999)</b>
<b>Adjustments for:</b>		
Depreciation charges	<b>6,596</b>	6,543
Amortisation charges	<b>11,408</b>	10,393
Loss on the sale of fixed assets	-	835
Decrease/(increase) in debtors	<b>37,661</b>	<b>(43,914)</b>
Increase/(decrease) in creditors	<b>(78,368)</b>	110,831
<b>Net cash provided by/(used in) operating activities</b>	<b>150,378</b>	<b>(74,311)</b>

**20. Analysis of cash and cash equivalents**

	<b>2023 £</b>	<b>2022 £</b>
Cash in hand	<b>455,294</b>	304,916
<b>Total cash and cash equivalents</b>	<b>455,294</b>	<b>304,916</b>

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**WE MIND THE GAP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2023**

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**21. Analysis of changes in net debt**

	At 1 May 2022	Cash flows	At 30 April 2023
	£	£	£
Cash at bank and in hand	304,916	150,378	455,294
	<u>304,916</u>	<u>150,378</u>	<u>455,294</u>

**22. Pension commitments**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £7,456 (2022: £18,329). £Nil (2022: £1,875) were payable to the fund at the balance sheet date and are included in creditors.

**23. Operating lease commitments**

At 30 April 2023 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023	2022
	£	£
Not later than 1 year	-	11,154
	<u>-</u>	<u>11,154</u>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2023	2022
	£	£
Operating lease rentals	11,154	29,599
	<u>11,154</u>	<u>29,599</u>

**24. Related party transactions**

During the year the charity incurred recruitment fees of £Nil (2022: £4,800) from The Good Board, a company of which L Gatenby is a director. There were no amounts outstanding at year end (2022: £Nil).

**WE MIND THE GAP**

England & Wales - Charity number 1161504

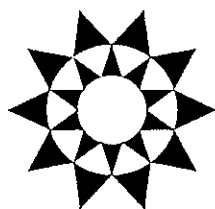
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# Accounts

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**WE MIND THE GAP**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022**



**WR**  
**Partners**  
Protecting your future.

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**WE MIND THE GAP**

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WE MIND THE GAP

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 30 APRIL 2022

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**Trustees** Rachel Clacher  
Emma Degg  
Louise Gatenby  
Karen Jones  
Kirsty Rogers  
Martin Howlett (appointed 9 June 2022)

**Charity registered number** 1161504

**Principal office** Ellice Way  
Wrexham  
LL13 7YL

**Patron** Sir John Timpson

**Chief executive officer** Diane Aplin

**Accountants** WR Partners  
Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

**Bankers** HSBC  
PO Box 68  
130 New Street  
Birmingham  
West Midlands  
B2 4JU

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## WE MIND THE GAP

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### TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2022

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The Trustees submit their annual report together with the unaudited financial statements of the Charity for the year 1 May 2021 to 30 April 2022. The financial statements have been prepared in accordance with the accounting policies, set out in note 2 to the financial statements and comply with the Charity's trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

Legal and administrative information, set out on page 1, forms part of this report.

#### **Objectives and activities**

##### **a. Policies and objectives**

Neglect, broken homes, a challenged education system, a complex benefits system and third generation workless households have culminated in a generation of forgotten young people with few aspirations or opportunities, and who are emotionally and neurologically immature. This problem manifests itself in many young people living in poverty, unable to lead independent lives, with no aspirations, confidence or real choices in life and work. Covid lockdowns have hit young people hard and many are reporting isolation, loneliness and lack of friendships as their primary concern.

**Our vision** is a world in which every young person has the maturity, aspirations, confidence, independence and skills to have real choices in life and work.

**Our mission** is to give new opportunities in life and work to under-served young people in our local communities through the provision of totally holistic, paid programmes which address any gaps in maturation, aspiration, confidence, care and skills.

This is not about CV-writing workshops and tea and toast for poor unfortunates...or ticking boxes... This is about delivering real and lasting change for young people who deserve better. This is social mobility in action.

#### **WeMindTheGap core values**

**Compassion & Care** – The encouragement, reassurance and genuine care we extend to every individual is fundamental to them developing the confidence to explore their choices in the world.

**Connectivity** – We build positive relationships with and between our young people and the world to create their rightful place within a meaningful community.

**Constancy** – We are always here and always will be, people and places of safety who keep our promises and provide the support, challenge and care that our young people deserve.

**Commitment** – We will go to the ends of the earth to make sure that our young people have the wherewithal to be 'pilots of our own lives'.

**Confidence** – We believe absolutely in our vision, our model and the impact we deliver.

**Curiosity** – We ask 'why' to keep learning, to help our young people grown and develop, to grow and develop best practice that others can learn from.

**Capacity** – We have the space, time, resilience and support required to perform our respective roles to the best of our ability.

**Can-Do** – We walk alongside our young people, take the initiative, make good things happen and always focus on a solution, not a problem.

**Celebration** – We celebrate every success, no matter how big or small.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Objectives and activities (continued)

Courage – We do what is right and not what is easy.

#### What we do

We grow with our young people, we respond to their needs and flex our programmes accordingly. Their voices and needs underpin how we deliver our programmes and their feedback is critical in how we plan our strategic growth.

We offer three programmes:

1. **WeDiscover**, our Covid19 response, offers a virtual programme to young people aged 16 – 19 who feel isolated and lack confidence to make the next step into the world. Our learnings this year have been that Covid has had a considerable impact on our young people: those who were already isolated and not engaged with school before lockdowns, are now significantly socially isolated and lack the maturity and confidence to make the next move. WeDiscover uses a bespoke learning management system, 'WeDiscover Village', to engage and communicate with our young people. Every young person is supported weekly by a mentor and the team's ability to listen, encourage conversation, and build trust is at the heart of the programme's success.
2. **WeGrow** offers 18 – 25 year olds six-months paid employment comprising work experience with five different employers as well as coaching, new skills, experiences and help with Maths & English qualifications. Delivered with a totally holistic approach that combines practical support and unashamed love and care, each cohort of ten young people are supported by a dedicated team of Skipper and Mate (Project Lead and Support Worker). This initial six month employment is followed by a further six month dedicated support as graduates move into the work of work or education that comprises coaching, on-going emotional and practical support from the WeMindTheGap team and peer-to-peer mentoring. The post-Covid world of work looks and feels different and we are working with our employer partners to ensure our young people's experience is relevant to these new challenges and that they can develop the resilience needed to maintain employment.
3. **WeBelong** is our for our alumni: a lifelong membership of the WeMindTheGap family with all the support and friendship that that brings. Members are encouraged to demonstrate participation in the group, show progression and always be positive. WeBelong offer opportunities to connect from 'craft and chats' to soft play mornings for our young mums to meet and support each other. For others it's to challenge themselves by participating in DofE activities, learn new skills, or joining in group adventures. We actively encourage members to lead opportunities and groups and to apply for our Trainee Trustee role.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Objectives and activities (continued)

##### b. Main activities undertaken to further the Charity's purposes for the public benefit

The Charity's objects and principal activities are for the benefit of the public generally but specifically to act as a resource for young people aged between 18 and 30 living in the UK by providing advice and assistance and organising programmes of work experience, physical, educational, and other activities as a means of:

- advancing in life and helping young people by developing their skills, capacity and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- advancing education;
- relieving unemployment;
- providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

#### Structure, governance and management

##### a. Constitution

We Mind The Gap is a registered charity, number 1161504, and is constituted under a Trust deed.

##### b. Trustees

Trustees are appointed by a resolution of the Trustees passed at the board meeting. The minimum number of Trustees is three. The Board undertake a skills analysis annually to identify current skills amongst Trustees and gaps and agree to appoint new Trustees to meet those outstanding skill sets.

New trustees undergo an orientation day to brief them on: their legal obligations under charity law, the Charity Commission guidance on public benefit, inform them of the charity's strategy and objectives, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role as well as meet with programme participants and attend events held with and for them.

The Trustee Board provides strategic oversight and governance rather than running and operating the Charity on a day to day basis. All Trustees give of their time freely. The Trustees have appointed directors and managers to manage the day-to-day operations of the charity. To facilitate effective operations, the directors and managers have delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and trainee related activity.

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee, director or senior manager of the charity with a company, supplier, donor or other charity must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

The Trustees are committed to ensuring that all WeMindTheGap employees are paid fairly and in a way which ensures the charity attracts and retains the right team with the right skills to have the greatest impact in delivering our charitable objectives. The Trustees' approach to executive pay is in line with the Association of Chief Executives of Voluntary Organisations (AECVO) Good Pay Guide.

Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Structure, governance and management (continued)

##### c. Organisation

The organisation was registered as a Charity (Registration no 1161504) on 30 April 2015 as amended on 26 August 2017. The organisation was established as a charitable incorporated organisation (CIO).

The Charity's office, its 'Hub', is at Ellice Way, Wrexham LL13 7YL. Use of this office and associated car parking has been donated by Money Penny. Individual programmes are run in locations appropriate to the communities that they serve: Wrexham from the Hub; Flintshire from Ty Calon in Queensferry (provided by Flintshire County Council), Manchester from shared space within UseSpace (a commercial shared work space) and Manchester Chamber of Commerce.

##### d. Our access policies

The Charity welcomes participants from all backgrounds. Key to joining any of our programmes is assessing whether our young people are ready to make the most of the opportunities on offer. On all programmes our potential participants (we call them 'Gappies' when they are participants) need to demonstrate to our teams their will to engage to the best of their potential and in line with the general standards achieved by their peers. We work closely with local agencies, education teams, voluntary projects to create a pipeline of possible participants. Those expressing an interest for WeDiscover have an informal virtual conversation looking at what the young person wants to get out of the experience, but also ensuring that any eligibility criteria from our partner colleges are met. For our WeGrow programme young people are invited to a 'Discovery Day' - a relaxed, engaging recruitment day that allows participants to shine – from which successful candidates will be chosen. On both programmes an individual's economic status, gender, ethnicity, race, religion, or education attainment do not form part of this assessment process, rather their attitude to the world and the opportunity ahead of them.

We believe that our participants benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our Gappies develop an understanding of other people that will be vital in their future lives.

We have clear insight into the neurological effect of Adverse Childhood Experiences on the child's brain and the implications for adolescence and beyond. We use these to complement best-practice childhood development practices in the design of our programmes. Our cohort – many of whom score highly on the ACEs scales – are supported in a compassion-driven way which allows them to make the most of the opportunities on offer. Every workshop, every interaction stretches neuroplasticity and creates new neural pathways, which in turn promote maturation, independence and autonomy. We strive to keep abreast of current thinking and research, particularly post-pandemic research, and have a clear continuing development programme for our team. We share learnings and best practice with other organisations within this field and our funders. It is our ambition to develop our profile as relevant thought leaders and experts in supporting young people and delivering meaningful and lasting change.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Structure, governance and management (continued)

##### e. Related parties and organisations

Volunteers undertake valuable work by supporting our individual programmes, each of which has at least one volunteer to support each delivery team on a weekly basis. WeGrow cohorts benefit from a 'buddy' system whereby an experienced Gappie volunteers to spend time with the new cohort and share that all important lived experience. WeBelong encourages graduates of all programmes to volunteer at fundraising events, community projects we support and by being an advocate for WeMindTheGap meeting funders. Our Trainee Trustees (who are graduates of our programmes) are also volunteers. In addition, many talented individuals share their talents and expertise through offering workshops and learning experience either in person or virtually for our WeDiscover and WeGrow programme.

Our WeGrow programme relies on employer partners working with us on a voluntary basis to provide 10-day work placements: some employers provide work placements for up to ten Gappies, others for just one. Their support and involvement are what allows our Gappies to have experience of meaningful work, and therefore our programme to have the impact it does.

The development of English and Maths skills is a vital part of our programmes. This element is delivered cost-free by partners Coleg Cambria (in North Wales) and Manchester City Council Adult Education (in Manchester). Tutors are well aware of the challenges our cohort may have had with mainstream education and develop a learning environment that is practical and supportive. Several graduates have continued working with the colleges to gain their equivalent of GCESs in both subjects and then moved on to take Level 2 and University qualifications.

The Charity does not currently include a valuation of volunteers' time within the financial statements.

#### Plans for future periods

##### 2022/23

- Evaluate the WeDiscover product with a view to take it to market to increase its accessibility
- Six WeGrow employment programmes, with new venues in the North West and North Wales
- Growth of the WeBelong offerings to ensure there is something for all graduate members, with a rebranded message of 'participation, positivity and progression'.
- Delivery of a Jubilee themed celebration to bring together the whole WeMindTheGap family and reconnect
- Creation of sustainable funding pipelines for individual programmes.
- Develop our volunteer programme to support all three programmes from external supporters to our own graduates
- Grow our Board with the appointment of two new Trustees to mind the gaps of our skills and experiences
- New appointment of a Trainee Trustee
- Start to develop our Thought Leadership approach, to enhance our profile and be recognised as exemplars in our field
- Continue to build relationships with like minded organisations to mind their 'Social' gap in the Environment, Social and Governance conversation

##### By 2025 we will

- Be running 16 programmes providing opportunities for 500 under-served young people
- Be perceived and recognised as exemplars with clear impact on policy.
- Start to see the WeMindTheGap programme mainstreamed within communities.
- Evidence the model has lasting impact across generations: our graduates' parent differently.
- Change policy so there are fewer gaps to mind.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Achievements and performance

##### a. Review of activities

The priority for the year 2021/22 was to create a stable holding pattern to deliver agreed but delayed programmes, develop the WeDiscover model and ensure that WeBelong was meeting the needs of our Gappies post-Covid. By giving ourselves the space to re-connect with our funders, commissioners and supporters our aim was to create a stable and sustainable pipeline of funding from which we could grow again.

May 2021 saw the launch of Covid-delayed WeGrow programmes in Wrexham, Flintshire and Manchester with the addition of the young's men programme in that city. Commissioned 18 months previous, the lockdown period had allowed us to interrogate every aspect of the programme delivery to prepare for young men. Our immediate challenge was to engage with young people who had done nothing for over a year and were apprehensive about making any changes to their limited routine. It is testament to the delivery teams that they were able to build trust with young people and encourage them to join the programmes. Whilst core funding from commissioners remained in place for the delayed delivery, the additional funds which cover the costs of WeGrow were affected by the pandemic with corporates and funds addressing their own urgent Covid19 needs. With the support from the organisation 'Transforming Lives' we were successful in accessing Government Kickstarter funds to help mind our funding gap. Wrexham DWP acknowledged the success of the Kickstarter programme we delivered by nominating us for a national award. Our employer partners were still getting to grips with their post-pandemic world and our teams had to make changes to our programmes around our work placements. Their flexibility and tenacity allowed us to deliver in person programmes a year ahead of most of our competitors. Six months later in November 2021 we hosted four graduation events: Theatr Clwyd in Flintshire, Moneypenny HQ in Wrexham and a joint event in the magnificent setting of Gorton Monastery in Manchester. These were the first in-person events for many of our gappies, their families, our employer partners and supporters, and all three felt extremely special given that we had delivered the programmes in such adversity.

WeDiscover continued to thrive, and June 2021 was commissioned by a local college, Cheshire College South & West, to be their niche community providers. With additional funds from the Westminster Foundation, we were able to develop the programme across Chester and Cheshire ensuring all our learnings of the 2020 pilot were taken into account. With a dedicated virtual team of young project workers we learned, listened, and evaluated the programme quickly and flexibly to ensure the most impact. Our greatest learning was a bespoke relevant leaning management system would enhance the young people's experience and be the 'hook' to engagement. With support from the Moondance Foundation and working with Adaptavley we created the WeDiscover 'village', a digital portal to enhance learning and development opportunities. This will be developed over time to be relevant not just for our youngest Gappies but those on WeGrow (e.g. to have the 'WeMindTheGap bank' portal hosting useful talks and guidance on personal finance). Understanding the underlying barriers to engagement and these learnings were key in being commissioned to deliver WeDiscover programmes in Wrexham, Flintshire and Conwy commencing January 2022.

For our WeBelong alumni the challenge was to reconnect, listen and understand what the members needed and wanted. A series of successful external bids were made to The Community Foundation in Wales, Flintshire County Council Youth Services Progression fund, Hedley Foundation and Oakdale Trust which allowed us to deliver meaningful programmes for all our WeBelong young people: from swimming lessons for them and their children, to animal therapy sessions to driving lessons for those who demonstrated progression.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Achievements and performance (continued)

In late November we were privileged to host an evening with our Patron, Sir John Timpson, at The Duke of Westminster's Estate in Eaton, Cheshire. Supporters, friends and allies joined us to hear our story of not just surviving but thriving through the pandemic, to hear clarity on our three distinct programmes and listen to our shared ambitions. The highlight was to hear from our young people: two who had just completed their WeGrow programme; a film made by the WeDiscover participants; and from our alumni members. Serena talked about moving from Gappie to Trainee Trustee to successfully applying to work on the WeDiscover team. And Chloe shared her story from anorexia, agoraphobic young mum in a domestic violent relationship to the young women just starting her nursing degree, driving her own car and acting as our ambassador. With so many of our graduates brave enough to speak in front of 150 guests the evening showcased what we do brilliantly and demonstrated significant impact.

One special guest that night was Robert Mee, the High Sheriff of Chester. As a result of meeting with our young people and hearing more about the digital programme delivered during lockdown he presented Laura Columbine with Special Recognition Award. Laura joined the organisation in 2015 as our first Welfare Officer, has lead delivery of WeGrow programmes and instrumental in leading, shaping and defining the WeDiscover offering. We could not be prouder of her achievement. WeMindTheGap then went on to win the High Sheriff's Award award for community programme in Cheshire.

The National Community Lottery Foundation UK Portfolio team continued to provide unstinting support and recognised our efforts to pivot and create opportunities within the pandemic. We were offered an opportunity to present our learnings in delivering impact to the UK portfolio team. A very successful morning in February was followed with the honour of being asked to host a visit from the TNCLF's Chair, Blondell Cluff, on the day the fund announced their strategic ambitions for the next 5 years. The visit offered Ms Cluff the opportunity to meet with our teams, gappies, graduates and volunteers, and see the space we work in and understand why that it is so critical to making our young people feel welcome and secure. Our Chair and Ms Cluff had a meaningful conversation about our ambitions and what next for the charity. A very special day for everyone.

On the same day as the visit we hosted a very special graduation event: the first young men's WeGrow programme in North Wales. Funding in part by Flintshire County Council and taking advantage of the Government's Kickstarter Fund we wanted to show to our North Wales partners the learnings from Manchester's mens programmes. Flintshire County Council have been great supporters and advocates of what we do and the WeGrow programmes are embedded in their overarching approach to social mobility. We acknowledged that support by awarding Flintshire County Council our own special recognition achievement award in delivering real social mobility in the county.

The highlights of the 2021/22 programmes reveal many achievements, all the more remarkable given the continuing restrictions around Covid19. Those truly remarkable achievements are:

- 80% of Gappies completed the six-month WeGrow employment part of their programme.
- 70% moved immediately into work or education for the four programmes in 2019/20:
- 24 different employer partners across North Wales and the North West delivered 100 work placements.
- 20 coaches delivered over 1500 hours of coaching
- 240 safeguarding concerns were raised by Gappies themselves, graduates or our team
- Gappies were helped with virtual appointments for GPs and Hospitals, re-connecting with dentists, opticians, health visitors
- Four Gappies/graduates were referred to counselling
- Online banking was set up with and for 6 Gappies, who previously did not have bank accounts
- Four Gappies were supported in ongoing Universal Credit issues with DWP
- Four Gappies were supported in moving from temporary hostel/ accommodation to secure housing.
- 72% of WeDiscover participants completed their programme
- 55% felt able to move into full time education or training

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Achievements and performance (continued)

As well as other such facts and figures as:

- 31 Gappies gained an Outdoor Education award, 34 their Emergency First Aid certificates, 24 completed a self-defence course, 8 completed their CICS qualification
- A WeDiscover graduate was supported in moving onto a Prince's Trust course and won an award crediting her team at WeDiscover for changing her life...

January 2022 saw the appointment of a Head of Marketing who has successfully increased our social mobility presence and revitalised our story telling and marketing material. With the world returning to a sense of normality we were able to promote our Social Return On Investment report which had become lost in the Covid19 lockdowns. The headline outcomes being:

- SROI of £1 : £3.20, based on the social impacts delivered for graduates over the last six years. This means that for every £1 invested, the programme has returned over three times as much social value.
- Public cost savings of £1.40 for every £1 invested over six years, representing a sound benefit to cost ratio.

Based on Hatch Regeneris' assessment of the last six years of delivery, it was estimated that for a single cohort of 10 Gappies costing £150,000, one year after graduation WMTG delivers in the region of:

- £550,000 in social value, and an SROI of over £1 : £3.60 in 18 months
- £190,000 in public cost savings within 18 months, representing a sound return on investment

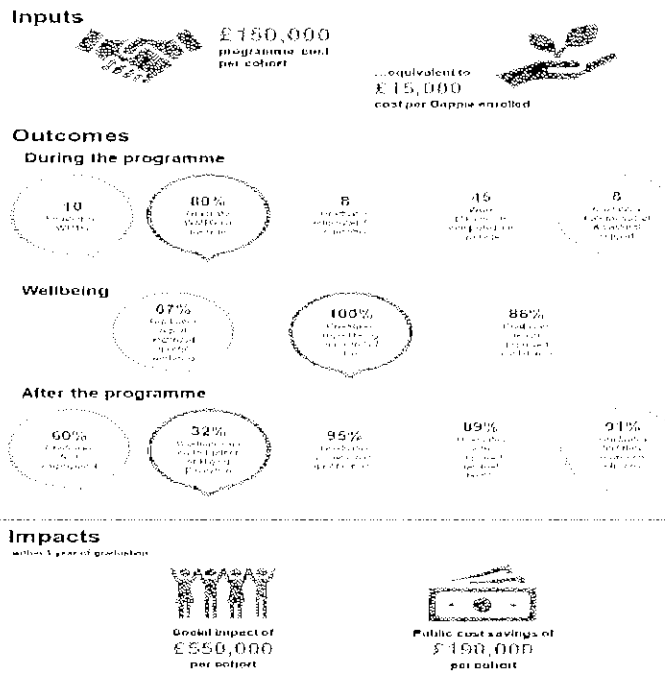
WE MIND THE GAP

TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2022

Achievements and performance (continued)

Social Return on Investment (SROI) Assessment

The contribution of WMTG, per cohort of 10 enrolled



Source: Hatch Regeneris analysis of WMTG data. Note all annual data adjusted to 2018/20 prices.

The challenge is now to revisit the calculation of SROI to include our growing WeDiscover outcomes and the clearly defined WeBelong opportunities.

Our CEO returned on a part time basis in Autumn 2021 following bereavement leave, but advising the Board that she would be stepping down from her role in 2022 to allow her to support her still young family. Our search for her successor was concluded in April 2022. Ali Wheeler has been appointed and will join the team on 1st July 2022. Diane Aplin will remain with the organisation in a lead role responsible for Impact and evaluation. Ali joins a thriving organisation with a committed and compassionate team, with a proven ability to transform young people’s lives through care and meaningful and an ever-growing network of funders, supporters and allies. We wish her well in delivering our plans for 2022/23.

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## WE MIND THE GAP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

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#### Financial review

##### a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

##### b. Reserves policy

The Trustees are reviewing the reserves policy to ensure it is fit for purpose and in line with expected growth in addition to being compliant with the current Charity Commission guidelines. The Charity's aim is to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestricted charitable expenditure.

Free reserves at year end was deficit of £43,665 (2021: deficit of £47,766).

##### c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees have a risk management strategy which comprises:  
an annual review of the principal risks and uncertainties that the charity faces; the establishment of policies, systems and procedures to mitigate those risks identified in  
the annual review; and the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditors balances to ensure sufficient working capital by the Charity. It is the clear objective of the Trustees to agree a Five year Funding strategy which mitigates the above risks and ensures sustainability for the Charity.

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WE MIND THE GAP

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2022

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**Statement of Trustees' responsibilities**

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**Rachel Clacher**  
Trustee

Date: 09/01/23.

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**WE MIND THE GAP**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 30 APRIL 2022**

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**Independent Examiner's Report to the Trustees of We Mind The Gap ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 April 2022.

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

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WE MIND THE GAP

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INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 APRIL 2022

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**Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

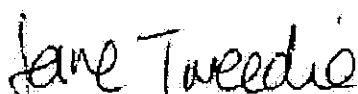
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:



Dated: 26 January 2023

S J Tweedie

BSc FCA DChA

**WR Partners**

Chartered Accountants  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
Shropshire  
SY2 6LG

WE MIND THE GAP

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
<b>Income from:</b>					
Donations and legacies	3	152,777	15,318	168,095	129,485
Charitable activities	4	709,721	25,500	735,221	650,109
Other trading activities	5	-	6,581	6,581	3,310
Investments	6	-	42	42	8
Other income	7	-	6,722	6,722	147,324
<b>Total Income</b>		<b>862,498</b>	<b>54,163</b>	<b>916,661</b>	<b>930,236</b>
<b>Expenditure on:</b>					
Raising funds	8	2,709	-	2,709	1,001
Charitable activities	9	1,009,886	63,065	1,072,951	661,713
<b>Total expenditure</b>		<b>1,012,595</b>	<b>63,065</b>	<b>1,075,660</b>	<b>662,714</b>
<b>Net (expenditure)/income</b>		<b>(150,097)</b>	<b>(8,902)</b>	<b>(158,999)</b>	<b>267,522</b>
Transfers between funds	18	(8,792)	8,792	-	-
<b>Net movement in funds</b>		<b>(158,889)</b>	<b>(110)</b>	<b>(158,999)</b>	<b>267,522</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		390,373	(24,776)	365,597	98,075
Net movement in funds		(158,889)	(110)	(158,999)	267,522
<b>Total funds carried forward</b>		<b>231,484</b>	<b>(24,886)</b>	<b>206,598</b>	<b>365,597</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 18 to 36 form part of these financial statements.

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WE MIND THE GAP

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BALANCE SHEET  
AS AT 30 APRIL 2022

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	Note	2022 £	2021 £
<b>Fixed assets</b>			
Intangible assets	14	21,930	1,027
Tangible assets	15	18,779	22,990
		<u>40,709</u>	<u>24,017</u>
<b>Current assets</b>			
Debtors	16	64,150	20,236
Cash at bank and in hand		304,916	413,690
		<u>369,066</u>	<u>433,926</u>
Creditors: amounts falling due within one year	17	(203,177)	(92,346)
		<u>165,889</u>	<u>341,580</u>
<b>Total assets less current liabilities</b>		<u>206,598</u>	<u>365,597</u>
<b>Total net assets</b>		<u>206,598</u>	<u>365,597</u>
<b>Charity funds</b>			
Restricted funds	18	231,484	390,373
Unrestricted funds	18	(24,886)	(24,776)
		<u>206,598</u>	<u>365,597</u>

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



Rachel Clacher  
Trustee

Date: 09/01/23

The notes on pages 18 to 36 form part of these financial statements.

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WE MIND THE GAP

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STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 APRIL 2022

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	Note	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	20	(74,311)	402,922
<b>Cash flows from investing activities</b>			
Purchase of intangible assets		(31,296)	-
Purchase of tangible fixed assets		(3,167)	(8,620)
<b>Net cash used in investing activities</b>		<b>(34,463)</b>	<b>(8,620)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>(108,774)</b>	<b>394,302</b>
Cash and cash equivalents at the beginning of the year		413,690	19,388
<b>Cash and cash equivalents at the end of the year</b>	21	<b>304,916</b>	<b>413,690</b>

The notes on pages 18 to 36 form part of these financial statements

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## WE MIND THE GAP

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2022

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#### 1. General information

This is an Charitable Incorporated Organisation, situated in the United Kingdom. The principal place of business is the principal office, the address of which is provided on Page 1.

#### 2. Accounting policies

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

##### 2.2 Going concern

The Trustees have considered transactions that are anticipated to take place in the foreseeable future, have prepared appropriate forecast models for the next financial period, and have concluded that no additional financial resources will be required. On this basis the Trustees have concluded that adopting the going concern basis of accounting in preparing the annual financial statements is appropriate.

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## WE MIND THE GAP

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2022

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## 2. Accounting policies (continued)

### 2.3 Income

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

The recognition of income from donations and legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

### 2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

### 2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

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2. Accounting policies (continued)

2.6 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	-	20 % straight line
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2.7 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures & fittings	-	20% straight line
Computer equipment	-	20% straight line

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

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**2. Accounting policies (continued)**

**2.10 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.11 Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.12 Pensions**

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

**2.13 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.

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. The costs of raising and 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.

Investment income, gains and losses are allocated to the appropriate fund.

**WE MIND THE GAP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022**

**3. Income from donations and legacies**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Donations	152,777	14,818	167,595	129,092
Gift Aid reclaimed	-	500	500	393
<b>Total 2022</b>	<b>152,777</b>	<b>15,318</b>	<b>168,095</b>	<b>129,485</b>
<i>Total 2021</i>	<i>114,621</i>	<i>14,864</i>	<i>129,485</i>	

During the year We Mind The Gap occupied office space at no cost to the Charity. The value of this rent for the office space to the Charity is estimated at £77,400 (2021: £77,400). The estimated value of these services is recognised within incoming resources as a donation in kind, and an equivalent charge included within premises costs.

**4. Income from charitable activities**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Grants	709,721	25,500	735,221	650,109
<b>Total 2022</b>	<b>709,721</b>	<b>25,500</b>	<b>735,221</b>	<b>650,109</b>
<i>Total 2021</i>	<i>650,109</i>	<i>-</i>	<i>650,109</i>	

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WE MIND THE GAP

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

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5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Fundraising events	6,581	6,581	3,310
<b>Total 2022</b>	<u>6,581</u>	<u>6,581</u>	<u>3,310</u>
<i>Total 2021</i>	<u>3,310</u>	<u>3,310</u>	

6. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Interest income	42	42	8
<b>Total 2022</b>	<u>42</u>	<u>42</u>	<u>8</u>
<i>Total 2021</i>	<u>8</u>	<u>8</u>	

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**WE MIND THE GAP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022**

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**7. Other incoming resources**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Government grant income	-	6,675	<b>6,675</b>	143,918
Insurance reclaims	-	-	-	3,406
Other income	-	47	<b>47</b>	-
<b>Total 2022</b>	<u>-</u>	<u>6,722</u>	<u><b>6,722</b></u>	<u>147,324</u>
<i>Total 2021</i>	<u>3,406</u>	<u>143,918</u>	<u>147,324</u>	

During the year Government grants in relation to the Coronavirus Job Retention Scheme amounting to £6,675 (2021: £143,918) were received.

**8. Expenditure on raising funds**

**Fundraising trading expenses**

	Restricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Fundraising event costs	2,709	<b>2,709</b>	1,001
<b>Total 2022</b>	<u>2,709</u>	<u><b>2,709</b></u>	<u>1,001</u>
<i>Total 2021</i>	<u>1,001</u>	<u>1,001</u>	

WE MIND THE GAP

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £	Total 2021 £
WeGrow	467,875	39,266	507,141	183,297
WeBelong	58,186	205	58,391	19,237
WeDiscover	106,984	6,180	113,164	118,381
Head Office	376,841	17,414	394,255	340,798
<b>Total 2022</b>	<b>1,009,886</b>	<b>63,065</b>	<b>1,072,951</b>	<b>661,713</b>
<i>Total 2021</i>	<i>620,326</i>	<i>41,387</i>	<i>661,713</i>	

Summary by expenditure type

	Staff costs 2022 £	Depreciation 2022 £	Other costs 2022 £	Total 2022 £	Total 2021 £
WeGrow	352,691	605	153,845	507,141	183,297
WeBelong	33,660	205	24,526	58,391	19,237
WeDiscover	96,522	6,180	10,462	113,164	118,381
Head Office	193,849	9,855	190,551	394,255	340,798
<b>Total 2022</b>	<b>676,722</b>	<b>16,845</b>	<b>379,384</b>	<b>1,072,951</b>	<b>661,713</b>
<i>Total 2021</i>	<i>416,928</i>	<i>6,816</i>	<i>237,969</i>	<i>661,713</i>	

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

10. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
WeGrow	506,536	605	507,141	183,297
WeBelong	58,186	205	58,391	19,237
WeDiscover	106,984	6,180	113,164	118,381
Head Office	-	394,255	394,255	340,798
<b>Total 2022</b>	<b>671,706</b>	<b>401,245</b>	<b>1,072,951</b>	<b>661,713</b>
<i>Total 2021</i>	<i>320,915</i>	<i>340,798</i>	<i>661,713</i>	

Analysis of direct costs

	WeGrow 2022 £	WeBelong 2022 £	WeDiscover 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	352,691	33,660	96,522	482,873	265,399
Programme costs	153,845	24,526	10,462	188,833	55,516
<b>Total 2022</b>	<b>506,536</b>	<b>58,186</b>	<b>106,984</b>	<b>671,706</b>	<b>320,915</b>
<i>Total 2021</i>	<i>183,297</i>	<i>19,237</i>	<i>118,381</i>	<i>320,915</i>	

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

10. Analysis of expenditure by activities (continued)

Analysis of support costs

	WeGrow 2022 £	WeBelong 2022 £	WeDiscover 2022 £	Head Office 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	-	-	-	193,849	193,849	151,529
Depreciation	605	205	6,180	9,855	16,845	6,816
Vehicle costs	-	-	-	8,456	8,456	10,287
Insurance	-	-	-	9,628	9,628	7,741
Training and welfare	-	-	-	4,351	4,351	6,326
Premises costs	-	-	-	2,834	2,834	1,549
Travel and subsistence	-	-	-	973	973	547
Other costs	-	-	-	560	560	576
IT and communications	-	-	-	22,812	22,812	8,991
Office costs	-	-	-	6,236	6,236	1,027
HR, marketing and consultancy	-	-	-	29,911	29,911	54,060
Subscriptions	-	-	-	4,884	4,884	2,727
Rent and rates	-	-	-	81,493	81,493	81,493
Utilities	-	-	-	9,382	9,382	(545)
Accountancy	-	-	-	7,559	7,559	6,485
Bank charges	-	-	-	1,472	1,472	1,189
<b>Total 2022</b>	<u>605</u>	<u>205</u>	<u>6,180</u>	<u>394,255</u>	<u>401,245</u>	<u>340,798</u>
<i>Total 2021</i>	<u>-</u>	<u>-</u>	<u>-</u>	<u>340,798</u>	<u>340,798</u>	

Expenditure has been reanalysed in the current year therefore the prior year comparative figures have been restated to reflect this.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022**

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**11. Independent examiner's remuneration**

	2022 £	2021 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	3,150	3,050
Fees payable to the Charity's independent examiner in respect of: All other services not included above	<u>1,800</u>	<u>3,435</u>

**12. Staff costs**

	2022 £	2021 £
Wages and salaries	623,672	388,842
Social security costs	34,721	21,371
Contribution to defined contribution pension schemes	18,329	6,715
	<u>676,722</u>	<u>416,928</u>

During the prior year the Charity paid redundancy payments of £2,332 to 2 employees.

The average number of persons employed by the Charity during the year was as follows:

	2022 No.	2021 No.
Employees	<u>42</u>	<u>24</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the Charity comprise the Chief Executive Officer as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Charity was £62,958 (2021: £59,042).

**13. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 30 April 2022, no Trustee expenses have been incurred (2021 - £NIL).

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

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14. Intangible assets

	Computer software £
<b>Cost</b>	
At 1 May 2021	3,850
Additions	31,296
At 30 April 2022	<u>35,146</u>
<b>Amortisation</b>	
At 1 May 2021	2,823
Charge for the year	10,393
At 30 April 2022	<u>13,216</u>
<b>Net book value</b>	
At 30 April 2022	<u>21,930</u>
<i>At 30 April 2021</i>	<u>1,027</u>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

15. Tangible fixed assets

	Fixtures & Fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>			
At 1 May 2021	6,811	28,930	35,741
Additions	-	3,167	3,167
Disposals	-	(1,381)	(1,381)
At 30 April 2022	<u>6,811</u>	<u>30,716</u>	<u>37,527</u>
<b>Depreciation</b>			
At 1 May 2021	2,996	9,755	12,751
Charge for the year	1,065	5,478	6,543
On disposals	-	(546)	(546)
At 30 April 2022	<u>4,061</u>	<u>14,687</u>	<u>18,748</u>
<b>Net book value</b>			
At 30 April 2022	<u>2,750</u>	<u>16,029</u>	<u>18,779</u>
At 30 April 2021	<u>3,815</u>	<u>19,175</u>	<u>22,990</u>

16. Debtors

	2022 £	2021 £
<b>Due within one year</b>		
Trade debtors	45,000	6,899
Other debtors	531	5,174
Prepayments and accrued income	8,987	8,163
Grants receivable	9,632	-
	<u>64,150</u>	<u>20,236</u>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

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17. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	16,694	19,407
Other taxation and social security	5,146	6,319
Other creditors	5,277	1,340
Accruals and deferred income	176,060	65,280
	<u>203,177</u>	<u>92,346</u>
	2022 £	2021 £
Deferred income at 1 May 2021	60,000	50,314
Resources deferred during the year	155,375	60,000
Amounts released from previous periods	(60,000)	(50,314)
	<u>155,375</u>	<u>60,000</u>

Deferred income relates to grants received for projects relating to future accounting periods.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022**

**18. Statement of funds**

**Statement of funds - current year**

	Balance at 1 May 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 April 2022 £
<b>Unrestricted funds</b>					
General Funds - all funds	(24,776)	8,055	(16,847)	8,792	(24,776)
The Hub - Head Office	-	46,108	(46,218)	-	(110)
	<u>(24,776)</u>	<u>54,163</u>	<u>(63,065)</u>	<u>8,792</u>	<u>(24,886)</u>
<b>Restricted funds</b>					
WeBelong	25,588	26,689	(58,187)	39,795	33,885
WeDiscover	9,208	103,955	(106,983)	(6,180)	-
WeGrow	215,228	460,267	(506,536)	(32,551)	136,408
The Hub - Head Office	140,349	271,587	(340,889)	(9,856)	61,191
	<u>390,373</u>	<u>862,498</u>	<u>(1,012,595)</u>	<u>(8,792)</u>	<u>231,484</u>
<b>Total of funds</b>	<u><u>365,597</u></u>	<u><u>916,661</u></u>	<u><u>(1,075,660)</u></u>	<u><u>-</u></u>	<u><u>206,598</u></u>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

18. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 May 2020</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Balance at 30 April 2021</i> £
<b>Unrestricted funds</b>				
General Funds	(28,655)	162,100	(158,221)	(24,776)
<b>Restricted funds</b>				
Restricted Funds	126,730	768,136	(504,493)	390,373
<b>Total of funds</b>	<b>98,075</b>	<b>930,236</b>	<b>(662,714)</b>	<b>365,597</b>

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	<b>Restricted funds 2022</b> £	<b>Unrestricted funds 2022</b> £	<b>Total funds 2022</b> £
Tangible fixed assets	-	18,779	18,779
Intangible fixed assets	-	21,930	21,930
Current assets	231,484	137,582	369,066
Creditors due within one year	-	(203,177)	(203,177)
<b>Total</b>	<b>231,484</b>	<b>(24,886)</b>	<b>206,598</b>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	-	22,990	22,990
Intangible fixed assets	-	1,027	1,027
Current assets	450,373	(16,447)	433,926
Creditors due within one year	(60,000)	(32,346)	(92,346)
<b>Total</b>	<u>390,373</u>	<u>(24,776)</u>	<u>365,597</u>

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(158,999)	267,522
<b>Adjustments for:</b>		
Depreciation charges	6,543	6,047
Amortisation charges	10,393	770
Loss on the sale of fixed assets	835	-
Decrease/(increase) in debtors	(43,914)	106,691
Increase in creditors	110,831	21,892
<b>Net cash provided by/(used in) operating activities</b>	<u>(74,311)</u>	<u>402,922</u>

21. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	304,916	413,690
<b>Total cash and cash equivalents</b>	<u>304,916</u>	<u>413,690</u>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

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22. Analysis of changes in net debt

	At 1 May 2021	Cash flows	At 30 April 2022
	£	£	£
Cash at bank and in hand	413,690	(108,774)	304,916
	<u>413,690</u>	<u>(108,774)</u>	<u>304,916</u>

23. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £18,329 (2021: £6,715). £1,875 (2021: £1,340) were payable to the fund at the balance sheet date and are included in creditors.

24. Operating lease commitments

At 30 April 2022 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	11,154	22,574
Later than 1 year and not later than 5 years	-	5,514
	<u>11,154</u>	<u>28,088</u>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2022 £	2021 £
Operating lease rentals	<u>29,599</u>	<u>31,736</u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 APRIL 2022

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**25. Related party transactions**

During the year the charity incurred recruitment fees of £4,800 (2021: £Nil) from The Good Board, a company of which L Gatenby is a director. There were no amounts outstanding at year end (2021: £Nil).

During the prior year the charity administered the payroll for a R Clacher, trustee for their personal assistant, C Dean. The trustee paid the charity a monthly fee of £25 for the service. The amount of salary costs for the prior year amounted to £7,379 and the amount of furlough reclaimed was £5,505. There were no balance outstanding at year end.