

WE MIND THE GAP

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



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

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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TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2022

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

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)'.

WE MIND THE GAP

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

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

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 Moneypenny. 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.

WE MIND THE GAP

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

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

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.

WE MIND THE GAP

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

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

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:

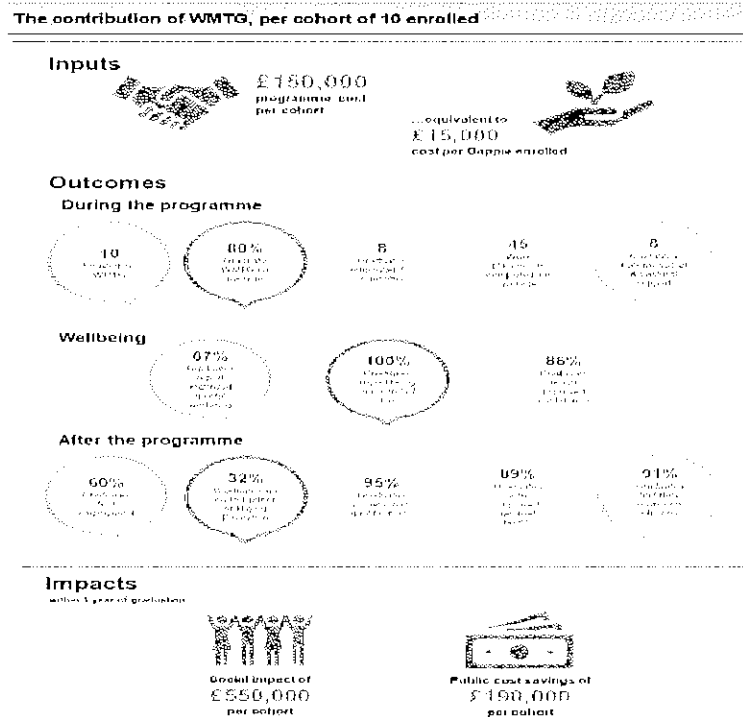
- £550,000 in social value, and an SROI of over £1 : £3.60 in 18 months
- £190,000 in public cost savings within 18 months, representing a sound return on investment

WE MIND THE GAP

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

Achievements and performance (continued)

Social Return on Investment (SROI) Assessment



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

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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.

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

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.

WE MIND THE GAP

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

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.

WE MIND THE GAP

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

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.

WE MIND THE GAP

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

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.

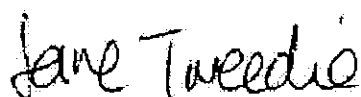
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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: 26 January 2023

BSc FCA DChA

WR Partners

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

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STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 APRIL 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
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
Total Income		862,498	54,163	916,661	930,236
Expenditure on:					
Raising funds	8	2,709	-	2,709	1,001
Charitable activities	9	1,009,886	63,065	1,072,951	661,713
Total expenditure		1,012,595	63,065	1,075,660	662,714
Net (expenditure)/income		(150,097)	(8,902)	(158,999)	267,522
Transfers between funds	18	(8,792)	8,792	-	-
Net movement in funds		(158,889)	(110)	(158,999)	267,522
Reconciliation of funds:					
Total funds brought forward		390,373	(24,776)	365,597	98,075
Net movement in funds		(158,889)	(110)	(158,999)	267,522
Total funds carried forward		231,484	(24,886)	206,598	365,597

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.

WE MIND THE GAP

BALANCE SHEET
AS AT 30 APRIL 2022

	Note	2022 £	2021 £
Fixed assets			
Intangible assets	14	21,930	1,027
Tangible assets	15	18,779	22,990
		<u>40,709</u>	<u>24,017</u>
Current assets			
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)
Net current assets		<u>165,889</u>	<u>341,580</u>
Total assets less current liabilities		<u>206,598</u>	<u>365,597</u>
Total net assets		<u><u>206,598</u></u>	<u><u>365,597</u></u>
Charity funds			
Restricted funds	18	231,484	390,373
Unrestricted funds	18	(24,886)	(24,776)
Total funds		<u><u>206,598</u></u>	<u><u>365,597</u></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.

WE MIND THE GAP

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 APRIL 2022**

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

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

WE MIND THE GAP

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

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.

WE MIND THE GAP

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

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

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

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 £	Total funds 2021 £
Donations	152,777	14,818	167,595	129,092
Gift Aid reclaimed	-	500	500	393
Total 2022	152,777	15,318	168,095	129,485
<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 £	Total funds 2021 £
Grants	709,721	25,500	735,221	650,109
Total 2022	709,721	25,500	735,221	650,109
<i>Total 2021</i>	<i>650,109</i>	<i>-</i>	<i>650,109</i>	

WE MIND THE GAP

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

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
Total 2022	6,581	6,581	3,310
<i>Total 2021</i>	<i>3,310</i>	<i>3,310</i>	

6. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Interest income	42	42	8
Total 2022	42	42	8
<i>Total 2021</i>	<i>8</i>	<i>8</i>	

WE MIND THE GAP

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

7. Other incoming resources

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Government grant income	-	6,675	6,675	143,918
Insurance reclaims	-	-	-	3,406
Other income	-	47	47	-
Total 2022	-	6,722	6,722	147,324
<i>Total 2021</i>	<i>3,406</i>	<i>143,918</i>	<i>147,324</i>	

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 £	Total funds 2021 £
Fundraising event costs	2,709	2,709	1,001
Total 2022	2,709	2,709	1,001
<i>Total 2021</i>	<i>1,001</i>	<i>1,001</i>	

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
Total 2022	1,009,886	63,065	1,072,951	661,713
<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
Total 2022	676,722	16,845	379,384	1,072,951	661,713
<i>Total 2021</i>	<i>416,928</i>	<i>6,816</i>	<i>237,969</i>	<i>661,713</i>	

WE MIND THE GAP

**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
Total 2022	<u>671,706</u>	<u>401,245</u>	<u>1,072,951</u>	<u>661,713</u>
<i>Total 2021</i>	<u>320,915</u>	<u>340,798</u>	<u>661,713</u>	

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
Total 2022	<u>506,536</u>	<u>58,186</u>	<u>106,984</u>	<u>671,706</u>	<u>320,915</u>
<i>Total 2021</i>	<u>183,297</u>	<u>19,237</u>	<u>118,381</u>	<u>320,915</u>	

WE MIND THE GAP

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
Total 2022	605	205	6,180	394,255	401,245	340,798
Total 2021	-	-	-	340,798	340,798	

Expenditure has been reanalysed in the current year therefore the prior year comparative figures have been restated to reflect this.

WE MIND THE GAP

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

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).

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

14. Intangible assets

	Computer software £
Cost	
At 1 May 2021	3,850
Additions	31,296
At 30 April 2022	<u>35,146</u>
Amortisation	
At 1 May 2021	2,823
Charge for the year	10,393
At 30 April 2022	<u>13,216</u>
Net book value	
At 30 April 2022	<u>21,930</u>
At 30 April 2021	<u>1,027</u>

WE MIND THE GAP

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

15. Tangible fixed assets

	Fixtures & Fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 May 2021	6,811	28,930	35,741
Additions	-	3,167	3,167
Disposals	-	(1,381)	(1,381)
At 30 April 2022	6,811	30,716	37,527
Depreciation			
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	4,061	14,687	18,748
Net book value			
At 30 April 2022	2,750	16,029	18,779
At 30 April 2021	3,815	19,175	22,990

16. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	45,000	6,899
Other debtors	531	5,174
Prepayments and accrued income	8,987	8,163
Grants receivable	9,632	-
	64,150	20,236

WE MIND THE GAP

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

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.

WE MIND THE GAP

**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 £
Unrestricted funds					
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>
Restricted funds					
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>
Total of funds	<u>365,597</u>	<u>916,661</u>	<u>(1,075,660)</u>	<u>-</u>	<u>206,598</u>

WE MIND THE GAP

**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>
Unrestricted funds				
General Funds	(28,655)	162,100	(158,221)	(24,776)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Restricted funds				
Restricted Funds	126,730	768,136	(504,493)	390,373
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total of funds	<u>98,075</u>	<u>930,236</u>	<u>(662,714)</u>	<u>365,597</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
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)
	<u> </u>	<u> </u>	<u> </u>
Total	<u>231,484</u>	<u>(24,886)</u>	<u>206,598</u>

WE MIND THE GAP

**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)
Total	<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)	<u>(158,999)</u>	<u>267,522</u>
Adjustments for:		
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
Net cash provided by/(used in) operating activities	<u><u>(74,311)</u></u>	<u><u>402,922</u></u>

21. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	304,916	413,690
Total cash and cash equivalents	<u><u>304,916</u></u>	<u><u>413,690</u></u>

WE MIND THE GAP

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

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

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.