

WE MIND THE GAP

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



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

Trustees	Rachel Clacher Emma Degg Louise Gatenby Karen Jones Kirsty Rogers Martin Howlett (appointed 9 June 2022, resigned 8 June 2023)
Charity registered number	1161504
Principal office	Ty Avow 21 Egerton Street Wrexham LL11 1ND
Patron	Sir John Timpson
Chief executive officer	Ali Wheeler (appointed 1 July 2022) Diane Aplin (resigned 30 June 2022)
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

WE MIND THE GAP

TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2023

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.

WE MIND THE GAP

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

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.

WE MIND THE GAP

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

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**

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.

WE MIND THE GAP

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

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

WE MIND THE GAP

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

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.

WE MIND THE GAP

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

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

WE MIND THE GAP

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.

WE MIND THE GAP

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

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: 20 February 2024

WE MIND THE GAP

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

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.

WE MIND THE GAP

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

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.

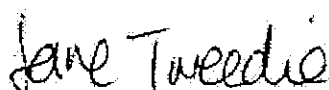
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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 £
Income from:					
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
Total income		352,790	600,967	953,757	916,661
Expenditure on:					
Raising funds	8	-	178	178	2,709
Charitable activities		290,731	489,767	780,498	1,072,951
Total expenditure		290,731	489,945	780,676	1,075,660
Net movement in funds		62,059	111,022	173,081	(158,999)
Reconciliation of funds:					
Total funds brought forward		-	206,598	206,598	365,597
Net movement in funds		62,059	111,022	173,081	(158,999)
Total funds carried forward		62,059	317,620	379,679	206,598

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

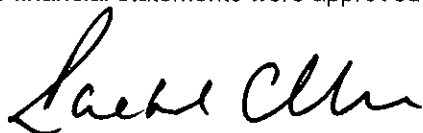
The notes on pages 16 to 33 form part of these financial statements.

WE MIND THE GAP

**BALANCE SHEET
AS AT 30 APRIL 2023**

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	13	10,522	21,930
Tangible assets	14	12,183	18,779
		<u>22,705</u>	<u>40,709</u>
Current assets			
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)
Net current assets		<u>356,974</u>	<u>165,889</u>
Total assets less current liabilities		<u>379,679</u>	<u>206,598</u>
Total net assets		<u><u>379,679</u></u>	<u><u>206,598</u></u>
Charity funds			
Restricted funds	17	62,059	-
Unrestricted funds	17	317,620	206,598
Total funds		<u><u>379,679</u></u>	<u><u>206,598</u></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.

WE MIND THE GAP

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 APRIL 2023**

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

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

WE MIND THE GAP

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

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

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

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

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.

WE MIND THE GAP

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

3. Income from donations and legacies

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	-	145,494	145,494	167,595
Gift Aid reclaimed	-	12,590	12,590	500
Total 2023	-	158,084	158,084	168,095
<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

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

WE MIND THE GAP

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

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Fundraising events	503	503	6,581
Total 2023	<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 £	<i>Total funds 2022 £</i>
Interest income	1,043	1,043	42
Total 2023	<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 £	<i>Total funds 2022 £</i>
Government grant income	-	-	6,675
Other income	1,473	1,473	47
Total 2023	<u>1,473</u>	<u>1,473</u>	<u>6,722</u>
<i>Total 2022</i>	<u>6,722</u>	<u>6,722</u>	

WE MIND THE GAP

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

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

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

9. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	<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
Total 2023	459,909	320,589	780,498	1,072,951
<i>Total 2022</i>	671,706	401,245	1,072,951	

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 direct costs

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

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

WE MIND THE GAP

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

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	<u>1,925</u>	<u>1,800</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	<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).

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

13. Intangible assets

	Computer software £
Cost	
At 1 May 2022	35,146
At 30 April 2023	<u>35,146</u>
Amortisation	
At 1 May 2022	13,216
Charge for the year	11,408
At 30 April 2023	<u>24,624</u>
Net book value	
At 30 April 2023	<u>10,522</u>
At 30 April 2022	<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 £
Cost or valuation			
At 1 May 2022	6,811	30,716	37,527
At 30 April 2023	<u>6,811</u>	<u>30,716</u>	<u>37,527</u>
Depreciation			
At 1 May 2022	4,061	14,687	18,748
Charge for the year	1,064	5,532	6,596
At 30 April 2023	<u>5,125</u>	<u>20,219</u>	<u>25,344</u>
Net book value			
At 30 April 2023	<u>1,686</u>	<u>10,497</u>	<u>12,183</u>
At 30 April 2022	<u>2,750</u>	<u>16,029</u>	<u>18,779</u>

15. Debtors

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

WE MIND THE GAP

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

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 £
Unrestricted funds				
Designated funds				
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>
General funds				
The Hub - Head Office	<u>163,980</u>	<u>99,707</u>	<u>-</u>	<u>263,687</u>
Total Unrestricted funds	<u>206,598</u>	<u>600,967</u>	<u>(489,945)</u>	<u>317,620</u>
Restricted funds				
National lottery funding	<u>-</u>	<u>352,790</u>	<u>(290,731)</u>	<u>62,059</u>
Total of funds	<u><u>206,598</u></u>	<u><u>953,757</u></u>	<u><u>(780,676)</u></u>	<u><u>379,679</u></u>

WE MIND THE GAP

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

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>
Unrestricted funds					
Designated funds					
Designated Funds - all funds	-	-	-	42,618	42,618
General funds					
General Funds - all funds	(24,776)	8,055	(16,847)	33,568	-
The Hub - Head Office	-	46,108	(46,218)	164,090	163,980
	<u>(24,776)</u>	<u>54,163</u>	<u>(63,065)</u>	<u>197,658</u>	<u>163,980</u>
Total Unrestricted funds	<u>(24,776)</u>	<u>54,163</u>	<u>(63,065)</u>	<u>240,276</u>	<u>206,598</u>
Restricted funds					
Restricted Funds - all funds	390,373	617,593	(767,690)	(240,276)	-
National lottery funding	-	244,905	(244,905)	-	-
	<u>390,373</u>	<u>862,498</u>	<u>(1,012,595)</u>	<u>(240,276)</u>	<u>-</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 2023**

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
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)
Total	<u>62,059</u>	<u>317,620</u>	<u>379,679</u>

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

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

20. Analysis of cash and cash equivalents

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

WE MIND THE GAP

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

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	<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	<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).