

**WE MIND THE GAP**

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



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## WE MIND THE GAP

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

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

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

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

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

**Objectives and activities**

**a. Policies and objectives**

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

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

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

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

**WeMindTheGap core values**

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

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

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

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

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

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

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

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

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

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**Objectives and activities (continued)**

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

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

**What we do**

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

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

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

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

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

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

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

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**Objectives and activities (continued)**

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

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

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

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

**Structure, governance and management**

**a. Constitution**

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

**b. Trustees**

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

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

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

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

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

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

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

**c. Organisation**

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

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

**d. Our access policies**

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

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

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

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

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

**e. Related parties and organisations**

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

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

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

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

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



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

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**Plans for future periods**

**2024/25**

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

**By 2026 we will**

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

**Achievements and performance**

**a. Review of activities**

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

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

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

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

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

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

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

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**Achievements and performance (continued)**

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

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

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

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

**What did we see:**

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

**3 WeGrow Employability Programmes:**

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

60% moved immediately into work

10% moved into education

75% activity engage in WeBelong alumni activities

346 hours of life coaching delivered by 15 coaches

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

23 Gappies completed 3 days Outdoor Education experience

28 Gappies achieved an accredited First Aid qualification

12 achieved dementia friendly qualification

10 Food and Hygiene qualifications gained

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

57% of initial referrals engaged and completed 12 week programme

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

4 guest speakers delivered 140 session hours

6 team members delivered 432 mentoring hours

35 achieved Dementia Friends qualification

4 completed an accredited First Aid qualification

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

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

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**Achievements and performance (continued)**

**1 pilot WeDiscover programme in Chester:**

51% of initial referrals engaged and completed 12 week programme

41% had clear next steps

4 in person days attended by 11 Gappies

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

**WeBelong activities:**

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

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

Walk and Talk sessions held monthly

Online quizzes and coffee and chat sessions

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

**Big Conversation activities:**

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

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

105 Wrexham employers participated

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

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

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

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

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

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**Achievements and performance (continued)**

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

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

**Financial review**

**a. Going concern**

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

**b. Reserves policy**

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

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

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

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

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**c. Principal risks and uncertainties**

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

The Trustees have a risk management strategy which comprises:

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

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

**Statement of Trustees' responsibilities**

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial 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:



**Karen Campbell-Williams**

Trustee  
Date: 18.12.24

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

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

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

**Responsibilities and Basis of Report**

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

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

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

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**Independent Examiner's Statement**

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

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

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

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

Signed:

S J Tweedie

Dated:

BSc FCA DChA

**WR Partners**

Chartered Accountants

Belmont House

Shrewsbury Business Park

Shrewsbury

Shropshire

SY2 6LG

WE MIND THE GAP

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2024

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

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

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



# WE MIND THE GAP

## BALANCE SHEET AS AT 30 APRIL 2024

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

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



**Karen Campbell-Williams**

Trustee

Date: 18.12.24

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

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

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

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

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

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**1. General information**

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

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

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

**2.2 Going concern**

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

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

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**2. Accounting policies (continued)**

**2.3 Income**

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

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

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

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

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

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

**2.4 Expenditure**

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

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

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

All expenditure is inclusive of irrecoverable VAT.

**2.5 Government grants**

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

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

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**2. Accounting policies (continued)**

**2.6 Interest receivable**

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

**2.7 Intangible assets and amortisation**

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

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

Amortisation is provided on the following basis:

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

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

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

Depreciation is provided on the following basis:

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

**2.9 Debtors**

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

**2.10 Cash at bank and in hand**

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

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

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**2. Accounting policies (continued)**

**2.11 Liabilities and provisions**

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

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

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

**2.12 Financial instruments**

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

**2.13 Pensions**

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

**2.14 Fund accounting**

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

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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

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

**3. Income from donations and legacies**

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

**4. Income from charitable activities**

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

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

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

**5. Income from other trading activities**

**Income from fundraising events**

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

**6. Investment income**

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

**7. Other incoming resources**

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



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

**8. Expenditure on raising funds**

**Fundraising trading expenses**

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

**9. Analysis of expenditure by activities**

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

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

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

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

  

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

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

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

**Analysis of support costs**

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

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

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

**Analysis of support costs (continued)**

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

**10. Independent examiner's remuneration**

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

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

11. Staff costs

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

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

	2024 No.	2023 No.
Employees	<u>26</u>	<u>24</u>

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

	2024 No.	2023 No.
In the band £70,001 - £80,000	1	-

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

12. Trustees' remuneration and expenses

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

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

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

13. Intangible assets

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

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

**14. Tangible fixed assets**

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

**15. Debtors**

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

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

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

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

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



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

**17. Statement of funds**

**Statement of funds - current year**

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

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

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17. Statement of funds (continued)

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

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

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

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

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

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

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

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

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

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

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

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

**Statement of funds - prior year**

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

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

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

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

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

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

20. Analysis of cash and cash equivalents

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

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

21. Analysis of changes in net debt

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

22. Pension commitments

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

23. Related party transactions

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