

REGISTERED CHARITY NUMBER: 1165194

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020
FOR
JUST LIKE US**



JUST LIKE US

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FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020**

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JUST LIKE US

CHAIRMAN'S REPORT FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

Introduction

In Just Like Us' fifth year of operation, the charity has continued to grow, refining our existing programmes and delivery and bringing us closer to our goal of reaching three in four schools by 2025. This report represents a short year from 1st Jan 2020 - 31st Aug 2020, put in place in agreement with the trustees to bring our reporting year in line with the academic year.

Soon after, the Covid-19 pandemic brought a number of challenges to our operations, moving the team to work from home, closing schools across the country and pushing us to review the way we deliver our programmes and reach young people. One of our most important stakeholder groups, school staff, was put under unprecedented pressure personally and professionally as they have struggled to educate young people during the national health crisis.

It became clear to us that in order to thrive during this period, we would have to ensure Just Like Us became part of the solution, rather than another thing for teachers to think about. We were also conscious of the enormous pressure on LGBT+ young people at this time, many of whom were at home with unsupportive families, unable to access their support networks or LGBT+ education of any kind. We reviewed all four of our main programmes with the aim of meeting the needs of both schools and young people in the new context, avoiding the temptation to wait until things got "back to normal".

In a quickly changing context, we needed to ensure that all our programmes could operate entirely in the online space. The first challenge was School Diversity Week, which took place just four months after lockdown began. We adapted our resources to ensure they were suitable for an audience of young people who were now at home and, in partnership with Facebook, delivered a series of masterclasses online, led by LGBT+ experts to reach an audience of young people at home for the first time. Despite the circumstances, School Diversity Week thrived, reaching schools representing almost 2 million young people in comparison with 1.4 million in 2019. The masterclasses were watched more than 10,000 times in the first week alone.

During this unfortunate time, many charities have also suffered from financial difficulty. Thanks to the backing of our supporters - the individuals, corporates, and foundations - Just Like Us looks set to emerge from this period in a financially and operationally stable position. We have replaced the losses to projected income from postponed events and earned income from school delivery with several Covid relief funds, ensuring we entered our new year in a position to meet the needs of young people and schools across the UK. I would also like to thank the school staff, young people, volunteers and the JLU team, who over the past year have shown a huge amount of flexibility and ingenuity in the way they have embraced our work. Without your support this year would have been impossible.

The academic year 2020-25 marks the first year of our new Five-Year Strategy: our aim is to support more LGBT+ young people in the UK, enable more schools to be places where LGBT+ young people can thrive and prepare JLU for our ambitious growth.

We look forward to building on our achievements in 2021, remaining tirelessly committed to building a world where LGBT+ young people grow up able to be themselves and thrive.



Daniel Gerring
Chair of the trustees

JUST LIKE US

REPORT OF THE TRUSTEES FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

The trustees present their report with the financial statements of the charity for the period 1 January 2020 to 31 August 2020. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Just Like Us' charitable objectives as declared in our Constitution are:

The promotion for the public benefit of equality and diversity and in particular discrimination on the grounds of sexual orientation and/or gender identity by:

- a. the elimination of prejudice and discrimination on the grounds of sexual orientation and/or gender identity in educational institutions;
- b. advancing education and raising awareness around lesbian, gay, bisexual and transgender (LGBT+) equality and diversity; and,
- c. promoting and supporting activities to build understanding and respect for LGBT+ young people among heterosexual or cisgender people.

The Trustees take action to monitor and ensure that the charity acts to further these objectives in all its activities.

The board of trustees have given due consideration to Charity Commission published guidance on the operation of the public benefit requirement and confirm that these requirements are met by the charity.

Vision and mission

Just Like Us (JLU) is the LGBT+ charity for young people working for a world where LGBT+ young people live awesome lives.

Our mission is to empower young people to champion LGBT+ equality.

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REPORT OF THE TRUSTEES FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

OBJECTIVES AND ACTIVITIES

Significant activities

Ambassador programme

For our Ambassador Programme, Just Like Us establishes hubs to recruit LGBT+ young people aged 18-25. In partnership with employers, we train our volunteers with the presentation and public speaking skills they need to maximize our impact in schools. We then build relationships with schools around our hubs, understand their needs, and connect them with our volunteers, who deliver talks and workshops that champion LGBT+ equality, bust stereotypes and combat homophobia, biphobia and transphobia. Follow-up lesson plans and support help schools build on these visits to embed lasting improvements in support for pupils on LGBT+ issues.

Mentoring and training

Whilst many LGBT+ young people feel able to come out at university, a staggering 6 in 10 go back into the closet in their first job. These experiences at school and in this vital transition can have a lifelong negative impact on LGBT+ young people's potential and wellbeing: drug use is seven times higher for LGB people than the general population, binge drinking is twice as common among gay and bisexual men, and substance dependency is significantly higher. Our mentoring scheme has gone from strength to strength, connecting LGBT+ young people with experienced LGBT+ professionals who provide one-to-one mentoring to help bridge the often difficult period from adolescence to adulthood.

School Diversity Week

School Diversity Week empowers schools to celebrate the importance of LGBT+ equality in education. Our partner schools use our free resource pack and online masterclasses, enabling teachers and pupils to become active allies, organising inclusive, informative and engaging activities which highlight why LGBT+ equality is everyone's issue. By uniting the whole school in the celebration of LGBT+ equality, LGBT+ pupils become confident in themselves and equip all pupils with the information and means to support them.

Pride Groups

Just Like Us trains teachers to support students in establishing and running Pride Groups. Pride Groups are student-led, school-based clubs for lesbian, gay, bisexual and transgender (LGBT+) students and allies (straight and, cisgender people who support LGBT+ equality) allies. That means anyone is welcome as long as they commit to the shared values of equality and inclusion promoted by the group. Just Like Us provides weekly resources and online support to help teachers and pupils create a space where LGBT+ and allies can socialise, provide peer-to-peer support and educate others about LGBT+ equality. Research has shown that these groups can improve the mental health and attainment of LGBT+ students while also reducing instances of homophobia, biphobia and transphobia in the school environment.

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REPORT OF THE TRUSTEES FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Ambassador Programme

In the short year of 2020, we have not yet trained our ambassador cohort (training takes place in October and November 2020). Due to the coronavirus, we have adapted all of our training to take place in the online space and, for the first time, trialled training outside of our usual hub areas with a group of trainee ambassadors from the island of Guernsey, who completed our training entirely online. The lessons from this project will be operationalised over the next year as we explore methods of recruiting and training ambassadors from outside our existing hub areas, ensuring that by 2025 our ambassador programme is able to reach the whole of the UK.

	2016	2017	2018	2019	2020
Ambassadors trained	48	71	97	1010	N/A

LGBTQ+ Young People

We continue to tackle the problem that 6 in 10 graduates go back into the closet in their first job by supporting LGBTQ+ young people to grow up confident in their identity.

Our Mentoring Programme, delivered in partnership with Travers Smith, pairs LGBTQ+ young people with experienced, senior LGBTQ+ professionals from diverse careers, for a long one-to-one mentoring relationship. JLU provides ongoing support to enable this mentoring relationship to thrive. This year the programme moved entirely online and participation in the programme increased by 140%.

We surveyed ambassadors in August 2020 (before the new MEAL framework was in place).

Survey showed:

- 78% of ambassadors are more confident in public speaking
- 84% are more confident or comfortable with their LGBTQ+ identity
- 81% are open with more people about their LGBTQ+ identity
- 63% feel more resilient or were experiencing greater wellbeing
- 76% felt more employable in terms of skills, experiences, achievements and connections
- 84% were likelier to start their next job as an openly LGBTQ+ person
- 73% are likelier to go for LGBTQ+ representation / leadership roles in their current or next workplace

We also received powerful testimony from volunteers about the impact volunteering has had on them personally:

"I am so privileged to have been able to be a part of this wonderful community. I will always be so thankful to JLU who have given me the opportunity to be the person I wanted to be when I was younger, to meet some inspirational, hardworking and passionate people."

"It is with a heavy heart that I write, not my parting words to JLU, but my parting words to the first programme that I started with JLU, and the one that opened my world to this amazing charity. Volunteering for Just Like Us has been one of the best decisions of my life."

"The satisfaction that maybe I changed one young person's vision of themselves and of life at school and after while being LGBTQ+ and that's amazing."

"It's made me a much more confident person in general, it helped with my anxiety massively and encouraged me to be myself and not be scared to speak up."

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REPORT OF THE TRUSTEES FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

School Visits

This year school visits dropped sharply, with us unable to complete much of our face-to-face work due to the ongoing pandemic. We have now piloted ambassador visits over Zoom which are building momentum, but the context in schools at the moment has meant this has been slow. We anticipate a sharp return to form once schools are fully back and vaccination is more widely embedded.

	2016	2017	2018	2019	2020
Number of pupils	7,984	12,319	13,789	20,081	11,512

To support teachers in schools we work with, we have continued to grow our online forum for educators who champion LGBT+ equality. Managed by Just Like Us, the forum is a platform to provide peer-to-peer support for educators around a whole range of areas, from inclusive policies to lesson plans and activities. Membership at the end of August 2020 was c. 600.

School Diversity Week 2020

Despite the restrictive context 2020 provided, School Diversity Week was our largest and most successful yet. In partnership with Facebook and JP Morgan we brought School Diversity Week online, adapting our usual toolkit for teachers to enable them to deliver LGBT+ inclusion work at distance to an audience at home. We engaged with schools representing 1.97 million young people and launched "Masterclasses", an online series of classes, filmed by LGBT+ experts including Lady Phyll, Dr Ranj and Sacha Coward, delivering sessions on subjects that matter to them. The classes were watched more than 10,000 times in the first week.

Despite initially being a contingency measure, the success has prompted us to include masterclasses in future School Diversity Week plans

Pride Groups

This year we renewed and refreshed the Pride Groups Programme, creating an annual subscription offer for schools, including online training for teachers and bi-weekly resources aimed at supporting young people. The programme launched in September 2020.

Volunteers

This time period falls outside of our volunteer training period and as such we have not trained any new ambassadors between Jan-Aug 2020.

Thanks to the generosity of our supporters, the Just Like Us team grew to 7 F.T.E. staff at the end of 2020. Just Like Us has also benefited from volunteers who have aided us with the running of programmes, videography design of our resource materials and creation of our awareness raising campaigns. The Trustees would like to thank all those who volunteered their time and skills to help develop and implement our charitable programmes.

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REPORT OF THE TRUSTEES FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

FINANCIAL REVIEW

Financial position

The reporting period has been shortened to 31 August 2020 in order to be in line with the academic year. The accounts show a deficit of £3,636 during the 8 month period compared to a surplus of £132,482 in 2019. Income was £207,256 compared to £345,741 in 2019. Expenditure for the year was £210,892 which is an increase on the prior year when pro-rated.

During an incredibly challenging time, Just Like Us has been exceptionally fortunate to have been supported by a wide range of companies, trusts and foundations, and individuals, who have ensured that we have been able to continue delivering our services for the benefit of LGBT+ young people.

Charitable Trusts and Foundations

During the year, we were supported by the following trusts and foundations: Wellington Management UK Foundation, Kreitman Foundation, Woodward Charitable Trust, Edward Carpenter Trust and CAST.

Corporate Donations and Sponsorship

Legal & General, BlackRock, Baker McKenzie, OC&C Strategy Consultants supported JLU through the Ambassador programme. Travers Smith enabled JLU to continue running our mentoring programme for ambassadors. We also received donations from Hg Capital, MUFG and Federated Hermes.

Facebook and JP Morgan generously sponsored our School Diversity Week in 2020. Henkel, Travers Smith and Fidelity International also made donations in support of the week and the development of our online masterclasses. JP Morgan also sponsored our Role Model Awards.

Kiehl's released a limited-edition partnership of their best-selling ultrafacial cream in aid of JLU.

In Kind Support

Just Like Us would like to express its sincere thanks to British Land, which has continued to provide JLU with rent-free office space during the year. We would also like to thank Salesforce for providing pro bono consultancy support to develop our database, to OC&C Strategy Consultants who supported us with the development of our new organisational strategy, and to J.P. Morgan's Force for Good team who developed our School Diversity Week digital toolkit. We are grateful to Travers Smith for their ongoing legal support.

Individual Donors

During this period, JLU launched a new major donor giving initiative, the Founders' Circle, and is very grateful to the individuals who signed up to support JLU. We were also very fortunate to receive a large number of donations from individuals whose generosity has helped Just Like Us reach so many young people in 2020.

Reserves policy

At 31 August 2020, total reserves were £294,631 (2019: £298,267). Of these, restricted funds were £18,886 and general funds £275,745.

The Trustees regularly review the reserves policy. Historically, the policy was to hold general funds equivalent to 6 months' expenditure. Having reviewed the policy during the year, this was revised to hold a higher level of reserves equivalent to 12 months' expenditure to provide financial safety for the transition of the new Chief Executive and as a buffer against the economic uncertainty of Covid-19.

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REPORT OF THE TRUSTEES FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

FUTURE PLANS

Whilst Covid-19 has affected Just Like Us' income, the charity has taken measures to mitigate its impact by adapting programmes and fundraising to meet these unprecedented circumstances. These plans combined with our prudent reserves policy in 2019 make the Trustees confident in JLU's ability to weather the current crisis.

The Ambassador Programme

For our Ambassador Programme, in 2020/21 Just Like Us will build on our existing hub model while establishing new ways of recruiting ambassadors in non-hub areas. We plan to further develop the range of activities ambassadors complete, adding additional volunteering and development opportunities to create a more holistic volunteering experience, measuring both the efficacy of their volunteering and also the effect participation in our programmes has on their wellbeing.

School Diversity Week

Over the next year our aim is to further increase the reach of School Diversity Week, reaching schools representing 2.8 million young people. Learning from the adaptations we made in 2020 due to Covid 19, we will be keeping our online masterclasses and developing more resources for schools, ensuring we have a greater range of curricular resources in every key stage and subject.

Pride Groups

We will be relaunching our Pride Groups programme this September in a new subscription format, aiding to grow the numbers of groups that pay for participation. We will also be delivering online training to teachers and young people across the UK. We will still provide the programme at no cost for those who cannot afford it and aim to subsidise this through restricted funding for the programme.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust. Just Like Us is a Charitable Incorporated Organisation, registered on 18 January 2016 and is governed by a board of trustees who meet regularly during the year. Last year, there were no subcommittees.

Recruitment and appointment of new trustees

In the year to 31 August 2020, the charity was managed by a board of trustees who were selected on the basis of their strong commitment to the charitable objectives and their diverse skill set.

When selecting trustees, Just Like Us aims to ensure there is a broad range of relevant skills. Trustees are appointed after interviews with existing trustees and formal induction to ensure that they understand our vision, mission and values. Trustees are subject to Disclosure and Barring Service checks where applicable.

Induction and training of new trustees

Trustees are provided with a clear role description outlining their responsibilities. When they join the Board, Trustees are introduced to the other members and paid staff. They are encouraged to acquaint themselves with our policies and procedures, strategic plan and budget, and Constitution. Trustees are actively encouraged to take up relevant training and development to fulfil their role and responsibilities to Just Like Us.

Key management remuneration

Remuneration for the key personnel is derived by benchmarking the role with a view to paying the market rate. The benchmarked salaries are reviewed and agreed by the trustees.

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**REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Diversity

Just Like Us is committed to the diversity of our workforce, volunteers and beneficiaries. We believe that we have a duty to represent the communities we seek to serve. Just Like Us aims to conduct an annual review to address underrepresentation.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1165194

Principal address

10 Snow Hill
London
EC1A 2AL

Trustees

C Paouros
M Davies
D J Gerring
G Bowen
R Smith (appointed 11.6.20)

Independent Examiner

Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

Approved by order of the board of trustees on 17 May 2021 and signed on its behalf by:


.....
D J Gerring - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
JUST LIKE US**

Independent examiner's report to the trustees of Just Like Us

I report to the charity trustees on my examination of the accounts of Just Like Us (CIO) for the period 1 January 2020 to 31 August 2020.

Responsibilities and basis of report

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

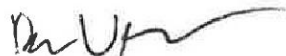
I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 CIO as required by section 130 of the 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.



Daniel Wilson
FCCA
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

Date: 25/5/21

JUST LIKE US

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

				Period 1.1.20 to 31.8.20 Total funds £	Year Ended 31.12.19 Total funds £
	Notes	Unrestricted fund £	Restricted funds £		
INCOME AND ENDOWMENTS FROM					
Donations and legacies		168,470	30,886	199,356	307,841
Other trading activities	2	<u>7,900</u>	<u>-</u>	<u>7,900</u>	<u>37,900</u>
Total		176,370	30,886	207,256	345,741
EXPENDITURE ON					
Raising funds		46,283	-	46,283	31,307
Charitable activities					
General		<u>139,217</u>	<u>25,392</u>	<u>164,609</u>	<u>181,952</u>
Total		<u>185,500</u>	<u>25,392</u>	<u>210,892</u>	<u>213,259</u>
NET INCOME/(EXPENDITURE)		(9,130)	5,494	(3,636)	132,482
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>284,875</u>	<u>13,392</u>	<u>298,267</u>	<u>165,785</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>275,745</u></u>	<u><u>18,886</u></u>	<u><u>294,631</u></u>	<u><u>298,267</u></u>

The notes form part of these financial statements

JUST LIKE US

BALANCE SHEET
31 AUGUST 2020

	Notes	Unrestricted fund £	Restricted funds £	31.8.20 Total funds £	31.12.19 Total funds £
FIXED ASSETS					
Tangible assets	6	2,040	-	2,040	-
CURRENT ASSETS					
Debtors	7	322	-	322	14,968
Cash at bank		<u>284,317</u>	<u>18,886</u>	<u>303,203</u>	<u>296,748</u>
		284,639	18,886	303,525	311,716
CREDITORS					
Amounts falling due within one year	8	(10,934)	-	(10,934)	(13,449)
NET CURRENT ASSETS		<u>273,705</u>	<u>18,886</u>	<u>292,591</u>	<u>298,267</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>275,745</u>	<u>18,886</u>	<u>294,631</u>	<u>298,267</u>
NET ASSETS		<u>275,745</u>	<u>18,886</u>	<u>294,631</u>	<u>298,267</u>
FUNDS	9				
Unrestricted funds				275,745	284,875
Restricted funds				<u>18,886</u>	<u>13,392</u>
TOTAL FUNDS				<u>294,631</u>	<u>298,267</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17 May 2021
and were signed on its behalf by:


D J Gerring - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, are reconsider when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income received in advance of provision of events is deferred until criteria for income recognition are met.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Allocation and apportionment of costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities in the same proportion as staff costs:

	2020	2019	2018
Raising Funds	20%	16%	11%
Charitable Activities	80%	84%	89%

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Going concern

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. However, the COVID-19 pandemic is likely to have a profound impact on the global economy, and may in turn affect the charity's fundraising efforts in the future.

The trustees have considered the impact of this issue on the charity's current and future financial position. The charity holds unrestricted, general reserves of £275,745, and a cash balance of £303,243. For this reason the trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

2. OTHER TRADING ACTIVITIES

	Period 1.1.20 to 31.8.20	Year Ended 31.12.19
	£	£
Sponsorships	<u>7,900</u>	<u>37,900</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 August 2020 nor for the year ended 31 December 2019.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 August 2020 nor for the year ended 31 December 2019.

4. STAFF COSTS

The average monthly number of employees during the period was as follows:

	Period 1.1.20 to 31.8.20	Year Ended 31.12.19
Programme and admin staff	<u>6</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	282,852	24,989	307,841
Other trading activities	<u>37,900</u>	<u>-</u>	<u>37,900</u>
Total	320,752	24,989	345,741
 EXPENDITURE ON			
Raising funds	31,307	-	31,307
Charitable activities			
General	<u>153,523</u>	<u>28,429</u>	<u>181,952</u>
Total	<u>184,830</u>	<u>28,429</u>	<u>213,259</u>
 NET INCOME/(EXPENDITURE)	135,922	(3,440)	132,482

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NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	148,953	16,832	165,785
TOTAL FUNDS CARRIED FORWARD	<u>284,875</u>	<u>13,392</u>	<u>298,267</u>

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	<u>2,204</u>
DEPRECIATION	
Charge for year	<u>164</u>
NET BOOK VALUE	
At 31 August 2020	<u>2,040</u>
At 31 December 2019	<u>-</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.20 £	31.12.19 £
Trade debtors	240	14,010
Prepayments and accrued income	<u>82</u>	<u>958</u>
	<u>322</u>	<u>14,968</u>

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NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.20	31.12.19
	£	£
Trade creditors	2,155	-
Other creditors	<u>8,779</u>	<u>13,449</u>
	<u>10,934</u>	<u>13,449</u>

9. MOVEMENT IN FUNDS

	At 1.1.20	Net movement in funds	At 31.8.20
	£	£	£
Unrestricted funds			
General fund	284,875	(9,130)	275,745
Restricted funds			
Blackrock	3,392	5,494	8,886
Marsh Ambassador Programme	-	5,000	5,000
CAST	-	5,000	5,000
Wellington Management UK	<u>10,000</u>	<u>(10,000)</u>	<u>-</u>
	<u>13,392</u>	<u>5,494</u>	<u>18,886</u>
TOTAL FUNDS	<u>298,267</u>	<u>(3,636)</u>	<u>294,631</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	176,370	(185,500)	(9,130)
Restricted funds			
Blackrock	8,886	(3,392)	5,494
Marsh Ambassador Programme	5,000	-	5,000
CAST	5,000	-	5,000
Wellington Management UK	7,500	(17,500)	(10,000)
Travers Smith	2,000	(2,000)	-
Fidelity International	<u>2,500</u>	<u>(2,500)</u>	<u>-</u>
	<u>30,886</u>	<u>(25,392)</u>	<u>5,494</u>
TOTAL FUNDS	<u>207,256</u>	<u>(210,892)</u>	<u>(3,636)</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.19 £	Net movement in funds £	At 31.12.19 £
Unrestricted funds			
General fund	148,953	135,922	284,875
Restricted funds			
Blackrock	3,435	(43)	3,392
Wellington Management UK	-	10,000	10,000
Postcode Trust	<u>13,397</u>	<u>(13,397)</u>	<u>-</u>
	<u>16,832</u>	<u>(3,440)</u>	<u>13,392</u>
TOTAL FUNDS	<u>165,785</u>	<u>132,482</u>	<u>298,267</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	320,752	(184,830)	135,922
Restricted funds			
Blackrock	9,989	(10,032)	(43)
Wellington Management UK	15,000	(5,000)	10,000
Postcode Trust	<u>-</u>	<u>(13,397)</u>	<u>(13,397)</u>
	<u>24,989</u>	<u>(28,429)</u>	<u>(3,440)</u>
TOTAL FUNDS	<u>345,741</u>	<u>(213,259)</u>	<u>132,482</u>

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NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JANUARY 2020 TO 31 AUGUST 2020

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 August 2020.