

**SUCCESS4ALL CIO**

**REPORT AND FINANCIAL STATEMENTS**  
**For the year ended 31 August 2020**

**Charity Number 1167004**

# **SUCCESS4ALL CIO**

## **ANNUAL REPORT AND FINANCIAL STATEMENTS**

For the year ended 31 August 2020

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**TRUSTEES ANNUAL REPORT**  
**For year ended 31 August 2020**

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The trustees are pleased to present their annual report together with the financial statements of the charity for the period ended 31 August 2020.

The financial statements comply with the Charities Act 2011, and 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 2015)

**Letter Chair of Trustees.**

This year has been quite unlike any other years. It started very much like previous years, carrying out our mission in providing equal education opportunities by running our Learning Hubs, Clubs, and school programmes in less affluent areas of Newcastle and North Tyneside, when in March, quite unexpectedly and at first, quite unbelievable, a pandemic struck. Everything that we were doing came to a halt.

Like everyone else, we had to react very quickly to the immediate needs that occurred. We also learnt of the huge digital divide that existed among us. There were families that did not even have a computer or laptop. So, we gave out the laptops we had in our Learning Hubs and then delivered packs of workbooks English, Maths and Sciences. We had many doorstep-talks and calls with parents and carers. Many felt not able to support their children with the school's online learning. They were worried about their children falling behind with their education, about them being bored, feeling locked up or simply giving up.

As we gradually found a way to survive and get used to the lockdown, we started talking about how the 'new normal' may look like for us. We needed everyone on board to help us think of new ways of keeping the Learning Hubs and Clubs running. Our young people from Stand 4 youth group lead the way as they were the first to continue meeting online. Some became part of the volunteer and youth advisory board. We also invited parents and carers to become part of Learning Hub Coordinators and parent/carer advisory board. We had all learnt so many new skills in the meantime. We are grateful to Wayne Hall, a certified Google Suite expert, for guiding us in setting up an online tutoring system. Over summer, we have been able to do a successful 6-week online tutoring trial and to have some form of a Summer School with home delivery of STEM Activity kits and video tutorials.

We ended the year with new ways of working and a positive outlook on the future. We now want to further capitalise on these new-found skills and resilience in us all. The type of education support we provide is unique.

I would like to take the opportunity to thank everyone involved with the charity. All the children, young people, families, volunteers, Learning Hub Coordinators, Club Leaders, schools of each local area, that make up your unique community spirit. I am most grateful too to our wider community of community partners, businesses, and funders and finally to our excellent management team, led by Busola Afolabi.

Caroline Afolabi-Deleu  
Chair of Trustees

### 1. Objectives and Activities

As stated in our governing document, the objects of the charity are: the advancement of education for the public benefit in deprived areas in the North East of England by providing services to support the development of individuals' capabilities, competences, understanding and skills through school and leisure time activities

We know that children and young people from certain areas are looking for opportunities to help them reach their full potential. We engage, empower, and equip children and young people because educational success should be for everyone. We run Learning Hubs, Clubs and Summer Schools and with a Learning Bus we create relaxed learning spaces where children and young people can access support tailored to their needs.

A unique education programme combining academic learning with extra-curricular activities and other informal learning opportunities. Success4All's objective are to provide meaningful opportunities for children and young people to fuel their curiosity and ignite a passion for learning beyond the school gates.

The CHYP we serve are excluded financially, socially, often linguistically and digitally from having the same education opportunities as their more affluent peers. We fill the gap between school and home when home is not always a conducive place for learning.

Our philosophy can be encapsulated by two African proverbs: 'It takes a whole village to raise a child' and 'Each One, Teach One'. Strong belief that underachievement is best addressed by involving families, community members and peers in the education of the child. By supporting each other, it builds self-esteem, pride and ambition.

That is also the reason why we use local community buildings which most of the children, young people and volunteers can walk to. It is a place they are familiar with and which is accessible all year round. The young people choose to attend the Learning Hub, they are told to attend. The Learning Hub Coordinator and volunteers create a collaborative learning environment where we learn from each other and where there is no stigma attached to not being good at something or not knowing something. All are involved at the start of the year in making their Learning Hub comfortable and cosy, so they feel it is their place. Children & young people can also get involved in a club before or after the learning session or on another day.

We start working with them from as young as eight and aim to work with them over the long term. Many of them successfully complete their GCSEs and 'make it to sixth form'. Quite a few of our learners become peer tutors when they enter sixth form and in turn, bring up the next generation. They are like 'gold dust', local role models par excellence, who show their peers that they too can succeed in life and break free from their socio-economic backgrounds. Working with them over long term means we can nurture their confidence in their academic capability and guide them in their future aspirations.

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We endeavour to have a high ratio of volunteer tutors/befrienders to tutees. We have capped numbers per session to 15 tutees for a variety of reasons: available space, to maintain a tranquil atmosphere and a homely learning environment. On average, there are 9 volunteer tutors per session. Each volunteer tutor tends to work with the same tutee week after week and as such, can develop a positive, encouraging mentoring relationship. Each Learning Hub has a Learning Hub Coordinator, qualified and experienced to work with children and young people as much as possible from that area, and is usually supported by either an assistant and/or a club leader.

Our Learning Hubs are collaborative communities of learning. The focus is on learning together, researching together, problem solving together, questioning together, agreeing, and evaluating together.

But it is not all about academic learning. We do not want our hubs to feel like an extension of the school day. We recognise that children and young people need a range of support and opportunities to raise their aspirations.

Our educational programmes revolve around three core activities:

1. Learning Hubs & Clubs: academic support and extra-curricular opportunities. We deliver tutoring in English, Maths and Sciences and other subjects upon request. We help with homework, coursework, and exam revision too. Volunteers are trained to provide tutoring and befriending support. By building their academic capability, their aspirations are solidified. It becomes something attainable, not just a glossy image of what could be.

The club sessions take place either before or after the learning session and further foster the relaxed learning environment. Sometimes, they take place on another day, sometimes they grow into a separate identity. Like our recently re-branded Stand4 youth group (formerly WEYDA: West End Young Digital Artists), who grew out of the Benwell Learning Hub in 2010. Each Learning Hub decides on the club(s) they want. The Throckley Learning Hub, for example, decided on a cooking club, as children & young people used to come into the Learning Hub, from school, with 'pop & crisps' from the local corner shop.

2. Accredited volunteering opportunities: Since becoming a recognised centre for AQA Skill Awards in 2010, we have written 4 accredited training units: Becoming a Peer Tutor/Befriender, Running a Foreign Language Club, STEM Investigation Skills and Becoming a Self-Organised Learning Facilitator.

Also, as a recognised centre, we can use other available AQA awards which we have done so for: Taking part in a general debate, running a breakfast club, Drama improvisation skills, Designing, planning and delivering a social action project and Making informed career choices .

The most popular one however, is the Level 3 Peer Tutor/Befriender Award. The 2-day training covers aspects of tutoring, befriending, safeguarding, data protection, health, and safety. Volunteers are also encouraged to take on a separate online safeguarding module Level 1 from the Newcastle Safeguarding Board which is offered free to charities and volunteers. All volunteers are also DBS-checked, interviewed, and vetted. After the

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training, volunteers are then placed in a Learning Hub of their choice and complete a minimum of 24 sessions which they need to record in the tutor/befriender handbook. Once completed, the volunteers give a presentation about their experience, skills they have learnt and make recommendations for improvement or come up with new ideas. The completed handbook and presentation are then sent to AQA for external assessment and approval. The soft skills these young volunteers acquire by completing this award are invaluable for 21st Century.

This year, 61 sixth form and university students registered for this award. Unfortunately, many are yet to complete sessions as the charity had to close all the Learning Hubs.

3. Summer Schools: Our summer schools focus on the development of soft skills and project-based learning and having fun! The mornings offer a carousel of indoor activities: science experiments, foreign language projects, SOLE-activities, cooking, coding, musical instruments. The afternoons offer a carousel of outdoor activities: sports, dance, cycling, gardening, trips out to museums/events. Every year, the offer changes and as it is usually based on the feedback and suggestions received from previous year. Unfortunately, this year we were unable to run our Summer School. Instead we were able to design with a group of scientists and artists, a weekly STEM Activity Kit complete with materials and instruction booklet. We designed a total of 40 different activities for two age groups over 4 weeks. This was made possible with a grant of Well Newcastle Gateshead, Newcastle City Council and StreetGames. The impact of the project was independently evaluated by the University of Manchester.

We also deliver a range of educational programmes to schools. They are bespoke designed with the school. Usually, they revolve around three core programmes:

1. STEM Challenge programme: It is a 6-week project-based learning programme, designed as a practical and team-based experience for KS2 primary school classes. Inspired by the 'real-life' challenges and big questions faced by leading North East science, technology and engineering companies, pupils will work to solve a challenge over 5 weeks. On the sixth week, pupils visit a leading North East STEM company/university faculty site with a bespoke tour around the areas of site which are relevant to challenge. In every STEM Challenge, the young people develop key investigation skills through self-directed learning. Each project is a practical challenge that children can work through together, building communication and teamwork skills.
2. Tutoring – This the most bespoke service. The emphasis is still on creating a relaxed learning environment, which can be inside school, often in the Sixth Form Common Room, the school café, or in break-out areas. Or, it can be near the school, in a community building. It can be tutoring for a targeted group, e.g. Year 6 pupils struggling with English & Maths, or secondary EAL-pupils, or preparing pupils for exams who can speak a minority language for either GCSE or A-level, or tutoring Sciences & Maths for sixth form students
3. Re-Think Your Potential: This is a year-long study & careers mentoring programme for secondary pupils, underpinned by free tutoring. It strengthens students' aspirations,

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provides strategies to make effective educational choices and helps students to develop transferrable skills. The programme focussed, using meta-cognitive skills of reflecting, researching, and evaluating on four areas of their life, and then to decide on four goals they want to achieve in one year. All this is recorded in a Re-Think Your Potential handbook, which once completed, can be accredited with AQA Skill Award: Making Informed Career Choices.

These four goals are: a) to develop a skill, b) to explore a work sector or a specific career, c) to explore courses for that work sector/career and d) to set specific academic results to work towards. These goals are plotted on A3-paper and using a tool, called Theory of Change, they mark the starting position for each goal and plot the steps/barriers/solutions they take along the way.

The charity supports the achievement of the 4 goals with: a) a one-to-one mentor and tutor, b) opportunities to develop (and accredit) a skill, c) access to work sectors or specific careers by speaking to former S4A volunteers or members of North East Chamber of Commerce, d) arranging visits to high schools, universities, colleges, applying to summer schools or university support programmes (e.g. Aim For Oxford) or social mobility programmes (e.g. Sutton Trust).

In order for us to draw upon support for the families, children & young people we serve, we have been working closely with individual community and youth organisations, i.e. PlayInNewcastle, Riverside Health Project, Newcastle Apostolic Church, Throckley Community Hall, Meadowell Connected, JET and RHWE. We are members of NE Youth, Connected Voice, Blue Stone Consortium, VONNE, and North East Chamber of Commerce. Recently, we have become members of Culture Against Racism and BAME Youth Forum.

## 2. Achievements and Performance

See AGM attached below. During the academic year 2019-2020 the charity supported **619 children, young people** and **112 young people in becoming peer tutors/befrienders**. Of these, **322 had tutoring support**, **90** took part in the STEM Challenge Programme, **78** in the Re-Think Your Potential Programme and **207** in extra-curricular clubs, youth clubs and summer activities.

**112** young people from Year 10, 11, 12, 13 and from Newcastle and Northumbria university were trained in peer tutoring and befriending and of these **61** registered for the AQA Level 3 Award and **21** have completed and received the award. However, due to COVID-19, **44** peer tutors/befrienders have not been able to complete the required number of sessions. They have been given a chance to do so in the new academic year.

At the time of the first lockdown in March 2020, the charity was operating **8** Learning Hubs (with clubs), **2** youth groups, **4** separate extra-curricular clubs, **the STEM-Challenge** and **the Re-Think Your Potential programmes**. Our Stand4 youth group decided to continue online and we were able to continue the Re-Think Your Potential programme online with the participants too.

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From the **78** students who took part in the Re-Think Your Potential programme, **61** reflected on, researched and evaluated their skills, interests in careers and courses and then took the following decisions: which career to pursue, which courses of study to pursue, which academic results to obtain and which skill to develop.

Of **31 Year 13** students who part, **25** gained access to their chosen college/university (**7** to Russell Group universities), **4** enrolled in HND or Foundation Courses in College instead and **2** needed to seek deferment for a year, while their family awaited Indefinite Leave to Remain.

**One** person obtained 100% scholarship in a top-ranking private sixth form college, **three** young people applied to the prestigious Aim For Oxford programme for the North East (only 40 places available) and **two** were accepted.

Unfortunately, due to closure of the Learning Hubs and schools in March, we have not been able to collate evidence of improved school grades of those who were receiving tutoring.

Here is an overview of Activities and Figures during 2019-2020 academic year:

Activity	Weekly Sessions	Registered Participants
<b><u>Learning Hubs &amp; Clubs in the community (stopped end of March)</u></b>		
Benwell Learning Hub and Code Club	5	66
Arthur's Hill Learning Hub and Games session	3	33
Slatyford Learning Hub and Code Club	1	14
Throckley Learning Hub and Kids Can Cook Club	1	17
Meadowell Learning Hub and Games session	1	11
<b><u>Programmes in Schools (stopped end of March)</u></b>		
Excelsior College:		
- Sixth Form Learning Hub (variety of A-level and BTEC subjects)	3	15
- Additional MFL A-level exam support	1	14
Walker Riverside College:		
- EAL Peer Tutoring Programme	1	15
- Additional MFL GCSE exam support	1	10
- Youth Club – The Key	1	10



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Westgate Hill Primary School:		
- Games Sessions and Learning Hub for two targeted groups	2	30
Thomas Walling Primary School		
- STEM Club	1	15
- Coding Club	1	16
- Arts & Crafts Club	1	14
- Yoga Club	1	12
- STEM Challenge Programme (project-based learning)	6-week blocks	In 3 schools
- Re-Think Your Potential Programme ( <i>continued online</i> )	1	61 Sixth Form and 17 GCSE students from 2 schools and 1 community hub
<b><u>Opportunities Programmes (stopped end of March)</u></b>		
- Stand4 young activists' group ( <i>continued online and outdoors</i> )	1	11 young people (aged 13-19)
- Peer Tutor Befriender Programme	1	112 (students in Year 10,11,12,13, and university students)
- Easter Revision and Clubs Programme ( <i>cancelled this year due to start of epidemic</i> )	1 week	0
- Summer School Programme ( <i>usually 3 week full-time summer school had to be cancelled this year due to the pandemic. Instead, we delivered STEM activity boxes to 100 homes for 4 weeks</i> )	4 weeks	129 (aged to 14) (separate boxes for ages 5-8 and 9-14)
- Trial Online Tutoring during summer	6 weeks	19 children (aged 10-14)
<b><u>Other outputs</u></b>		
- Number of outreaches with Learning Bus (stopped end of March)		3
- Number of UCAS references written		25
		29

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<ul style="list-style-type: none"><li>- Number of job references written</li><li>- Research projects taken part in:</li>         <li>- Lockdown outputs:</li></ul>		<ol style="list-style-type: none"><li>1. Co-creating Knowledge, Newcastle University (CfLaT) and Carnegie UK Trust</li><li>2. Well Newcastle &amp; Gateshead and independently evaluated by University of Manchester</li></ol> <p>22 laptops loaned out</p> <p>55 workbook packs English, Maths and Science donated to families and to 'Brighten the Days of Gateshead Children Appeal'</p> <p>Daily learning activities posted on Facebook</p> <p>Produced Booklet: Tips &amp; Free Resources for Homeschooling</p> <p>Weekly telephone rota and doorstep talks with families and volunteers</p>
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These figures are based on registration forms, weekly registers and monitoring reports submitted to:

- Excelsior College, Walker Riverside Academy, Westgate Hill Primary School and Thomas Walling Primary (termly)
- Newcastle Fund (Newcastle City Council), (mid-term and end-of-term)
- Community Foundation (RE-Think Your Potential), (mid-term and end of term)
- Reece Engineering Group (STEM-Challenge and Learning Bus) (mid-term and end-of term) and
- Well Newcastle & Gateshead and University of Manchester (STEM Summer Activity Kits at the end of the project).

**3. Plans for Future Periods**

We are still working with our 2016-2021 development plan which has a 3-pronged strategy based on our competencies and opportunities. Up till now, we have fully completed the conversion of a double-decker bus into a Learning Bus to be used as a mobile Learning Hub and as an outreach tool to other communities and schools. Surprisingly, this was the goal we thought that would be the hardest to reach. The other two goals we are still working towards, i.e. setting up more Learning Hubs under our licence and acquiring our own centre from where to run international Summer Schools.

A possible centre has been located. The beginning of another exciting journey.

We have been working with a community in Gateshead to develop a new Learning Hub for September 2021 and with two Community Champions of Morrison Supermarket in other areas we are not currently present. We are grateful to National Lottery and Morrison for their support. We are confident that we will reach 11 Learning Hubs by the end of 2021. Furthermore, we want to continue to make the Learning Hubs & Clubs more sustainable and independent, as well as striving to improve the quality and learning opportunities for children and young people.

Upon consultation with primary and secondary schools, we are expanding our STEM Challenge programme to include other challenges. We are excited to have Emma, our new member of staff, join the STEM Challenge Team. She comes from an interesting background in astrophysics. We are grateful to Reece Engineering Group for their continued support.

The charity has started consultations and discussions on its new 5-year development plan for 2022-2027. We are grateful to Northumbria University for their support in developing the charity's Theory of Change, which will lay the ground for the new development plan.

We thank our supporters for continuing to spread the word about our services to other families. They are a champion PR-team!

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#### 4. Reference and administrative details of the charity, its trustees and advisors

Charity Name	Success4All CIO
Registered Charity Number	1167004
Operational address	Carnegie Building Atkinson Road Newcastle upon Tyne NE4 8XS
Trustees	Caroline Afolabi-Deleu Donald Burbeck Pastor John Ameobi Iqbal Syed Samantha Roberts John Quinnn
Independent Examiner	Michelle Wright Connected Voice Business Services Ltd Higham House, Higham Place Newcastle upon Tyne NE1 8AF
Bankers	Santander

Advisory Panel: Members of the Trustee on Governance, Safeguarding, Finance and Education. Senior Management Team Board and Representatives of the Student and Volunteer Advisory Board and Learning Hub Coordinators & Parent Advisory Panel Representatives.

#### 5. Structure, Governance and Management

##### Governing documents

Success4All CIO is a charitable incorporated organisation, incorporated on 09 May 2016, registered with Charity Commission under number 1167004. From 27th September 2006 until 08th May 2016, Success4All existed as a community interest company (C.I.C) with Companies House, under the number 5948759.

The organisation was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

##### Appointment of Trustees

Trustees are appointed and can serve more than one term. Anyone interested in becoming a new trustee is encouraged to attend trustee meetings before applying for any vacant positions.

When vacancies arise or when the needs are being reviewed, trustees as well as members of staff can recommend candidates through a process that complies with the governing document. Interviews are carried out the operational manager and one trustee. Successful

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candidates are invited to join the board, subject to references, Disclosure and Barring Service checks and approval by the full Board of Trustees.

#### Recruitment and appointment of Trustees

An information pack about the charity is sent to new Trustees, including their duties and the charity's expectations of them, and a full induction process is arranged. New Trustees meet existing Trustees, key members of staff and volunteers and are introduced to the charity's work, values, programmes, and policies. A condition to join to board is to complete a Level 1 training in Safeguarding Children.

#### Organisation

The Trustees meet every three months and deal with the administration of the charity encompassing the strategic vision, financial accountability, and risk management. The operational management of the organisation is undertaken by paid members of staff.

The role of the Board of Trustees is to provide oversight of the charity's activities, including planning, approval of annual budgets and review of the charity's results and achievements. The Board also provides general support to the operational manager and her staff.

The day-to-day running of the charity is carried out by Learning Hub Coordinators, assistants and club and youth leaders with support from volunteers, under operational leadership of the management team. The management team consist of: the operational manager, Busola Afolabi, the volunteer coordinator, Stella Simbo, the STEM engagement and clubs coordination team, Kirsty Hayward and Emma Clark and the communications and social media officer, Iram Ditta.

#### Risk management

The Trustees conduct an annual review of the major risks to which the charity is exposed and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

## **6. Financial Review**

Success4All CIO is primarily funded by external grant funders and company sponsorship. The total income for the year was £193,975 (2019: £210,420).

The Statement of Financial Activities for the year ended 31 August 2020, shows a surplus across all funds of £8,662 (2019: £18,923).

The Balance Sheet at 31 August 2020 shows total funds carried forward of £71,506 (2019: £62,845) of which there are £38,444 unrestricted funds (2019: £50,345).

#### Reserves policy

Success4All CIO aims to maintain a level of free reserves over the years currently £27,604, sufficient to meet the working capital requirements of the charity in the event of a significant drop in funding. We have established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should be between 3 and 6 months of annual expenditure. At 31 August 2020 reserves represented 4 months of running costs which the trustees believe to be prudent.

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**For year ended 31 August 2020**

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**7. Public Benefit Statement**

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the charity's objectives and planning its future activities. The trustees have also reviewed the charitable purposes of Success4All CIO, and the external environment, to make sure the Charity is still relevant and needed. The activities outlined in this report demonstrate the public benefit that ensues.

**8. Statement of Trustee Responsibilities**

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

The charity trustees are required to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources. In preparing financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards 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 operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. 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 the Trustees on .....<sup>12/05/21</sup>..... and signed on their behalf by:

Mrs Caroline Afolabi-Deleu .....  
Chair

## SUCCESS4ALL CIO

### INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

For the year ended 31 August 2020

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I report on the financial statements of Success4all CIO for the year ended 31 August 2020, which are set out on pages 14 to 26.

#### Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

#### Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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 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.

Michelle Wright  
Connected Voice Business Services Ltd  
Higham House  
Higham Place  
Newcastle upon Tyne  
NE1 8AF  
Date: 12/05/21



# SUCCESS4ALL CIO

## STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 August 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>Income from:</b>					
Donations and legacies	6	16,396	-	<b>16,396</b>	12,141
Charitable activities					
Grants and contracts	7	38,678	126,540	<b>165,217</b>	146,954
Other trading activities	8	12,255	-	<b>12,255</b>	51,225
Investments	9	107	-	<b>107</b>	100
<b>Total income</b>		<b>67,436</b>	<b>126,540</b>	<b>193,975</b>	<b>210,420</b>
<b>Expenditure on:</b>					
Charitable activities					
Operation of the charity	10	79,337	105,977	<b>185,314</b>	191,497
<b>Total expenditure</b>		<b>79,337</b>	<b>105,977</b>	<b>185,314</b>	<b>191,497</b>
<b>Net income/(expenditure)</b>		<b>( 11,901 )</b>	<b>20,563</b>	<b>8,662</b>	<b>18,923</b>
Transfers between funds				-	-
<b>Net movement of funds</b>		<b>( 11,901 )</b>	<b>20,563</b>	<b>8,662</b>	<b>18,923</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		50,345	12,500	<b>62,845</b>	43,922
<b>Total funds carried forward</b>		<b>38,444</b>	<b>33,062</b>	<b>71,506</b>	<b>62,845</b>

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

The notes on pages 16 to 26 form an integral part of these accounts.



**BALANCE SHEET**

As at 31 August 2020

	Notes	£	Total 2020 £	£	Total 2019 £
<b><u>Fixed assets</u></b>					
Tangible assets	17		10,840		22,248
<b>Total fixed assets</b>			<b>10,840</b>		<b>22,248</b>
<b><u>Current assets</u></b>					
Debtors	18	12,320		23,671	
Cash at bank and in hand	19	69,065		28,900	
<b>Total current assets</b>		<b>81,384</b>		<b>52,571</b>	
<b>Creditors:</b> amounts falling due within one year	20	<b>( 20,719 )</b>		<b>( 11,974 )</b>	
<b>Net current assets</b>			<b>60,666</b>		<b>40,597</b>
<b>Total net assets or liabilities</b>			<b>71,506</b>		<b>62,845</b>
<b><u>Funds of the charity</u></b>					
Unrestricted income funds			38,444		50,345
Restricted income funds			33,062		12,500
<b>Total funds</b>			<b>71,506</b>		<b>62,845</b>

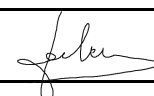
The notes on pages 16 to 26 form an integral part of these accounts.

These financial statements were approved by the Board on:

12/05/21

and are signed on its behalf by:

Caroline Afolabi-Deleu  
Trustee



# **SUCCESS4ALL CIO**

## **NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 August 2020

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### **1 Accounting Policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### **2 Basis of accounting**

#### **2.1 Basis of preparation**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared 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) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Success4all CIO meets the definition of a public benefit entity under FRS 102.

#### **2.2 Preparation of the accounts on a going concern basis**

The charity reported total unrestricted funds at the year end of £38,444. The trustees are of the view that the immediate future of the charity is secure and that on this basis the charity is a going concern.

### **3 Income**

#### **3.1 Recognition of income**

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability

#### **3.2 Offsetting**

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

#### **3.3 Grants and donations**

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised 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 the provision of a specified service is deferred until the criteria of income recognition are met.

#### **3.4 Volunteer help**

The value of volunteer help received is not included in the accounts but is described in the trustees' annual report.

## **SUCCESS4ALL CIO**

### **NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 August 2020

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#### **3.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

#### **3.6 Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

### **4 Expenditure and liabilities**

#### **4.1 Liability recognition**

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

#### **4.2 Charitable activities**

Expenditure on charitable activities includes the costs of clubs, summer schools and the learning bus and other activities undertaken to further the purposes of the charity and their associated support costs.

#### **4.3 Governance and support costs**

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

#### **4.4 Irrecoverable VAT**

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

#### **4.5 Creditors**

The charity has creditors which are measured at settlement amounts less any trade discounts.

#### **4.6 Provisions for liabilities**

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

### **5 Assets**

#### **5.1 Tangible fixed assets for use by the charity**

Individual fixed assets costing £250 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis, the charity does not currently have any tangible fixed assets:

Vehicle	Straight line over three years
Office and computer equipment	Straight line over four years

# SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

### Analysis of income

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>6 Donations and legacies</b>				
Donations	16,396	-	<b>16,396</b>	12,141
	<u>16,396</u>	<u>-</u>	<u><b>16,396</b></u>	<u>12,141</u>
<b>7 Charitable activities</b>				
<u>Income from grants</u>				
BSBT	-	-	-	7,478
Community Foundation	-	9,010	<b>9,010</b>	24,481
Discretionary Business Grant	-	5,000	<b>5,000</b>	-
European Project	-	11,014	<b>11,014</b>	13,452
Guy Readman	-	-	-	20,000
Hays Travel	-	-	-	5,050
Institute of Physics	-	1,000	<b>1,000</b>	-
Muckle	-	5,000	<b>5,000</b>	-
Newcastle City Council	-	25,614	<b>25,614</b>	-
Reece Foundation	-	40,000	<b>40,000</b>	20,000
Royal Society of Chemistry	-	4,672	<b>4,672</b>	-
Streetgames	-	230	<b>230</b>	13,420
VCSE Resilience Fund	-	16,000	<b>16,000</b>	-
Watson Family Charitable Trust	-	-	-	7,000
Other small grants	-	-	-	5,300
Furlough	26,811	-	<b>26,811</b>	-
<u>Income from contracts</u>				
School Contracts	11,867		<b>11,867</b>	30,773
Well Newcastle Gateshead Art Fund	-	9,000	<b>9,000</b>	-
	<u>38,678</u>	<u>126,540</u>	<u><b>165,217</b></u>	<u>146,954</u>
<b>8 Other trading activities</b>				
Fundraising events	1,578	-	<b>1,578</b>	12,034
Summer school	-	-	-	12,510
Learning Hub income	390	-	<b>390</b>	7,115
Learning Bus income	1,000	-	<b>1,000</b>	15,301
Other income	9,287	-	<b>9,287</b>	4,264
	<u>12,255</u>	<u>-</u>	<u><b>12,255</b></u>	<u>51,225</u>

# SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>9 Income from investments</b>				
Bank interest	107	-	107	100
	<u>107</u>	<u>-</u>	<u>107</u>	<u>100</u>

Income was £193,975 (2019: £210,420) of which £67,436 was unrestricted or designated (2019: £93,239) and £126,540 was restricted (2019: £117,181)

## Analysis of expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>10 Charitable activities</b>				
<u>Direct costs</u>				
Sessional workers fees	3,389	6,266	9,655	29,489
Project staff salaries	26,811	12,487	39,298	19,132
Project staff costs	910	64	974	-
Volunteer expenses	1	7,557	7,558	11,056
Learning Hub IT equipment	-	-	-	194
Learning Hub learning resources	665	19	684	1,835
Learning Hub materials and stationery	-	-	-	339
Learning Hub other expenses	-	-	-	653
Summer school expenses	4,289	9,000	13,289	1,174
Vehicle costs	3,388	2,209	5,597	5,622
Other project costs	1,982	3,265	5,247	10,296
Event costs	233	7	240	1,027
Venue hire	3,754	110	3,864	4,445
<u>Support costs</u>				
Salaries	9,306	58,319	67,625	68,811
Pension costs	1,334	126	1,460	1,307
Training	249	543	791	638
Consultancy	-	-	-	396
Travel and transport	303	29	332	619
Rent	-	3,270	3,270	3,220
IT Equipment and maintenance	1,441	137	1,578	4,895
Telephone and mobile WIFI	920	120	1,040	1,140
Office expenses	5,079	660	5,739	721
Printing, photocopying and postage	810	77	887	1,069
Insurance	347	322	670	874
Membership fees	1,398	132	1,530	1,263
Depreciation	10,420	988	11,408	14,247
Promotional costs	168	156	323	3,122
Other expenses	1,202	114	1,316	3,022
<i>Carried forward</i>	<u>78,397</u>	<u>105,977</u>	<u>184,374</u>	<u>190,609</u>

# SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>10 Charitable activities (continued)</b>				
<i>Brought forward</i>	78,397	105,977	184,374	190,609
<u>Governance costs</u>				
Independent examiner's fees for reporting on the accounts	924	-	<b>924</b>	882
Bank charges	-	-	-	6
AGM	16	-	<b>16</b>	-
	<u>79,337</u>	<u>105,977</u>	<u><b>185,314</b></u>	<u>191,497</u>

Expenditure on charitable activities was £185,314 (2019: £191,497) of which £79,337 was unrestricted or designated (2019: £71,690) and £105,977 was restricted (2019: £119,807)

## 11 Fees for examination of the accounts

	2020 £	2019 £
Independent examiner's fees for reporting on the accounts	924	882
	<u><b>924</b></u>	<u>882</u>

There were no other fees paid to the examiner (2019: £nil)

## 12 Analysis of staff costs and the cost of key management personnel

	2020 £	2019 £
Salaries and wages	<b>106,323</b>	<b>87,757</b>
Pension costs (defined contribution pension plan)	<b>2,060</b>	<b>1,493</b>
	<u><b>108,383</b></u>	<u>89,250</u>

No employee received remuneration above £60,000 (2019: nil)

The key management personnel of the charity, comprise the trustees and the 4 full time management staff; Operations Manager, Volunteer Coordinator, STEM Engagement and Clubs Manager and Communications & Impact Measurement Manager. The total benefits of the key management personnel of the charity were £69,085.

## 13 Staff numbers

The average monthly head count was 7 staff (2019: 6 staff) and the average monthly number of full-time equivalent employees during the year were as follows:

	2020 Number	2019 Number
The parts of the charity in which the employee's work		
Charitable activities	<b>4.0</b>	4.0
	<u><b>4.0</b></u>	<u>4.0</u>

## SUCCESS4ALL CIO

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

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#### 14 Transactions with trustees

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

##### Trustees' expenses

No trustee expenses have been incurred in the year.

##### Transaction(s) with related parties

The following detail the related party transactions in the reporting period.

Name of the trustee or related party	Relationship to charity	Description of the	Amount £
Operational Manager Adebisola Monique Afolabi	Is the daughter of Trustee Caroline Afolabi-Deleu	Employee of the charity	27,000

Adebisola Monique Afolabi, an operational manager for Suceess4all, is the daughter of trustee Caroline Afolabi-Deleu.

The trustees have made reference to the charities conflict of interest policy to prevent a conflict of interest from affecting the relevant decision making processes. The legal authority is the charitable companies Articles.

#### 15 Defined contribution pension scheme

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 employer's pension costs represent contributions payable by the charity to the fund and amount to £2,060 (2019: £1,493). There was £nil outstanding as at 31 August 2020 (2019: £nil)

#### 16 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

# SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

	Motor Vehicle £	Office and computer equipment £	Total £
<b>17 Tangible fixed assets</b>			
<b>Cost</b>			
Balance brought forward	32,200	14,485	<b>46,684</b>
Additions	-	-	-
Disposals	-	-	-
<b>Balance carried forward</b>	<b>32,200</b>	<b>14,485</b>	<b>46,684</b>
<b>Depreciation</b>			
Basis		SL	
Rate		25%	
Balance brought forward	10,626	13,810	<b>24,436</b>
Depreciation charge for year	10,733	674	<b>11,408</b>
Disposals	-	-	-
<b>Balance carried forward</b>	<b>21,359</b>	<b>14,485</b>	<b>35,844</b>
<b>Net book value</b>			
<b>Brought forward</b>	<b>21,574</b>	<b>674</b>	<b>22,248</b>
<b>Carried forward</b>	<b>10,840</b>	<b>-</b>	<b>10,840</b>
<b>18 Debtors and prepayments (receivable within 1 year)</b>			
	<b>2020 £</b>	<b>2019 £</b>	
Trade Debtors	<b>1,547</b>	7,564	
Accrued income	<b>10,773</b>	16,107	
	<b>12,320</b>	<b>23,671</b>	
<b>19 Cash at bank and in hand</b>			
	<b>2020 £</b>	<b>2019 £</b>	
Santander account 1	<b>32,518</b>	22,631	
Santander account 2	<b>35,916</b>	6,040	
Cash in hand	<b>630</b>	229	
	<b>69,065</b>	<b>28,900</b>	



## SUCCESS4ALL CIO

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

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#### 20 Creditors and accruals (payable within 1 year)

	2020 £	2019 £
Trade creditors	2,338	1,734
Other creditors	1,526	48
Accruals		
Independent examination of accounts	924	1,722
Other accruals	840	8,471
Deferred income		
Karbon Home Grant	2,000	-
RISE North East	3,210	-
National Lottery Awards for All	9,880	-
	<u>20,719</u>	<u>11,974</u>

#### 21 Deferred income

Deferred income comprises of advance payments from grants that relate to future periods

	2020 £
Balance brought forward	-
Amount released to income earned from charitable activities	-
Amount deferred in year	15,090
Balance carried forward	<u>15,090</u>

#### 22 Events after the end of the reporting period

No events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

# SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

### 23 Analysis of charitable funds

#### Analysis of movements in unrestricted funds

For the year ended 31 August 2020

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
<b>Unrestricted funds</b>					
General unrestricted fund	50,345	67,436	( 79,337 )	-	<b>38,444</b>
<b>Totals</b>	<b>50,345</b>	<b>67,436</b>	<b>( 79,337 )</b>	<b>-</b>	<b>38,444</b>

For the year ended 31 August 2019

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
<b>Unrestricted funds</b>					
General unrestricted fund	26,372	93,239	( 71,690 )	2,424	<b>50,345</b>
<b>Totals</b>	<b>26,372</b>	<b>93,239</b>	<b>( 71,690 )</b>	<b>2,424</b>	<b>50,345</b>

#### Purpose of unrestricted funds

General unrestricted fund      The 'free reserves' of the charity

#### Analysis of movement in restricted funds

For the year ended 31 August 2020

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
<b>Restricted funds</b>					
Community Foundation	-	9,010	( 9,010 )	-	-
Discretionary Business Grant	-	5,000	( 3,270 )	-	<b>1,730</b>
European Project	-	11,014	( 11,014 )	-	-
Institute of Physics	-	1,000	( 1,000 )	-	-
Muckle	-	5,000	( 5,000 )	-	-
Newcastle City Council	-	25,614	( 25,614 )	-	-
Reece Foundation	-	40,000	( 22,000 )	-	<b>18,000</b>
Royal Society of Chemistry	-	4,672	( 4,672 )	-	-
Streetgames	-	230	( 230 )	-	-
VCSE Resilience Fund	-	16,000	( 2,667 )	-	<b>13,333</b>
Well Newcastle Gateshead Art Fund	-	9,000	( 9,000 )	-	-
Guy Readman	10,000	-	( 10,000 )	-	-
WSP Foundation	2,500	-	( 2,500 )	-	-
<b>Totals</b>	<b>12,500</b>	<b>126,540</b>	<b>( 105,977 )</b>	<b>-</b>	<b>33,062</b>

# SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

### 23 Analysis of charitable funds (continued)

For the year ended 31 August 2019

	Fund balances brought forward	Incoming resources	Resources expended	Transfers	Fund balances carried forward
	£	£	£	£	£
<b>Restricted funds</b>					
Reece Foundation	17,550	20,000	( 37,550 )	-	( 0 )
EU Funding	-	13,452	( 13,452 )	-	-
Watson Family Charitable Trust	-	7,000	( 7,000 )	-	-
Hays Travel	-	5,050	( 3,626 )	( 1,424 )	-
Community Foundation	-	24,481	( 24,481 )	-	-
Guy Readman	-	20,000	( 10,000 )	-	10,000
BSBT Project	-	7,478	( 7,478 )	-	-
Streetgames	-	13,420	( 13,420 )	-	-
Other small grants	-	6,300	( 2,800 )	( 1,000 )	2,500
<b>Totals</b>	<b>17,550</b>	<b>117,181</b>	<b>( 119,807 )</b>	<b>( 2,424 )</b>	<b>12,499</b>

### Purpose of restricted funds

Restricted funds represent income resources used for a specific purpose within the charity as identified by the donor.

Reece Foundation	Funds to support sessional costs and operational costs of the charity
European Project	Funding to run the volunteer project
Watson Family Charitable Trust	Funding to renovate the learning bus
Hays Travel	Funding to renovate the learning bus
Community Foundation	Funding for transport, sessional workers and project staff
Guy Readman	Funding for core salaries and to support the new learning hub
BSBT Project	Funding for transport, sessional workers and project staff
Streetgames	Funding for Summer programmes
Discretionary Business Grant	Funding for core costs
Institute of Physics	Summer STEM activity kits
Muckle	Funding for volunteer recruitment, training and accreditation costs
Newcastle City Council	Funding for Learning Hubs and Clubs, salaries and PlayInNewcastle
Royal Society of Chemistry	Develop 2 chemistry-based STEM challenges
VCSE Resilience Fund	Funding for salaries, develop and trial online, marketing
Well Newcastle Gateshead Art Fund	Summer STEM activity kits
WSP Foundation	Funding for renovating the learning bus, the website, volunteer project and

Transfers between funds	Reason for transfer	Amount £
Between unrestricted and restricted funds	Restricted funds allocated to unrestricted capital purchases for Learning Bus	2,424

### 24 Capital commitments

As at 31 August 2020, the charity had no capital commitments (2019 -£nil)

## SUCCESS4ALL CIO

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

#### 25 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Tangible fixed assets	10,840	-	<b>10,840</b>
Cash at bank and in hand	36,002	33,062	<b>69,065</b>
Other net current assets/(liabilities)	( 8,399 )	-	<b>( 8,399 )</b>
	<b>38,444</b>	<b>33,062</b>	<b>71,506</b>

	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Tangible fixed assets	22,248	-	<b>22,248</b>
Cash at bank and in hand	16,401	12,500	<b>28,900</b>
Other net current assets/(liabilities)	11,697	-	<b>11,697</b>
	<b>50,345</b>	<b>12,500</b>	<b>62,845</b>

#### 26 Guarantee

There have been no guarantees given by the charity at 31 August 2020.

#### 27 Debt

There is no debt outstanding which is owed by the charity and which is secured by an excess charge on any of the assets of the charity at 31 August 2020.

#### 28 Governing document

The organisation is a Charitable Incorporated Organisation - Foundation registered on 09 May 2016 as a body corporate under part 11 of the Charities Act 2011.