



# SUCCESS 4 ALL



SUCCESS4ALL CIO, CARNEGIE BUILDING, ATKINSON ROAD, NEWCASTLE, NE4 8XS  
TEL: 0191 2732229 EMAIL: [INFO@S4A.ORG.UK](mailto:INFO@S4A.ORG.UK)  
REGISTERED CHARITY NO: 1167004



SUCCESS4ALL CIO

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 AUGUST 2023

**Essell**  
ACCOUNTANTS LTD

29 Howard Street North  
Shields  
Tyne and Wear NE30  
1AR

Tel : 0191 259 2743 Fax : 0191 257 2249  
E-mail : [info@essell.co.uk](mailto:info@essell.co.uk)  
Ref: ACR/3441

SUCCESS4ALL CIO

FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

CONTENTS

Report of the Trustees	Page 1 - 26
Report of the Independent Examiner	Page 27
Statement of Financial Activities	Page 28
Balance Sheet	Page 29
Notes to the Financial Statements	Page 30 - 40

The Appendix do not form part of the Statutory Financial Statements

Prepared by Essell Accountants Limited

29 Howard Street  
North Shields NE30 1AR  
Tel: 0191 259 2743 : Fax 0191 257 2249  
E-mail: [info@essell.co.uk](mailto:info@essell.co.uk)  
Ref: ACR/3441

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 August 2023.

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 2019).

#### Chair Forward 2022/23

As I reflect over September 2022 to August 2023, it brings me immense pride to present the annual accounts for Success4All. Myself and the team remain dedicated to enhancing the educational prospects of children and young individuals living in disadvantaged areas of the North East of England. Throughout this past year, our commitment to fostering a brighter future for children and young people of our community has remained resolute. Despite the challenges posed by an ever-changing landscape, our unwavering determination has propelled us forward, enabling us to reach new heights in our mission.

I am delighted to report that thanks to the dedication of our team, the generosity of our supporters, and the tireless efforts of volunteers, we have made significant strides in advancing our cause. Through a myriad of initiatives and services, we have continued to provide vital support to those in need, ensuring that no child or young person is left behind in their pursuit of education. From facilitating access to essential learning resources to offering tailored mentoring and guidance, our charity has served as a beacon of hope and opportunity for countless individuals. The impact of our endeavours reverberates throughout our community, enriching lives and empowering future generations to reach their full potential.

As we navigate the challenges and opportunities that lie ahead, I extend my deepest gratitude to all who have contributed to our success. Together, we have demonstrated the transformative power of collective action, reaffirming our unwavering commitment to building a brighter, more inclusive future for all. At this present time of writing, we are facing a significant loss of funds. However, we are working with all stakeholders and trusted funders to bridge this difficult period. With heartfelt appreciation,

Caroline Afolabi-Deleu






Chair of Trustees




	<b>SUCCESS 4 ALL</b>	
	<b>CONTENTS</b>	
	Foreward	4
	About Us	6
	Mission Statement	7
	Our Values	9
	The Three Es	11
	Priorities for 2023/24	12
	Our Services	13
	Facilitators	15
	STEM & Clubs	17
	Learning Hubs	19
	Online Tutoring	21
	School Holiday Clubs	23
	Summer School 2022	25
	February Half Term Family Trips	26
	Spring Holiday Family Trips	28
	Modern Foreign Languages	33
	English as an Additional Language	35
	Volunteers	36
	STAND4	39
	Youth Advisory Board	41
	Partners & Supporters	42



 <b>SUCCESS 4 ALL</b>	
<b>FOREWARD</b>	
<b>BUSOLA AFOLABI, DIRECTOR</b>	
<p>Reflecting on our achievements over the past year, I am honoured to present our 2022/23 Impact Report.</p> <p>This year has been marked by resilience, adaptability, and unwavering dedication to our mission of preparing children and young people for a brighter future.</p> <p>I am proud that, as a team, we have been steadfast in our commitment to breaking down barriers and ensuring that every child has the opportunity to succeed, regardless of their socio-economic circumstances. As outlined in a recent report by the Sutton Trust, the impact of inadequate school funding, uneven access to quality teaching, and disparities in access to private tutoring have profoundly widened the education gap. The stark reality of the attainment gap is ever present, and continues to grow for children from less advantaged homes.</p> <p>Through our innovative programs and tireless efforts, we have made significant strides in addressing the root causes of the attainment gap and providing support to those who need it most.</p> <p>Providing access to tutoring and mentoring support ensures that children receive the help they need to excel in school. Our team has continued to facilitate this, alongside providing a range of services designed to engage, equip &amp; empower our children, young people, their families and communities.</p>	<p>As we celebrate the achievements of the past year, we also recognise the challenges that lie ahead.</p> <p>The rising cost of living and threats to discontinue the National Tutoring Programme impose massive financial strains on families and pose a significant threat to our efforts to narrow the attainment gap. However, we remain resolute in our commitment to continue providing our tailored services and initiatives to empower learners to embrace a growth mindset and pursue their aspirations with confidence and determination.</p> <p>I would like to extend my heartfelt gratitude to our dedicated team of staff, volunteers, partners, and supporters who have made our achievements possible. Your unwavering support and commitment to Success4All continue to inspire me every day and remind me of the profound impact we can achieve when we come together with a shared purpose.</p> <p>Together, we will continue to fight for educational equity and ensure that every child, regardless of their circumstances, has the opportunity to realise their full potential.</p> <p>With gratitude,</p> <p>          Director of Success4All</p>





 **SUCCESS 4 ALL**

## IN 2022/23, WE HAVE:




Our Learning Hubs, Youth Groups, and Clubs have continued to provide safe and supportive environments for children and young people to learn, grow, and thrive. By embracing the power of play and fostering a sense of belonging within our community, we have created opportunities for meaningful connections and lasting impact.





Working hand-in-hand with our communities, we've empowered them with the confidence and skills needed to drive positive change in themselves. We have witnessed the transformative power of community-driven initiatives and the profound impact they have on educational outcomes.



Success4All serves as a springboard to success for countless children and young people, igniting curiosity, instilling self-belief, and unlocking their potential.

 **SUCCESS 4 ALL**

## ABOUT US

Success4All is a North East educational charity preparing children and young people for a brighter future.

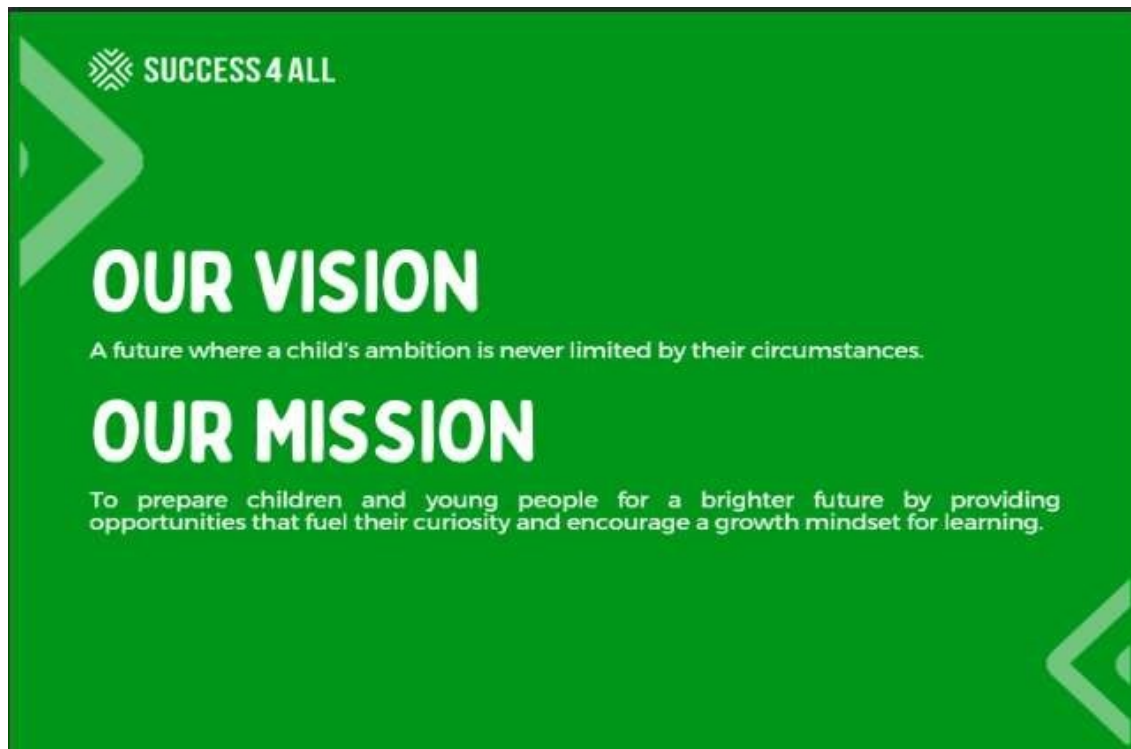
Since our inception in 2006 by Caroline Afolabi-Deleu, Success4All has continued to work tirelessly to build a future where a child's ambitions are never limited by their circumstances.


Thanks to the generosity and goodwill of over 1,900 volunteers and funders who share our vision, Success4All has supported over 13,150 children and young people from the North East across all our services, which include:

- Tutoring & homework support
- STEM outreach
- Language outreach
- Youth groups
- Holiday & afterschool clubs





 **SUCCESS4ALL**

# OUR VISION

A future where a child's ambition is never limited by their circumstances.

# OUR MISSION

To prepare children and young people for a brighter future by providing opportunities that fuel their curiosity and encourage a growth mindset for learning.



 **SUCCESS4ALL**

**"EVERYONE AT SUCCESS4ALL GENUINELY CARES ABOUT MAKING A DIFFERENCE. EVERYONE IS ALWAYS WILLING TO GO THE EXTRA MILE NOT ONLY FOR THE CHILDREN & FAMILIES BUT FOR ONE ANOTHER TOO." SUCCESS4ALL STAFF**

A woman with glasses and a grey hoodie is smiling and holding a small object, possibly a pencil or stick, near a young boy. The boy is looking at the camera and holding a pencil in his mouth. They are in a classroom setting with posters on the wall.

**SUCCESS 4 ALL**

# OUR VALUES

OUR VALUES ARE BELIEFS WHICH WE HOLD VERY TIGHTLY

**WE CARE** Our people work at Success4All because they care about fighting educational inequality and reducing the attainment gap. They know that inequality threatens long-term socio-economic development, worsens health outcomes and destroys one's sense of self-worth. We're driven to fight for change because we care.

**WE'RE ALWAYS LEARNING** We value growth and learning, not only genius and talent, because every day is a school day - for all of us. We seek out opportunities to learn, grow and try until we achieve what we are after.

**WE'RE PASSIONATE** Passion is what led us here and what drives us to achieve our mission. This passion not only propels us forward on our best days, it's what amps us up on the days things get rough. Our passion means that we can embrace the challenges, overcome adversity and continue to fight for every child to succeed because it truly matters.

**WE'RE A COMMUNITY** Community to us means being part of something greater than one's self. It means belonging and knowing that when you need a shoulder to lean on there will always be someone. Through its nurturing, supportive and uplifting nature, our community has the power to transform the trajectory of anyone's life, and we're proud of that.

**WE'RE PLAYFUL** It's no secret that play is how we learn, thrive, build relationships and make memories. So for us, being purposely playful and having fun is a no-brainer.

**SUCCESS 4 ALL**

**"IN A GROWTH MINDSET, PEOPLE BELIEVE THAT THEIR MOST BASIC ABILITIES CAN BE DEVELOPED THROUGH DEDICATION AND HARD WORK—BRAINS AND TALENT ARE JUST THE STARTING POINT. THIS VIEW CREATES A LOVE OF LEARNING AND A RESILIENCE THAT IS ESSENTIAL FOR GREAT ACCOMPLISHMENT."**


**CAROL DWECK**



**SUCCESS 4 ALL**

# THE THREE Es

OUR VISION IS FOR A FUTURE WHERE A CHILD'S AMBITION IS NEVER LIMITED BY THEIR CIRCUMSTANCES. IN SHORT, WE DON'T WANT A CHILD TO BE LEFT BEHIND BECAUSE OF A LACK OF MONEY. We work towards this vision through our approach to engage, equip and empower children and young people for a brighter future by providing opportunities that fuel their curiosity and encourage a growth mindset for learning.



**ENGAGE**

Who said that learning had to be boring? We make our services intrinsically motivating, relevant & fun. That's why we value being playful. Play unlocks curiosity and makes room for mistakes and innovation.

Using the strengths of our community and the passions of our team, we seek to engage learners to find their own passion for learning.

**EQUIP**

We see ourselves as a springboard to success. We create opportunities that ignite curiosity and instil self-belief, as we know these magic ingredients are what make it possible for dreams to be realised.

**EMPOWER**

Local families can provide invaluable insight as to the best way to address the structural inequalities that their own communities face. Therefore, empowering local communities with the confidence and skills needed and providing them with a platform to make change is key to our mission. The power of local leads to sustainable growth and greater equality.

**SUCCESS 4 ALL**

# PRIORITIES FOR 2023/24

AFTER CONSULTATION WITH OUR CORE STAKEHOLDERS, SUCCESS4ALL'S CURRENT STRATEGIC PRIORITY IS FOCUSING ON:



**IGNITION**

Providing meaningful opportunities for children and young people that fuel their curiosity, ignite a passion for learning and encourage a growth mindset for their future.

**SUPPORT SYSTEM**

Equipping parents and guardians with a trusted support system around their child's educational needs.

**BRIDGING THE GAP**

Supporting schools and communities to enhance the educational opportunities they provide.



**SUCCESS 4 ALL**

# OUR SERVICES

FOR OVER A DECADE, SUCCESS4ALL'S SERVICES HAVE EBBED AND FLOWED TO SUIT THE NEEDS OF THE DIVERSE COMMUNITIES WE SERVE. THROUGHOUT, WE HAVE REMAINED TRUE TO OUR MISSION OF PREPARING CHILDREN AND YOUNG PEOPLE FOR A BRIGHTER FUTURE.

The services we provide are designed to address the unequal distribution of and access to opportunities for our three main stakeholders: children and young people (CYP), parents/guardians, and community centres & schools.

All of Success4All's services have and will continue to support the educational and personal development of children and young people living in the most disadvantaged areas of the North East of England.

**IGNITION**

LEARNING HUBS  
YOUTH GROUPS  
CLUBS

**SUPPORT SYSTEM**

HOLIDAY CLUBS  
WORKSHOPS AND SEMINARS  
SCHOOL MEDIATION AND ADVOCACY

**BRIDGING THE GAP**

VOLUNTEERING  
AQA AND COPE ACCREDITATIONS  
EAL LEARNING SUPPORT  
MODERN FOREIGN LANGUAGES  
STEM CHALLENGES




**SUCCESS 4 ALL**



**"SHE HAS LOVED ALL HER TUTOR SESSIONS AND I'VE NOTICED THEY HAVE HELPED HER A LOT AND SHE IS MUCH MORE CONFIDENT, ESPECIALLY IN ALL THINGS MATHEMATICAL." PARENT**





**SUCCESS 4 ALL**

# FACILITATORS

WE LIKE TO SEE OURSELVES AS FACILITATORS FOR OUR STAKEHOLDERS. HOWEVER, SUCCESS4ALL AS A CHARITY ALSO NEEDS PEOPLE AND FRAMEWORKS TO SUPPORT OUR MISSION.

To meet our mission, we need:

- 1** A STRONG BOARD THAT SUPPORTS WITH STRATEGIC PLANNING AND GOOD CHARITY GOVERNANCE
- 2** A STRONG IMPACT FRAMEWORK THAT ALIGNS WITH OUR THEORY OF CHANGE ALLOWING FOR INNOVATIVE, TRANSPARENT AND EFFICIENT DATA DRIVEN DECISIONS
- 3** A WELL-CONSTRUCTED COMMUNICATION AND MARKETING STRATEGY TO INCREASE AWARENESS OF SUCCESS4ALL, OUR MISSION AND OUR SERVICES
- 4** A STRONG SENIOR LEADERSHIP TEAM, FOR EACH SERVICE DEPARTMENT, THAT IS FOCUSED, INCLUSIVE AND FORWARD-LOOKING
- 5** ROBUST WORKFLOW PROCESSES THAT SUPPORT GOOD INTER-DEPARTMENT COMMUNICATION AND COMMUNICATION WITH THE BOARD
- 6** A WELL-CRAFTED FUNDRAISING STRATEGY THAT SUPPORTS OUR WORKFLOW PROCESSES AND ALLOWS THE ORGANISATION TO MEET OUR STRATEGIC AIMS



**SUCCESS 4 ALL**

"IT [THE STEM CHALLENGE] WAS REALLY FUN AND I LOOK FORWARD TO IT EVERY WEEK. MY FAVOURITE THING WAS WHEN WE MADE THE RECYCLING PAPER IT WAS REALLY FUN." YOUNG PERSON

**SUCCESS 4 ALL**

# STEM & CLUBS

**29 SCHOOLS  
50 PROJECTS  
443 HOURS OF DELIVERY  
2,337 CHILDREN & YOUNG PEOPLE**

**WE USE ENQUIRY-BASED LEARNING TO FACILITATE OPPORTUNITIES FOR CHILDREN TO EXPLORE AND INVESTIGATE SOLUTIONS FOR THEMSELVES.**

We believe it can be a hugely positive and powerful way to learn about science if the children feel like they are the ones who figured out the problem and made their own connections - to experience being a scientist.

Our STEM Engagement programme includes working with primary schools to deliver:

- 6-WEEK STEM CHALLENGE PROJECTS FOR KS2 CLASSES**
- 5-WEEK MINI STEM CHALLENGE PROJECTS FOR KS1 CLASSES**
- ONE-OFF STEM WORKSHOPS TO CELEBRATE STEM THEMED WEEKS ON AND OFF OUR LEARNING BUS**

This academic year, we have delivered 50 STEM projects, 354 individual sessions and 443 hours of workshops to children and young people in the North East.

The trust we have built with schools over the past 6 years has led to teachers recommending us to many other schools in the local area as well as rebookings.

This year, we've also launched new STEM Challenges and offered free STEM Challenges to schools that haven't tried one before, kindly funded by the Community Foundation and The Ogden Trust.

The Challenges launched include:

- New KS2 Space STEM Challenge.
- 3 new KS1 mini STEM Challenge projects covering the Materials, Humans and Plants topics.

**SUCCESS 4 ALL**

# STEM CHALLENGE

Our STEM Challenges are a series of practical investigation workshops which our team deliver to pupils in the classroom. The sessions lead children and young people to explore "real-world" challenges and develop problem-solving, teamwork and communication skills. We also facilitate opportunities for children to meet people working on those 'challenges' in leading North East STEM industries. This allows children to discover that the problems and challenges they encountered in their projects are also faced by those in STEM jobs - people like them.

## CURIOSITY HUBS, CODE CLUB AND OUTREACH WORKSHOPS

Our community clubs offer children and young people the chance to explore, experiment, collaborate, make and play whilst learning about things they may not encounter or learn practically at school. Our clubs cover many STEM topics as well as other interests of the children and young people.

## LEARNING BUS

Our Learning Bus is a multi-functional mobile learning space, enabling us to bring our fun, hands-on, inquiry-based activities directly to children, young people and families. Our bus visits community centres, schools and local parks, but more importantly is pivotal in sparking excitement and establishing relationships for creating long-lasting services and support for families in less affluent areas in the North East.



**SUCCESS 4 ALL**

## STEM SUCCESS

IT IS EVIDENT FROM THIS FEEDBACK THAT THE STEM CHALLENGE WAS A POSITIVE EXPERIENCE FOR THE PUPILS THAT TOOK PART, AND THAT THEY HAVE ENGAGED POSITIVELY WITH SCIENCE.

Engage, equip, inspire and excite children and young people with STEM subjects with a real-life example of how STEM contributes to the world around them.

Families involved and inspired with STEM through after-school clubs and Learning Bus events. This would lead to parents having positive views of STEM and encouraging STEM careers for their children. A positive view of STEM in the community.

Teachers participate in fun, practical, enquiry-based learning with their pupils and are supported in aspects of the curriculum that they find difficult to teach practically. Teachers will have a wider and more positive view of STEM learning and STEM careers.

"It was amazing and fun and it helps me on the science we do in school and I wish we could do it every day!"

A parent and child discussed why they had a 'skills builder' sticker. The child told their parent about their creativity skills when making marble runs. "I love it when he comes to your club, he gets so much out of it"

The STEM Challenge workshop exceeded my expectations - it was so engaging, hands-on and very relatable to their everyday lives. To see the process right through - from discussing what recycling is and its importance, to actually designing and making their own recycling machine and seeing a factory in real life. An exceptionally well delivered STEM workshop which both challenges and inspires the children."

**happy**

independent, creative, powerful, great, nice, smart, hard working, int, curious, okay, nervous, proud, joyful, confident, weird, excited, concentrated, bored, inspired, scientist, good




**SUCCESS 4 ALL**



"SUCCESS4ALL HAS HELPED ME WITH MY KNOWLEDGE AND TRYING TO ADAPT TO THE NEW COUNTRY I HAD JUST MOVED TO. NOW, I THINK I HAVE A GOOD EDUCATION. I HAVE ENJOYED MEETING NEW PEOPLE AND INTERACTING WITH TUTORS. I HAVE LEARNED LOTS OF THINGS I DID NOT HAVE KNOWLEDGE OF BEFORE."

LEARNING HUB YOUNG LEARNER



**SUCCESS 4 ALL**

# LEARNING HUBS

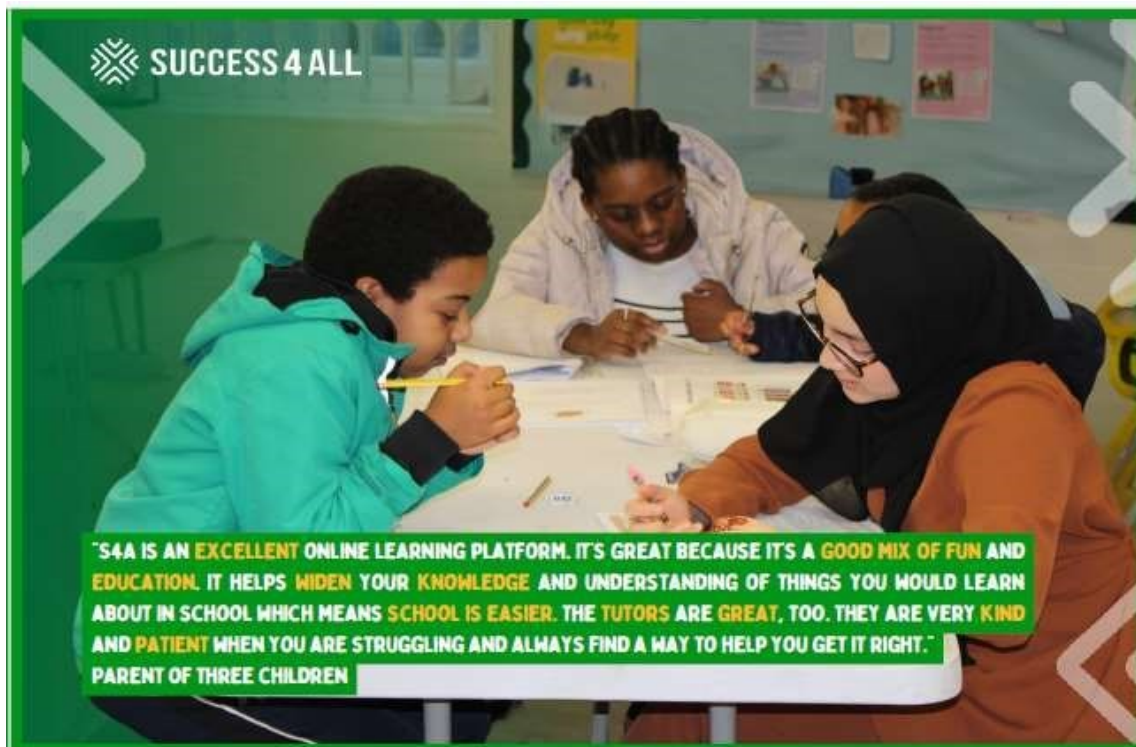
**29 YOUNG LEARNERS**  
**35 VOLUNTEERS**  
**41 LEARNING HUB SESSIONS**

As an educational charity, we firmly believe that having access to good quality education remains one of the most effective ways of improving social mobility and tackling inequality. While academic performance is not the only marker for success, it is an essential tool that can help young people achieve their full potential.

Our Learning Hubs are safe, supportive, and nurturing spaces where children and young people can thrive. Here, they are engaged, equipped, and empowered by volunteer tutor befrienders. Our Hubs are not just places of learning: they are vibrant communities where children access crucial resources, receive homework support, build confidence, and most importantly, have fun.

In 2022, we reopened our first in-person Learning Hub - running 2 sessions each week. It emulates the Learning Hubs we ran before lockdown, where we create a relaxed setting in which children and young people can receive support from a volunteer tutor with their homework, extra study practice, revision or exam guidance. The reopening of our Learning Hubs has been a huge success! We have supported 29 young learners with the support of 35 different volunteers across 41 Learning Hub sessions over the 2022/23 academic year.

Icons: SPACE (house), RESOURCES (book), MENTOR (hand), COMMUNITY (group of people).

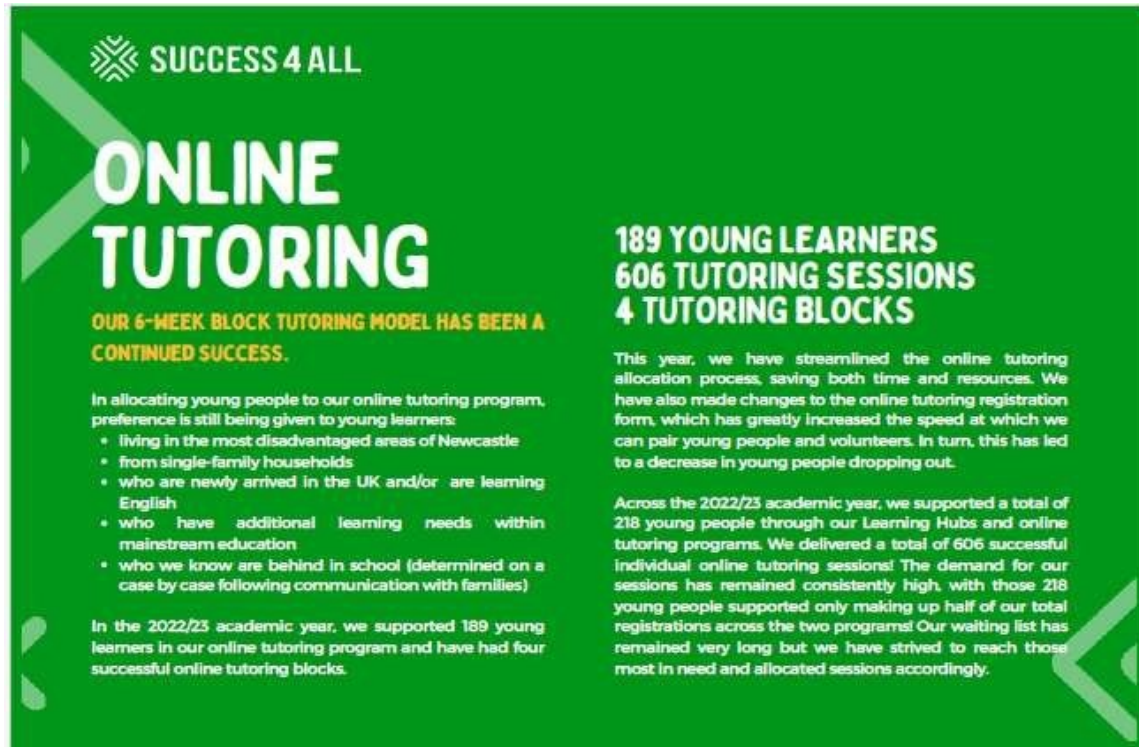


**SUCCESS 4 ALL**

"S4A IS AN EXCELLENT ONLINE LEARNING PLATFORM. IT'S GREAT BECAUSE IT'S A GOOD MIX OF FUN AND EDUCATION. IT HELPS WIDEN YOUR KNOWLEDGE AND UNDERSTANDING OF THINGS YOU WOULD LEARN ABOUT IN SCHOOL WHICH MEANS SCHOOL IS EASIER. THE TUTORS ARE GREAT, TOO. THEY ARE VERY KIND AND PATIENT WHEN YOU ARE STRUGGLING AND ALWAYS FIND A WAY TO HELP YOU GET IT RIGHT."

PARENT OF THREE CHILDREN





**SUCCESS4ALL**

# ONLINE TUTORING

**OUR 6-WEEK BLOCK TUTORING MODEL HAS BEEN A CONTINUED SUCCESS.**

In allocating young people to our online tutoring program, preference is still being given to young learners:

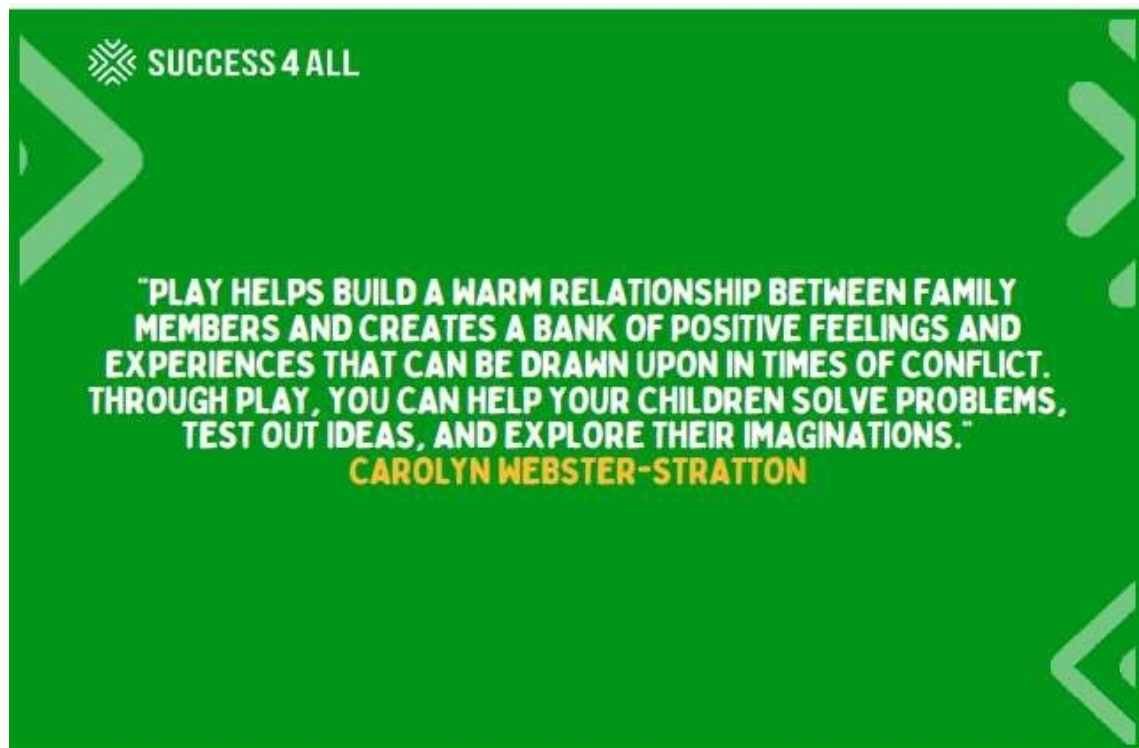
- living in the most disadvantaged areas of Newcastle
- from single-family households
- who are newly arrived in the UK and/or are learning English
- who have additional learning needs within mainstream education
- who we know are behind in school (determined on a case by case following communication with families)

In the 2022/23 academic year, we supported 189 young learners in our online tutoring program and have had four successful online tutoring blocks.

**189 YOUNG LEARNERS  
606 TUTORING SESSIONS  
4 TUTORING BLOCKS**

This year, we have streamlined the online tutoring allocation process, saving both time and resources. We have also made changes to the online tutoring registration form, which has greatly increased the speed at which we can pair young people and volunteers. In turn, this has led to a decrease in young people dropping out.

Across the 2022/23 academic year, we supported a total of 218 young people through our Learning Hubs and online tutoring programs. We delivered a total of 606 successful individual online tutoring sessions! The demand for our sessions has remained consistently high, with those 218 young people supported only making up half of our total registrations across the two programs! Our waiting list has remained very long but we have strived to reach those most in need and allocated sessions accordingly.



**SUCCESS4ALL**

**"PLAY HELPS BUILD A WARM RELATIONSHIP BETWEEN FAMILY MEMBERS AND CREATES A BANK OF POSITIVE FEELINGS AND EXPERIENCES THAT CAN BE DRAWN UPON IN TIMES OF CONFLICT. THROUGH PLAY, YOU CAN HELP YOUR CHILDREN SOLVE PROBLEMS, TEST OUT IDEAS, AND EXPLORE THEIR IMAGINATIONS."**

**CAROLYN WEBSTER-STRATTON**

 **SUCCESS 4 ALL**

# SCHOOL HOLIDAY CLUBS

IN THE 2022/23 ACADEMIC YEAR, WE DELIVERED THE FOLLOWING SCHOOL HOLIDAY CLUBS:



SUMMER SCHOOL 2022



FEBRUARY HALF TERM FAMILY TRIPS



SPRING HOLIDAY FAMILY TRIPS

 **SUCCESS 4 ALL**

# SUMMER SCHOOL

With funding, we ran 3 separate 1-week, full day (8:30am to 3:30pm) Summer Schools. We provided 127 CYP aged 5 to 16 with breakfast and lunch. Over the Summer, they were introduced to different practical coping strategies, equipping them with the knowledge of how to support their own wellbeing. Each morning, they took a trip to Gibside for team games and walks. After lunch, their afternoon was filled with practical and fun STEM project-based challenges, allowing them to develop their 21st Century skills.









**"YOU DELIVERED ANOTHER GREAT PROGRAMME AND THE FACT IT WAS ONE WEEK MEANT THAT MORE KIDS COULD TAKE PART." PARENT**

**"I REALLY LIKED GOING TO THE PARK BECAUSE I HAD FUN PLAYING WITH EVERYONE." YOUNG PERSON**





## FEB HALF TERM FAMILY TRIPS

This was our first time taking families to some of Success4All's favourite places. All three trips have previously been included in our Summer and Spring Schools. Our three trips included: Gibside National Park, Beamish Museum and The Centre for Life.

When families were asked about what they enjoyed about the trips, the most prevalent comment was that they don't often get opportunities to spend time as a family discovering new places. A major impacting factor was parents not being able to drive, closely followed by that for many this was the parents' first time going to these places or on a family trip in general! Many guardians also mentioned that they enjoyed the community feeling and sense of belonging they experienced when making memories with others. They highlighted that it was refreshing to join their children on the trips and take part in the activities their children enjoy during our holiday programs, such as playing in the park and taking on the low ropes challenge at Gibside!

**29 FAMILIES**

Category	Count
5-5 YEAR OLDS	1
6-16 YEAR OLDS	18
17-18 YEAR OLDS	0
PARENTS/GUARDIANS	10



**SUCCESS 4 ALL**

# SPRING HOLIDAY FAMILY TRIPS

Following the pilot of our family trips in the February half term, we ran four successful Spring family trips. Our four trips were to: Alnwick Garden, Gibside Park, Beamish Museum and St Mary's Lighthouse.

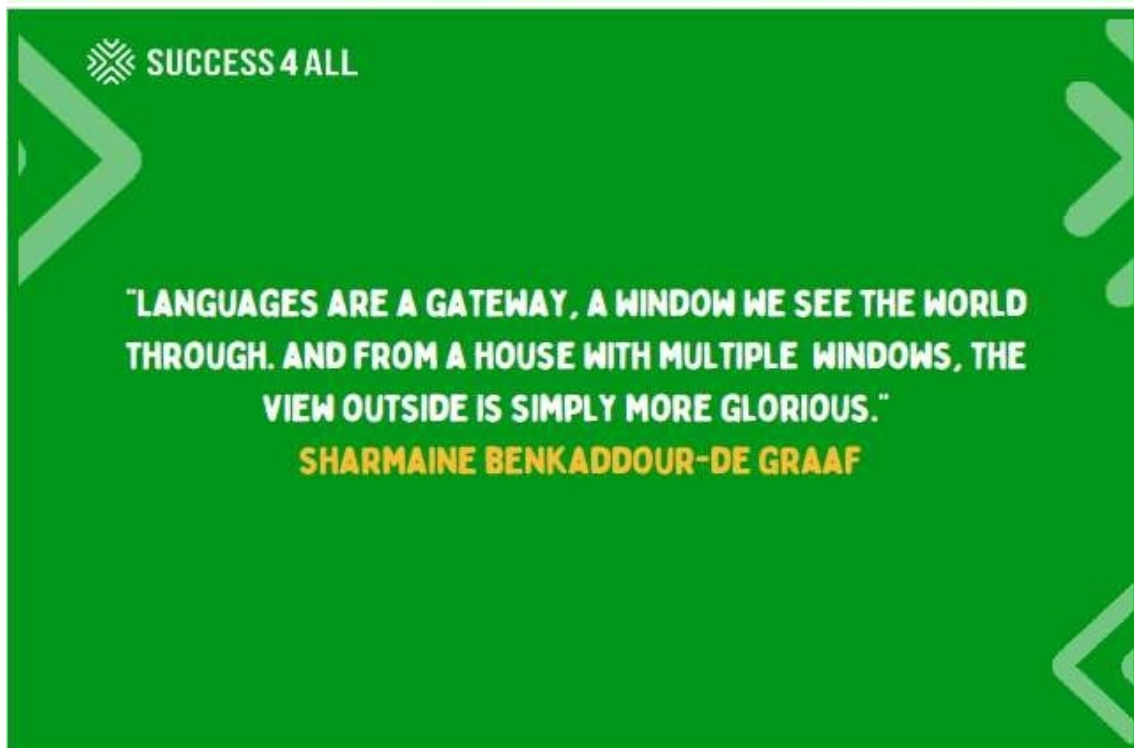
A total of 140 people attended our trips and 75% of the families who attended our trips resided in the NE4 area.

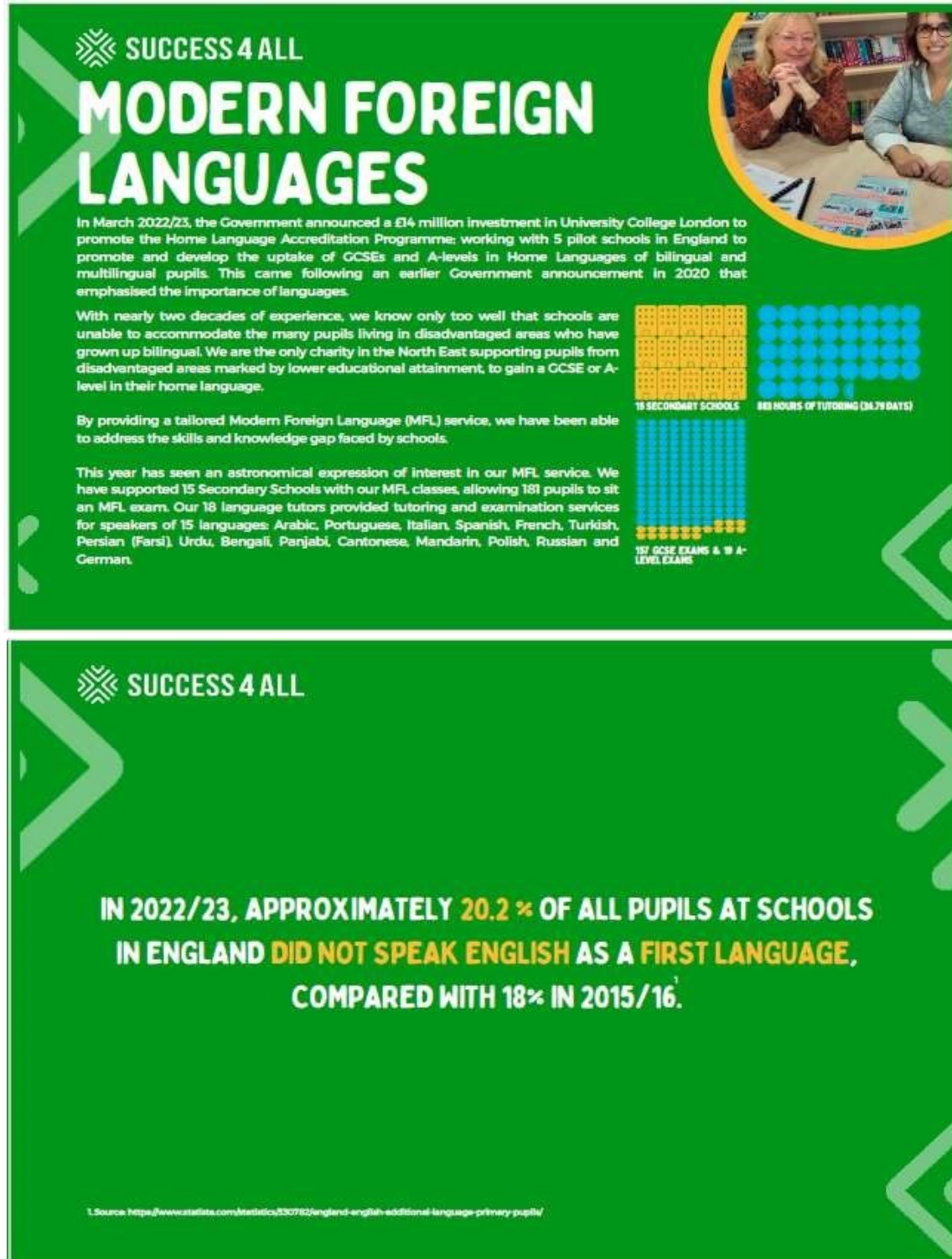
The most prevalent feedback comment from parents was that families don't often get opportunities like this and it was such a lovely day spending time with their children. The positive feedback received also included many comments about the wide variety of food choices available and how friendly the staff were.

**37 FAMILIES**


6-5 YEAR OLDS  
4-16 YEAR OLDS  
PARENTS/GUARDIANS









 **SUCCESS 4 ALL**

# ENGLISH AS AN ADDITIONAL LANGUAGE


**SINCE 2006, WE HAVE BEEN ENGAGING, EQUIPPING & EMPOWERING NEWLY ARRIVED CHILDREN AND YOUNG PEOPLE IN THE NORTH EAST.**


We have worked tirelessly to support both young people and their families in navigating the complexities of the English school system. Our English as Another Language (EAL) provisions have been instrumental in fostering academic success. Furthermore, we have provided invaluable support to young learners through homework support and exam preparation.

With our expertise, our team has developed an EAL-Peer Tutoring Programme. Our programme involves training students to become volunteer tutor-befrienders, embodying our commitment to 'Young People Learning From Each Other'. Volunteers participating in our programme have the opportunity to earn an AQA Level 3 and/or ASDAN accreditation, offering them tangible recognition for their dedication and contribution.

**2 SECONDARY SCHOOLS  
72 HOURS OF TUTORING  
22 EAL STUDENTS  
16 VOLUNTEERS**

**ALL NEWLY ARRIVED STUDENTS IMPROVED THEIR READING AGE**



 **SUCCESS 4 ALL**

# VOLUNTEERS

**OUR VOLUNTEER DEPARTMENT WITNESSED SOME EXCITING DEVELOPMENTS IN THE PERIOD JULY 2022 - AUGUST 2023.**

The creation of the Volunteer Social Committee marked a significant milestone, empowering young volunteers to shape the scheduling and content of our social events. This initiative not only fosters inclusivity but also strengthens community engagement. Additionally, our partnership with RGS (Royal Grammar School Newcastle) flourished. Success4All became an established volunteering partner and there has been enthusiastic support from the school in referring students for our volunteer opportunities. This collaboration enhances our outreach and impact.


What's more, the recruitment of our first Volunteer Admin Assistant was a resounding success. They integrated seamlessly into our team and their substantial skills and experience working within similar departments, coupled with an eagerness to contribute, have been invaluable.

Finally, the establishment of our first Volunteer CRM

system, which makes use of the integrated features of Monday.com is allowing us to continually streamline our volunteer onboarding and management processes without incurring additional costs.

**102 new volunteers** came on board and young volunteers remain at the core of Success4All in line with our ethos of 'Young People Learning From Each Other'. Direct messaging within the community and word of mouth continued to be effective marketing tools.

This year, we were able to build on our relations with the local Turkish community and take on a group of talented volunteers, many of whom had considerable experience teaching or working with children. There was also great retention of Summer school volunteers with some continuing to either take on the role of tutor-befriender (both in-person and online support), club supporter or EAL tutor-befriender.





**SUCCESS 4 ALL**

# VOLUNTEERS

**REASONS FOR VOLUNTEERING:**  
The most common answers:

- To familiarise themselves with working with children/gain working experience; to use time in a purposeful way/give back to improve communication skills.

**WHAT DID YOU ENJOY?**  
The most common answers:

- Teaching, trips & friendly team.

**WHAT SKILLS DO YOU FEEL YOU'VE GAINED?**  
Most common answers:

- Communication skills; team working skills; time management.

**HOW DO YOU FEEL YOUR VOLUNTEERING EXPERIENCE WILL HELP YOU IN FUTURE?**  
Most common answers:


- Building confidence and communication skills; developing 'soft skills'.

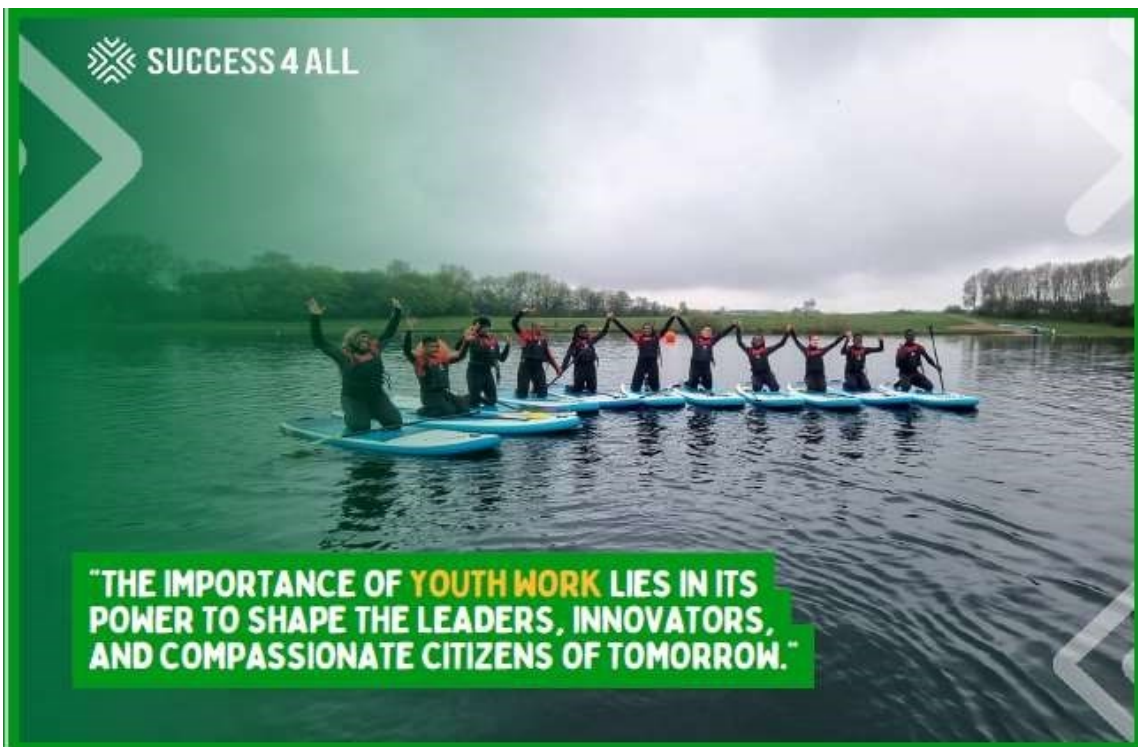
100% OF VOLUNTEERS SURVEYED SAID THEY WOULD RECOMMEND S4A

100% OF VOLUNTEERS SURVEYED SAID YES WHEN ASKED IF THEY HAD MET NEW PEOPLE

100% OF VOLUNTEERS SAID YES WHEN ASKED IF THEY HAD GAINED CONFIDENCE AFTER VOLUNTEERING




**SUCCESS 4 ALL**



**"THE IMPORTANCE OF YOUTH WORK LIES IN ITS POWER TO SHAPE THE LEADERS, INNOVATORS, AND COMPASSIONATE CITIZENS OF TOMORROW."**




**SUCCESS 4 ALL**




# STAND4

**STAND4 IS ONE OF THREE SUCCESS4ALL YOUTH GROUPS. THEY ARE A SOCIAL ACTION GROUP FOCUSED ON TACKLING AND RAISING AWARENESS OF ISSUES THAT MATTER TO THEM, THEIR PEERS AND THEIR COMMUNITY.**

Following funding from the Newcastle Youth Fund, Stand4 embarked on a big project to support young refugees and asylum seekers. Due to the absence of a consistent Youth Worker until November 2022, projects and attendance for the group slowed, meaning the focus was on increasing attendance by building upon the group's relationships and re-igniting their passion for social action! We ran introductory sessions, and the group decided to plan fun trips to meet new members and build team relationships. The group organised a bowling trip and hosted a pizza party at the office.

With attendance increasing and re-ignited passion for delivering their social action project to support young refugees and asylum seekers, Stand4 planned three

**1 PIZZA PARTY  
1 BOWLING TRIP  
3 WATER BASED ACTIVITIES  
2 SUCCESSFUL GRANTS  
55 STAND YOUTH SESSIONS**

water-based activities. This was the result of research they conducted, during which they discovered that many new arrivals never get the opportunity to explore spaces outside their imminent homes or get access to test out new sports.

The group went paddleboarding at the end of April, and have kayaking, swimming lessons and gorge-walking booked at the end of May and beginning of June respectively.

Next year, Stand4 will complete their Mental Health First Aid awareness training, which will allow them to complete an AQA accreditation.



**I JUST WANT TO SAY THANK YOU FOR GIVING US THE OPPORTUNITY TO MAKE OUR YOUTH MORE MEMORABLE AS I KNOW IT WON'T LAST FOREVER, AND THAT THIS TIME WE HAVE NOW IS REALLY PRECIOUS. I HOPE WE CAN DO THIS AGAIN! YOUNG PERSON**

**SUCCESS 4 ALL**

# YOUTH ADVISORY BOARD

After YAB spoke with school friends, they reported that secondary school pupils often don't have a place to go after school to revise and work on homework. They told us that our Learning Hubs are better suited for primary school pupils but that secondary school pupils needed a different structure. The group consulted the Success4All leadership team to design tailored revision spaces for secondary school pupils to support their revision for their GCSEs and A-levels.

This year, YAB worked with artist, Yllis Surriel as part of Northern Stage's 'Young Protesters', to produce a series of artwork. The group showcased their work at Northern Stage in early May. As part of the project, YAB took part in a public open event where they had;

- Written and recorded a song about protests with musician Hennibeli Sanders, which was available to listen to during the night
- Designed lino prints and posters, which were on display at the venue
- Featured in a small section of a short documentary highlighting the importance of the arts in protesting



**SUCCESS 4 ALL**

# PARTNERS & SUPPORTERS

**WE ARE SUPPORTED BY A DIVERSE RANGE OF FUNDERS, SUPPORTERS AND PASSIONATE INDIVIDUALS. MANY OF OUR SUPPORTERS HAVE FACILITATED SUCCESS4ALL'S GROWTH AND ALLOWED US TO KEEP RUNNING OUR VITAL COMMUNITY SERVICES.**

We would like to thank all our supporters, fellow community organisations and educational partners for their encouragement and commitment to our mission.

Atkinson Road Primary	George Stephenson Academy	Moorside Primary	Royal Grammar School	Thorp Academy
Barbour Foundation	Gosforth Academy	Mortimer Community College	Newcastle	Thorp Academy
Bart Cautler Foundation	Gosforth Park First	Muckle LLP	Sacred Heart Catholic High	Walbottle Academy
Benton Dene Primary	Guy Readman Foundation	National Heritage Fund	School	Walker Riverside Academy
Blakeslaw Community Centre	Hadrian Trust	NCS	St Bede's Catholic Primary	Wardley Primary
Bridgewater Primary	Hawthorn Primary	Newcastle City Council	St Cuthberts Catholic High	Wingrove Primary
Broadwood Primary	Hebburn Comprehensive School	Newcastle College	School	
Carsling Street Primary	High Spenn Primary	Newcastle High School for Girls	St John's Primary	
Carr Hill Primary	Highfield Middle	Newcastle University	St Joseph's Infant School Birtley	
Churchill Community College	Hammershott Academy	North East Futures UTC	St Joseph's Jarrow	
Community Foundation	Institute of Physics	North Fawdon Primary	St Joseph's Junior School Birtley	
Connected Voice	Jeumont Park Academy	Northbourne Youth Initiative	St Paul's Primary	
Cragside Primary	Kenton School	Northumbria University	StreetGames	
Dulais Comprehensive School	Larkspur Primary	Postleland High School	The Meadows	
Emmanuel College Gateshead	Longbenton High School	Quaker Foundation	The Ogden Trust	
English Martyrs' Catholic Primary	Marine Park Primary	Riverside Community Health	The REECE Foundation	
Excelor Academy	Milecastle Primary	Project at Carnegie Building	The Watson Family	
Front Street Primary	Milton Hall Fund	Riverside Primary	Charitable Fund	
Garfield Weston Foundation	Monkhouse Primary	Rowlands CBI Primary		

These are just some of the many organisations and individuals who make our work possible. We would like to thank all our supporters for their encouragement and commitment to our mission.



**SUCCESS4ALL**

ACCREDITED & PROUD MEMBERS OF

**ASDAN** **NCFE** **AQA** **Ofsted** **Fair Education Alliance**

**SUCCESS4ALL**

**FOR FURTHER DETAILS**

To learn more about Success4All, please visit:  
[www.s4a.org.uk](http://www.s4a.org.uk)

Registered Charity Number: 1167004

Success4all CIO  
Carnegie Building,  
Atkinson Rd,  
Newcastle upon Tyne  
NE4 8XS  
0191 273 2229

@S4ALEARNINGHUBS  
@SUCCESS4ALLCIO  
@S4ALEARNINGHUBSANDCLUBS

CIO REGISTERED IN ENGLAND. REGISTERED CHARITY NUMBER 1167004

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 Pastor John Ameobi Iqbal Syed Samantha Roberts John Quinn Rosemary Welch
Independent Examiner	Alex Robinson Essell Accountants Limited 29 Howard Street North Shields Tyne and Wear NE30 1AR
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.	

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 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 authorization 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 £266,681 (2022: £345,307).

The Statement of Financial Activities for the year ended 31 August 2023, shows a deficit across all funds of £63,507 (2022: surplus of £90235).

The Balance Sheet at 31 August 2023 shows total funds carried forward of £98,693 (2022: £162,200) of which there are £91387 unrestricted funds (2022: £104,964).

Reserves policy

Success4All CIO aims to maintain a level of free reserves over the years currently £98693, with the intent to be between £63,000 to £126,000, to 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. On 31 August 2023 reserves met this policy which the trustees believe to be prudent.

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.

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 04<sup>th</sup> June 2024

and signed on their behalf by:



Mrs Caroline Afolabi-Deleu Chair

## INDEPENDENT EXAMINER'S REPORT

## TO THE TRUSTEES OF SUCCESS4ALL CIO

I report on the financial statements of Success4all CIO for the year ended 31 August 2023 which are set out on pages 19 to 31

Respective Responsibilities of the 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 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 2011 Act).
- to follow the procedures laid down in the General Direction given by the Charity Commissioners (under section 145(5)(b) of the 2011 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 the General Directions given by the Charity Commission. That examination includes a review of the accounting records kept by the charity and a comparison of the accounts with those records. It also includes considering 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 matter has come to my attention 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.

Mr Alex Robinson FCCA  
Essell Accountants Limited  
29 Howard Street, North Shields, NE30 1AR Date :

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

		<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>Notes</u>	<u>Funds</u>	<u>Funds</u>	<u>2023</u>	<u>2022</u>
		<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Income from					
Donations and Legacies	6	4,196	0	4,196	17,140
Charitable Activities					
Grants and contracts	7	0	203,850	203,850	280,149
Other Trading Activities	8	58,192	0	58,192	47,946
Investments	9	443	0	443	71
 Total Income					
 <u>Expenditure on :</u>					
Charitable Activities					
Operation of the charity	10	149,655	180,533	330,188	255,072
Total Expenditure		<u>149,655</u>	<u>180,533</u>	<u>330,188</u>	<u>255,072</u>
Transfer between funds		<u>73,246</u>	<u>(73,246)</u>	<u>0</u>	<u>0</u>
Net Movement of Funds		(13,578)	(49,929)	(63,507)	90,235
 <u>Reconciliation of funds</u>					
Total funds brought forward		<u>104,964</u>	<u>57,235</u>	<u>162,200</u>	<u>71,965</u>
Total Funds Carried forward		<u><u>91,387</u></u>	<u><u>7,306</u></u>	<u><u>98,693</u></u>	<u><u>162,200</u></u>

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 21 to 31 form an integral part of these accounts.



## SUCCESS4ALL CIO

## BALANCE SHEET AS AT

31 AUGUST 2023

	<u>Notes</u>	2023	2022
		£	£
FIXED ASSETS			
Tangible Assets	16	2,353	0
CURRENT ASSETS			
Debtors	17	41,478	21,688
Cash at Bank and in Hand	18	83,139	<u>156,368</u>
		<u>124,617</u>	<u>178,056</u>
CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR	19	28,278	15,857
NET CURRENT ASSETS		96,339	162,199
		<u>162,199</u>	<u>162,199</u>
NET ASSETS		<u>98,693</u>	<u>98,693</u>
CAPITAL AND RESERVES			
Unrestricted Funds		91,387	104,964
Restricted Funds		7,306	57,235
		<u>162,199</u>	<u>162,199</u>
		<u>98,693</u>	<u>98,693</u>

The notes on pages 21 to 31 form an integral part of these accounts.

These financial statements were approved by the Board on:

and are signed on its behalf by:

Caroline Afolabi- Deleu

Trustee



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 2019) – 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 £91387. The accounts have been prepared on a going concern basis but note that there was a significant loss of funding after the year ended 31 August 2023 and at the date of approval of the accounts the trustees are considering all future options for the charity

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.

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 £200 or more are capitalized at cost and are depreciated over their estimated useful economic lives on a straight line basis.

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

## 6. DONATIONS AND LEGACIES

<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
<u>Funds</u>	<u>Funds</u>	<u>2023</u>	<u>2022</u>

	£	£	£	£
Donations	1,786	0	1,786	17,140
Parent Donations	<u>2,410</u>	<u>0</u>	<u>2,410</u>	<u>0</u>
	<u>4,196</u>	<u>0</u>	<u>4,196</u>	<u>17,140</u>

## 7. CHARITABLE ACTIVITIES

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total 2023</u>	<u>Total 2022</u>
	£	£	£	£
<u>Income from grants</u>				
Barbour Foundation	0	2,500	2,500	2,000
Community Foundation (Holiday)	0	3,000	3,000	10,000
Community Foundation (Summer Holiday)	0	8,000	8,000	0
Community Foundation (Milburn Briel)	0	4,225	4,225	0
Keyfund	0	0	0	1,899
Streetgames	0	3,500	3,500	4,943
Streetgames (Summer holiday activity fund)	0	14,000	14,000	14,496
NE Youth	0	390	390	850
Reece Foundation	0	40,000	40,000	55,000
Garfield Weston	0	40,000	40,000	40,000
Newcastle Council	0	500	500	1,000
Watson Family Fund	0	7,500	7,500	0
Institute of Physics	0	3,000	3,000	0
Odgen Trust	0	5,000	5,000	0
Qatar Foundation	0	6,279	6,279	0
Connected Voice	0	4,000	4,000	0
Newcastle Uni Student Union	0	266	266	0
Newcastle Youth Fund	0	20,434	20,434	0
Million Hour Fund	0	4,680	4,680	0
Skipton	0	1,050	1,050	0
Bart Caulker Foundation	0	2,500	2,500	0
Hadrian Trust	0	1,000	1,000	0
Foreign Exchange	0	520	520	0
National Heritage	0	27,583	27,583	34,479
NCS	0	3,923	3,923	0
Platten Family Fund	0	0	0	7,000
Guy Readman Endowment Fund	0	0	0	15,000
MRI Software Foundation	0	0	0	7,156

Wellbank	0	0	0	1,761
Hedley Grant	0	0	0	1,761
National Lottery Awards for all	0	0	0	9,880
Peoples Postcode Lottery	0	0	0	14,265
High Sheriff Award	0	0	0	750
DCMS Youth Support	0	0	0	10,000
Julia & Hans Rausing Youth	0	0	0	33,995
Blakelaw Ward Funding	0	0	0	1,443
Newcastle Fund	0	0	0	12,471
	<u>0</u>	<u>203,850</u>	<u>203,850</u>	<u>280,149</u>



## 8. OTHER TRADING ACTIVITIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>2023</u>	<u>2022</u>
	£	£	£	£
Book Sales	0	0	0	168
Fundraising events	3,931	0	3,931	7,444
Learning Hub Income	0	0	0	1,706
Learning bus income	2,720	0	2,720	5,350
Clubs	6,705	0	6,705	8,111
DBS Services	2,536	0	2,536	2,394
STEM Engagement	3,183	0	3,183	2,925
Training and Accrediting	0	0	0	2,260
Event Speaking	0	0	0	75
Modern Foreign Language	70	0	70	7,950
English as an Additional Language	28,504	0	28,504	3,610
Refunds	3,303	0	3,303	295
Other Income	7,241	0	7,241	5,658
	<u>58,192</u>	<u>0</u>	<u>58,192</u>	<u>47,946</u>

## 9. INCOME FROM INVESTMENTS

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>2023</u>	<u>2021</u>
	£	£	£	£
Bank Interest	<u>443</u>	<u>0</u>	<u>443</u>	<u>71</u>
	<u>443</u>	<u>0</u>	<u>443</u>	<u>71</u>

Income was £266,681 (2022: £345,307) of which £62,831 was unrestricted or designated (2022: £88188) and £203,850 was restricted (2022: £257,119)

## 10 EXPENDITURE ON CHARITABLE ACTIVITIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>2023</u>	<u>2022</u>
	£	£	£	£
<u>Direct costs</u>				
Sessional workers fees		7,453	7,453	14,704
Volunteer Travel		326	326	255

Project staff salaries	51,971	111,484	163,455	100,247
Project staff costs	1,721	2,421	4,142	2,770
Project IT equipment and maintenance	120	1,867	1,987	1,424
Project Postage and Printing	269	398	667	1,528
Project Travel and Transport		7,565	7,565	8,016
Project Catering		5,879	5,879	6,628
Project - Advertising/Promotional	269	87	356	715
Project Cost - Heritage		0	0	175
Project Health & Safety	393	243	636	1,775
Other project costs	60	716	776	1,704
Tutee & Tutor Recognition		486	486	210
DBS centre costs	1,915	190	2,105	2,671
Stand4 project costs		0	0	5,686
Learning Hub learning resources		0	0	10
STEM engagement		0	0	999
Learning Hub materials and stationery		0	0	0
Learning Hub other expenses		0	0	0
Summer school expenses		0	0	2,438
Vehicle costs		4,721	4,721	6,548
Creativity Club costs		11,220	11,220	1,464
Client Internet		3,105	3,105	0
Event Costs	241	0	241	596
Venue hire <u>Support</u>		5,112	5,112	2,752
<u>Costs</u>				
Salaries	62,574	9,287	71,861	62,649
Pension costs	2,555	1,648	4,203	3,776
Training	242	240	482	850
Travel and transport	1,447	1,515	2,962	1,541
Rent	5,502	1,251	6,753	5,864
Catering	484	0	484	210
IT Equipment and maintenance	858	202	1,060	263
Telephone and mobile WIFI	472	222	694	2,361
Office expenses	1,130	62	1,192	870
Printing, photocopying and postage	1,370	0	1,370	190
Insurance	176	707	883	860
Legal and professional fees	9,120	97	9,217	3,320
Charitable giving		0	0	1,618
Membership fees	1,131	715	1,846	2,488
Promotional Costs	938	714	1,653	1,700
Staff Wellbeing	1,901	0	1,901	608
Fundraising expenses	415	0	415	877
Other Expenses		0	0	0
Depreciation <u>Governance</u>		543	543	163
<u>costs</u>				
Independent examiner's fees reporting on accounts	2,364	0	2,364	1,440
Bank and Paypal charges	15	58	74	109
	<u>149,655</u>	<u>180,533</u>	<u>330,188</u>	<u>255,072</u>

Expenditure on charitable activities was £330188 (2022: £255072) of which £149,655 was unrestricted or designated (2022: £55188) and £180,533 was restricted (2022: £199884)

SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

### 11. STAFF COSTS

	<u>Total</u>	<u>Total</u>
	<u>2023</u>	<u>2022</u>
	£	£
Salaries and wages	235,316	162,897
Pension costs (defined contribution pension plan)	<u>4,203</u>	<u>3,776</u>
	<u><u>239,519</u></u>	<u><u>166,673</u></u>

No Employee received remuneration amounting to more than £60,000 in either year.

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.

### 12. STAFF NUMBERS

The average monthly head count was 10 staff (2022: 9 staff) and the average monthly number of full-time equivalent employees during the year were as follows:

The parts of the charity in which the employee's work	<u>2023</u>	<u>2022</u>
Charitable activities	4	4
	<u><u>4</u></u>	<u><u>4</u></u>

### 13. 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	Amount party	Relationship to charity	Description of the	£
<hr/>				



Operational Manager Adebisola  
Monique Afolabi

Is the daughter of Trustee  
Caroline Afolabi-Deleu

Employee of the charity

Page 38  
27,750

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.

## SUCCESS4ALL CIO

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

## 14. 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 £4203 (2022: £3776). There was £nil outstanding as at 31 August 2023 (2022: £nil)

## 15. CORPORATION TAX

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.

## 16. TANGIBLE FIXED ASSETS

	Motor Vehicle £	Office and Computer Equipment £	Total £
<b>COST</b>			
Balance Brought Forward		14,702	
Additions in the Year	32,200	2,896 0	46,902
Disposals in the Year	0		2,896
As at 31 August 2023	<u>0</u>	<u></u>	<u>0</u>
<b>DEPRECIATION</b>	<u>32,200</u>	<u>17,598</u>	<u>49,798</u>
Balance Brought Forward			
32,200	14,702	46,902	
Disposals in the Year	0	0	0
Charge for the Year	0	543	543
As at 31 August 2023	<u>32,200</u>	<u>15,245</u>	<u>47,445</u>
<b>NET BOOK VALUE</b>			
As at 31 August 2023	<u>0</u>	<u>2,353</u>	<u>2,353</u>
	<u>0</u>	<u>0</u>	<u>0</u>

## 17. DEBTORS AND PREPAYMENTS

	2023 £	2022 £
Amounts falling due within one year		
Trade Debtors	41,478	21,688
Accrued Income	0	0

	<u>41,478</u>	21,688
	2023	2022
	£	£
18. CASH AT BANK AND IN HAND	8,255	23,171
	74,531	131,088
	353	129
Current Account	0	1,981
Savings Account		
Cash in Hand	<u>83,139</u>	<u>156,368</u>
Paypal Account		
Balance Brought Forward		
SUCCESS4ALL CIO		

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

Page 37

19. CREDITORS AND ACCRUALS	2023	2022
	£	£
<u>Amounts falling due within one year</u>		
Trade Creditors	17,103	6,356
Other Creditors	9,735	8,061
<u>Accruals</u>		
Independent Examination of accounts	1,440	1,440
<u>Deferred Income</u>	0	0
	<u>28,278</u>	<u>15,857</u>

20. DEFERRED INCOME

Deferred income comprises of advance payments from grants that relate to future periods and have not been realised as income.

	2023	2022
	£	£
Balance brought forward	0	112,803
Amount released to income earned from charitable activities	0	(112,803)
Amount deferred in year	<u>0</u>	<u>0</u>
Balance carried forward	<u>0</u>	<u>0</u>

21. 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

Analysis of movements in unrestricted funds  
For the year ended 31 August 2023

Fund

Fund



22.		Balances			Transfer	Balances
		Brought	Incoming Resources	Between		Carried
		Forward	Resources expended		Funds	Forward
	Unrestricted Funds	£	£	£	£	£
	General unrestricted fund	104,964	62,831	(149,655)	73,246	91,387
	Total	104,964	62,831	(149,655)	73,246	91,387

#### ANALYSIS OF CHARITABLE FUNDS

SUCCESS4ALL CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

Page 38

#### 22. ANALYSIS OF CHARITABLE FUNDS (continued)

Analysis of movements in unrestricted funds  
For the year ended 31 August 2022

	Fund				Fund
	Balances			Transfer	Balances
	Brought	Incoming Resources	Between		Carried
	Forward	Resources expended		Funds	Forward
	£	£	£	£	£
Unrestricted Funds					
General unrestricted fund	71,965	88,188	(55,188)	0	104,965

Total	71,965	88,188	(55,188)	0	104,965
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 2023					
	Fund			Transfer	Fund
	Balances	Incoming Resources	Between		Balances
	Brought Forward	Resources expended	Funds		Carried Forward
	£	£	£	£	£
Restricted Funds	0	0	0	0	0
Donations					
Grants					
Barbour Foundation - Holiday Club	0	2,500	(2,500)	0	0
Community Foundation Holiday	0	3,000	(2,150)	(850)	0
Community Foundation Summer Holiday	0	8,000	(4,000)	(4,000)	0
Community Foundation Milburn Briel	0	4,225	(3,270)	(955)	0
Reece Foundation	6,666	40,000	(40,000)	0	6,666
Streetgames	0	3,500	(3,500)	0	0
Streetgames Summer Holiday	0	14,000	(9,320)	(4,680)	0
NE Youth happy and healthy	230	390	(230)	0	390
National Heritage	27,583	27,583	(51,719)	(3,447)	0
Guy Readman Endowment Fund	15,000	0	(9,930)	(5,070)	0
Platten Family Fund	3,600	0	(3,600)	0	0
MRI Software Foundation	4,156	0	(3,423)	(733)	0
Garfield Weston	0	40,000	0	(40,000)	0
Newcastle Council	0	500	0	(500)	0
Watson Family Fund	0	7,500	(7,500)	0	0
Institute of Physics	0	3,000	(3,000)	0	0
Odgen Trust	0	5,000	(5,000)	0	0
Qatar Foundation	0	6,279	(1,554)	(4,725)	0
Connected Voice	0	4,000	0	(4,000)	0
Newcastle Uni Student Union	0	266	0	(266)	0
Newcastle Youth Fund	0	20,434	(20,434)	0	0
Million Hour Fund	0	4,680	(3,430)	(1,000)	250
Skipton	0	1,050	(1,050)	0	0
Bart Caulker Foundation	0	2,500	0	(2,500)	0
Hadrian Trust	0	1,000	(1,000)	0	0
Foreign Exchange	0	520	0	(520)	0
NCS	0	3,923	(3,923)	0	0
Total Restricted Funds	57,235	203,850	(180,533)	(73,246)	7,306
SUCCESS4ALL CIO					
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023					

## 22. ANALYSIS OF CHARITABLE FUNDS (continued)

Analysis of movements in restricted funds  
For the year ended 31 August 2022

	Fund			Fund
	Balances	Incoming Resources	Between	Balances
	Brought Forward	Resources expended	Funds	Carried Forward
Donations				
Community Foundation - Digital Divide	0	6,970	(6,970)	0

Primula - Kavli UK Love to Share	0	5,000	(5,000)	0
ST Nicholas Education	0	5,000	(5,000)	0
Grants				0
Barbour Foundation - Holiday Club	0	2,000	(2,000)	0
Community Foundation Holiday	0	10,000	(10,000)	0
Keyfund	0	1,899	(1,899)	0
NE Youth happy and healthy	0	850	(620)	230
Reece Foundation	0	55,000	(48,334)	6,666
Streetgames	0	4,943	(4,943)	0
Streetgames Holiday activity	0	14,496	(14,496)	0
National Heritage	0	34,479	(6,896)	27,583
Wellbank	0	1,761	(1,761)	0
Hedley Grant	0	1,761	(1,761)	0
Newcastle Council	0	1,000	(1,000)	0
National Lottery Awards for all	0	9,880	(9,880)	0
Peoples Postcode Lottery	0	14,265	(14,265)	0
Guy Readman Endowment Fund	0	15,000	0	15,000
High Sheriff Award	0	750	(750)	0
DCMS Youth Support	0	10,000	(10,000)	0
Julia & Hans Rausing Youth	0	33,995	(33,995)	0
Blakelaw Ward Funding	0	1,443	(1,443)	0
Newcastle Fund	0	12,471	(12,471)	0
Platten Family Fund	0	7,000	(3,400)	3,600
MRI Software Foundation	0	7,156	(3,000)	4,156
Total Restricted Funds	0	257,119	(199,884)	0 57,235



## 22. ANALYSIS OF CHARITABLE FUNDS (Continued)

## Purpose of restricted funds

Barbour Foundation	Funding for Holiday clubs
Community Foundation	Funding for transport, sessional workers and project staff
Keyfund	Funding for Stand4 youth group
NE Youth - Happy and Healthy	Funding for Stand4 trips
Reece Foundation	Funds to support sessional costs and operational costs of the charity
Streetgames	Funding for Summer programmes
National Heritage	Funding for Youth Project
Newcastle Council	Funding to run parents Food for Thought workshop
National Lottery Awards for all	Funding for training and set up of a Learning Hub in Beacon Lough East
Guy Readman Endowment Fund	Funding for Literacy project with the Learning Bus
Platten Family Fund	Funding for STEM Challenge projects
MRI Software Foundation	Funding for Digital Divide
Garfield Weston	Funding for Core Costs
Watson Family Fund	Funding for Digital Divide
Institute of Physics	Funding for STEM Challenge Projects
Odgen Trust	Funding for STEM Challenge Projects
Qatar Foundation	Funding for MFL department
Connected Voice	Funding for Core Costs
Newcastle Uni Student Union	Funding for Core Costs
Newcastle Youth Fund	Funding for Youth Groups
Million Hour Fund	Funding for Youth Groups
Skipton	Funding for School Holiday Clubs
Bart Caulker foundation	Funding for Core Costs
Hadrian Trust	Funding for School Holiday Clubs
Foreign Exchange	Funding for Core Costs
NCS	Funding for Volunteer department

## 23. CAPITAL COMMITMENTS

As of 31 August 2023, the charity had no capital commitments (2022 -£nil)

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS .

	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£
2,353 0			2,353
Cash at bank and in hand	75,833	7,306	83,139
Other net current assets/(liabilities)	<u>13,201</u>	<u>0</u>	<u>13,201</u>
	<u>91,387</u>	<u>7,306</u>	<u>98,693</u>

	Unrestricted Funds	Restricted Funds	Total 2022
	£	£	£
Tangible fixed assets	0	0	0
Cash at bank and in hand	99,133	57,235	156,368
Other net current assets/(liabilities)	<u>5,831</u>	<u>0 99,133</u>	<u>156,368</u>
	<u>57,235</u>	<u>99,133</u>	<u>156,368</u>

5,831  
162,200