THE KIDS NETWORK

England & Wales · Charity number 1167178

Details

Status	Registered
Legal form	CIO
Registered	2016-05-18
Register	View on the Charity Commission register

Contact

Address	Hoxton Mix Ltd 86-90 Paul Street London EC2A 4NE
Phone	07935861644
Email	info@thekidsnetwork.org.uk
Website	www.thekidsnetwork.org.uk

Activities

Objects: TO HELP CHILDREN AND YOUNG PEOPLE TO ADVANCE IN LIFE THROUGH PROVIDING MENTORING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS

Activities: The Kids Network supports children through one to one mentoring services .

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, The General Public/mankind

Geography

- Throughout England

Downloaded from opencharities.uk/ew/1167178

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£778,619	£766,997	£151,680	16
2023-12-31	£779,240	£871,236	£140,058	23
2022-12-31	£641,590	£659,713	£232,054	15
2021-12-31	£446,940	£409,248	-	-
2020-12-31	£329,161	£264,202	-	-

Trustees

Name	Role	Appointed
Neil Phillip Hunt	Chair	2024-01-29
Cassandra Chadderton		2025-10-02
Emyr Fairburn		2025-05-13
Jess Henderson		2024-07-04
Lucy Halton		2022-09-07
Madiha Alam		2025-05-13
Paul Douglas Rees		2024-07-08
Polly George		2026-01-21
Simon Lucey		2021-02-11
Taanya Khaare		2024-07-04

Downloaded from opencharities.uk/ew/1167178

THE KIDS NETWORK

England & Wales - Charity number 1167178

Accounts

the kids network
Connecting for Change

The Kids Network Trustees Annual Report 2024

"my mentor is funny, kind, loving, safe, there for me, trustworthy, 10/10"

Principal operating address: Hoxton Mix Ltd, 86-90 Paul Street, London, EC2A 4NE
Charity Registration Number: **1167178**

TABLE OF CONTENTS

TRUSTEES ANNUAL REPORT 2024

CHAIR'S INTRODUCTION **3**

WHO WE ARE AND WHAT WE DO **4**

WHY WHAT WE DO IS NEEDED AND HOW WE KNOW IT WORKS **5**

THE CHILDREN WE SERVE – OUR BENEFICIARIES **6**

OUR VOLUNTEERS **7**

OUR STAFFING **8**

OUR TRUSTEES **9**

OUR STRATEGY AND VISION **10**

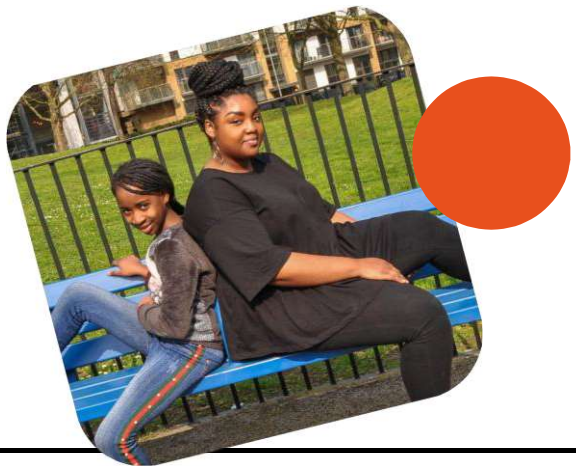
STRATEGY 2025-2030 **10**

LOOKING AHEAD TO 2025 **10**

STRUCTURE AND GOVERNANCE **12**

FINANCIAL REVIEW **15**

INDEPENDENT EXAMINER'S REVIEW **17**



Trustees' Annual Report

CHAIR'S INTRODUCTION

I am pleased to present The Kids Network's Trustees Report for 2024.

2024 was my first year as the Chair of The Kids Network and the first year for our new Chief Executive, Louise Johns-Shepherd. This report details a year of progress, resilience, and impact.

At the end of 2023 we said farewell to our founder Sarah Woodcock. We recognise Sarah's enormous achievements in building and developing TKN. Trustees and staff have taken time to develop Sarah's initial ideas to create a strong strategy that will take the charity into the next phase of its development. We aim to reach more children and continuously improve what we do.

We are incredibly grateful to our dedicated team - volunteers, funders, and supporters who have helped us achieve our goals this year.

We are pleased to share our 2024 report with you,

Neil Hunt
Chair of Trustees

Trustees Annual Report

WHO WE ARE AND WHAT WE DO

The Kids Network is a charity supporting children at a crucial time in their lives - in the lead up to the transition from primary into secondary school. We do this by providing them with a volunteer mentor, a local hero from the London community.

We work with primary schools and other referral partners to identify children who may be facing additional challenges in their young lives and who could benefit from a one-to-one mentoring relationship. Our volunteer mentors provide a sense of fun and stability for our children to explore their identity, develop life skills for the future and express themselves in a safe environment.

"[my mentor] is very fun and kind..... I have someone to speak to like if something happens, she gives me a lot of solutions".

Our vision is that every child gets to live the life they choose.
Our mission is to make meaningful connections in our communities and to support children through mentoring to feel happy and confident about themselves and their futures.
Our values are a central part of who we are at The Kids Network and we are guided by them in all aspects of our work and our programme.
Our values are: **fun, connection, diversity, curiosity and integrity.**

"You should definitely say yes to mentoring. If you have nothing to do in your house you can go out and do something fun"

Anti Oppression Commitment

The Kids Network exists because children in London disproportionately experience adverse childhood experiences due to systemic minoritisation.

We want every person in our community to feel safe, empowered, brave, valued, aligned and heard. We take a trauma-informed approach to anti-oppression work, as with all of our work. This means acknowledging the whole person, working with, not for, and supporting the provision of protective factors so that children's resilience is developed. To us, trauma-informed practice, safeguarding and anti-oppression action are inextricably linked. Our anti-oppression document provides an outline of our approaches to anti-oppression work and the areas in which we are currently taking action. This is ongoing work and we'd be doing it wrong if it was in isolation from any other areas. Our commitment to anti-oppression will run throughout our delivery of this strategy.

Trustees Annual Report

WHY WHAT WE DO IS NEEDED AND HOW WE KNOW IT WORKS

One in three children in London are growing up in **poverty**. That's more than half a million children, going without basics in one of the wealthiest cities in the world. Growing up in poverty damages children's life chances, health and wellbeing. It reduces opportunities to participate and enjoy new experiences. **Children from the global majority are disproportionately represented** in those statistics.

Added to this, we are facing a **mental health** crisis in England. Children are being referred to NHS mental health services in England for anxiety at a rate of one every three minutes or almost 4,000 a week. Academic expectations, rising levels of poverty and inequality, financial stress within households, the impact of racism and online harms fuel anxiety in children and mean that they live in a world full of **unprecedented pressure**.

We exist because child mental health rates have reached crisis point, with those who are most affected facing the most barriers to accessing the support they need, when they need it. Yet, 50% of lifelong mental health issues can be diagnosed before the age of 14, and **intervening early** can mitigate the **effect of adverse childhood experiences**.

Mentoring is a proven intervention which consistently and effectively helps children to overcome difficult circumstances and delivers a wide range of positive outcomes across children's lives.

By giving children the support they need at a **pivotal time in their lives**, The Kids Network's **early intervention** mentoring programme is well placed to be part of the solution.

The TKN programme is **based on research** into what makes mentoring effective. The programme is intentionally structured using the pillars of mentoring. The personalised coaching and support for mentors helps volunteers to work with their mentee through three phases: building connections, goal setting and positive endings.

The year-long programme with weekly meetings creates an **effective structure** which allows the mentor and child to experience the biggest impact from their time together.

Trustees Annual Report

THE CHILDREN WE SERVE – OUR BENEFICIARIES.

In 2024 we supported a total of 341 children (+11% vs 2023)

- 265 children had one-to-one mentoring sessions
- 44 referrals, risk assessed and awaiting pre-match session
- 25 pre-matched to a mentor and awaiting their matching
- 7 alumni mentees (and their mentors) participated in our child panel

We support children aged 8-11 facing significant adversity and in need of additional support at the end of their time in Primary School.

We work to reach children who are exposed to Adverse Childhood Experiences (ACEs), such as neglect, domestic violence and family breakdown. Left unaddressed, ACEs can pose a serious threat to long-term health, wellbeing, social-emotional development and life chances, which is why early intervention is so important.

We support children facing other additional adversity, such as children from the ethnic Global Majority, children living in poverty, children facing additional challenges at home and school, and those with no other support available.

We have done a great deal of work in 2024 to develop our 'Threshold Assessment' to support schools when they refer children to our programme. Throughout 2024 we continued to develop the process working closely with our schools to ensure it is now an integrated part of our referral process. This ensures that the schools and ourselves have a detailed picture of the needs of the children referred to our programme, and that they can really benefit from our mentoring programme. It gives us additional information to match the right mentor to the child and reduces the likelihood of drop out during the programme.

Of the children who had sessions in 2024:

- 83% of children referred faced a social and emotional barrier
- 64% of children were from the global majority
- 62% of children were eligible for free school meals
- 48% of children referred to the programme had no other service involved
- 153 children have experienced one or more Adverse Childhood Experience, such as domestic violence, incarceration of a parent, caregiver substance misuses, family breakdown or bereavement
- 94% of children faced at least one barrier.
- 72% of children experienced a home or community barrier such as cramped or impairment housing, domestic violence or being a young carer.
- 63% of children faced a school based barrier such as low aspirations or poor attendance.
- 32% of children had identified Special Educational Needs

The children we supported came from 9 London boroughs: Brent, Camden, Hackney, Hammersmith & Fulham, Islington, Lambeth, Southwark, Tower Hamlets, and Westminster.

Our Target Outcomes in our 2024 Strategy were:

- 80-90% of children report increase in social and emotional capabilities
- 80-90% of children report increase confidence
- 80-90% of children report improved emotional wellbeing and outlook
- 80-90% of children report increased tool for the future
- 100% of children describe their mentoring journey being led by them
- 100% Children feel safe and empowered to report and challenge harm
- 70% of mentors report an increase in their wellbeing, skills and motivation

Our impact year runs from January to December and it takes us time to collate and analyse our outcomes data from 2024. Every year we aim to publish our annual impact report in May, so our figures are not finalised until then. Based on the data that we currently have available **we predict that at least 93% of children will report that they feel ready for secondary school** once they have completed mentoring.

Our full impact report is published on our website.

OUR VOLUNTEERS

In 2024 our volunteer headcount was 332. This was made up of:

- 271 volunteers actively mentoring,
- 7 volunteers supporting the alumni child panel,
- 22 volunteers pre-matched as mentors (21 ready to mentor, 1 checks processing)
- 32 volunteers awaiting matching with a mentee (4 trained, checks processing; 28 ready to mentor)

In 2023 our volunteer headcount was 315

We have greatly improved our recruitment processes, reducing the time between application and actively mentoring (-20%) and reducing drop outs (-29%) compared to 2023 meaning we retain more volunteers and match more children. We've changed our mentor training following mentor feedback, reducing the length to one day to be more accessible and introducing a Mentor Handbook. We can now deliver our training to larger cohorts without reducing the quality standard, achieving a 55% increase in attendance at training in 2024.

OUR STAFF

We were pleased to welcome a new Chief Executive to the charity at the beginning of 2024. Louise Johns-Shepherd brings with her considerable relevant experience to the role with ten years of experience as Chief Executive of a national education charity and previous experience as a headteacher.

At the beginning of 2024 we made the decision to restructure our staffing to reduce costs. In 2023 we had 18 FTE staff and 10 Freelance mentor trainers, at the close of 2024 we had 14 FTE staff.

Following our staffing reduction at the start of 2024 a huge amount of effort has gone into ensuring the charity has systems for growth and ensuring that quality and impact remains paramount. We have improved and developed our volunteer recruitment processes and our impact collection. We have completed a significant amount of work to take our safeguarding processes into our CRM, making the tracking of safeguarding concerns safer and more efficient.

After the redundancies and restructure at the beginning of 2024 and a leadership transition, maintaining staff satisfaction and wellbeing was key to achieving our goals. We know that the people at the charity are its biggest asset to ensure a highly impactful programme. **We are proud that in 2024 we saw the highest wellbeing score from our annual staff survey since its inception in 2022** with 85% of staff answering they feel secure at the organisation, have a positive working environment, and have valued relationships with their line manager and the rest of their colleagues.

We have continued to develop our staff through training, individual and team coaching. We moved offices in 2024 to a new, funded space in Westminster which we share with 27 other children's charities.

Communications and Marketing.

Developing our expertise and capacity in this area has been a priority for us in 2024. We engaged Ruth Faulkner, Toucan Content to develop an email strategy, overall marketing approach, brand refresh and website refresh. We have recruited a part time Marketing Officer and they started work with us on 6th January 2025. We've continued to maximise the opportunities provided by pro-bono support, including designers and impact specialists for our latest impact report; and designers and web developers to help refresh our brand and website at no cost.

Fundraising

We have worked on a contract basis with a fundraising consultant, Caroline Gormley. Initially this work was to review our fundraising approach and capacity and to develop a new fundraising strategy. Caroline continues to work with our fundraising team in 2025 to further develop our case for support and to provide coaching to our fundraising team.

Internal promotions to support our new strategy

Our staff have been able to develop new skills and expertise through high-quality training including leadership, public speaking, safeguarding, income generation, partnerships, volunteer management and more. We have been able to promote staff from within our

existing structure to support our planned work in 2025. For example, we have created a new position to lead our Volunteer Recruitment which has been filled by our previous Volunteer Officer, and we have new job descriptions within our Fundraising Team which reflect the emphasis on individual and community giving in 2025. During 2024 we added additional Designated Safeguarding Officers to our structure and early in 2025 we created a new leadership structure, promoting our team leads to senior leadership positions.

OUR TRUSTEES

During 2024, we recruited four new trustees to our board to ensure we have all the skills we need to develop our strategy and plan for the future.

We welcomed Neil Hunt as our new Chair of Trustees in 2024. Neil brings considerable experience to TKN from his roles as Head of Child Protection at NSPCC, and CEO of the Alzheimer's Society and Royal College of General Practitioners.

We appointed three additional, new trustees:

- Paul Rees MBE, CEO of the National Pharmacy Association. Paul brings expertise in governance, EDI development, safeguarding and strategic planning experience;
- Taanya Khare, a specialist in Impact Assessment currently working for Acumen;
- Jess Hendersen, civil service Chief of Staff with expertise in organisational management and project planning.

Both Jess and Taanya bring lived experience of our programme to our board as they are both recent past mentors.

We have created two new committees of the full board in order to provide oversight and leadership for our new strategy.

OUR STRATEGY AND VISION

In 2024 the board and staff worked together to develop a new strategy for the next five years. We agreed a shared vision and mission and a set of strategic priorities to take us forward to 2030. Our 2025-2030 strategy was published in January 2025.

As we move into 2025, our strategy will transition into action with well-defined work programmes for each team and individual, ensuring alignment with our strategic outputs and priorities.

Strategy 2025-2030

Our long-term strategy will guide our organisation through the next five years.

We've set ourselves ambitious strategic goals to guide our work and bring our programme to more children in more places than ever before. We will work together over the next five years to make sure:

- Every child who wants a mentor can have one
- Every adult we work with has a fulfilling experience
- Every aspect of our programme is authentically child led
- Every action we take demonstrates our leadership in early intervention

This five-year strategy will be reviewed regularly to ensure we remain on track with our mission while adapting to changing needs and opportunities.

Looking Ahead to 2025

As we enter 2025, we remain committed to strengthening our operational capacity, increasing our reach, and securing sustainable funding to continue our vital work. With a strong team, engaged supporters, and a clear strategic direction, we are confident in achieving our ambitions for the year ahead.

- **Expansion and Growth**: Increasing our reach to support more children across London and beyond, while maintaining the quality of our mentoring programmes.

- **Sustainability and Financial Stability**: Strengthening our funding base by diversifying income streams, securing multi-year grants, and enhancing our fundraising efforts.

- **Volunteer and Mentor Development**: Expanding our mentor network and improving training and support systems to ensure high-quality mentoring experiences.

- **Impact Measurement and Learning**: Implementing robust evaluation frameworks to assess our impact and continuously refine our approach based on data and feedback.
- **Stronger Partnerships**: Deepening collaborations with schools, community organisations, and stakeholders to create a more comprehensive support system for the children we serve.

On behalf of the Board of Trustees, I extend my deepest gratitude to everyone who has contributed to our success in 2024. Together, we are making a meaningful difference in the lives of children across London.

Neil Hunt

Chair of Trustees
The Kids Network
2025

"Danny is the best role model and mentor. I appreciate highly Danny's hard work in bringing positivity and different skills to my son's life. Hope and wish many kids will get Danny's support to flourish in their lives."

Trustees Annual Report

STRUCTURE AND GOVERNANCE

Governance structure

The Kids Network is a Charitable Incorporated Organisation governed by constitution last amended on the 5th June 2024.

At the beginning of 2024 and as some of our long-standing trustees came to the end of their terms, we appointed a new Chair of the Board and additional new trustees.
The Board of Trustees who served during 2024 are:

Neil Hunt, Chair (appointed Jan 2024)
Naa Acquah, Deputy Chair (until end of term in March 2025)
Luke Hollander, Treasurer (resigned December 2024)
Lucy Halton, Safeguarding Trustee
Simon Lucey, Trustee
Kary van Der Horst, Trustee (resigned March 2024)
Ravi Sharma, Deputy Safeguarding Trustee (resigned October 2024)
Jess Henderson, Trustee (appointed June 2024)
Taanya Khare, Trustee (appointed June 2024)
Paul Rees, Trustee (appointed June 2024)

Over the reporting period, we said goodbye to Ravi Sharma and Kary van Der Horst. We also said goodbye to Luke Hollander, Treasurer and Head of the Finance & Funding committee We thank these trustees for their incredible contribution to The Kids Network and we are grateful for their support and leadership.

The trustees delegate day to day management of the Charity to Louise Johns-Shepherd, CEO and Natalie Worms, Managing Director.

The full board of the Trustees meet at least quarterly to determine policy, review performance, oversee financial management, and receive the CEO's reports on the work of the Charity. The charity also has a Funding and Finance Committee to review finances and funding, and People and Safeguarding Committee to provide support and oversight in the management of resources, both committees met every 6-8 weeks.

A skills matrix, trustee reviews, and a governance review is carried out annually by the board to maintain excellence, diversity and governance throughout the board and charity.

During 2024, the trustees reviewed the committees of the full board to ensure that the constitution and terms of reference of each committee met the needs of delivering the new 2025-2030 Strategy. The trustees agreed the formation of two new committees to replace the previous committees.

Resources Committee - to ensure the effective governance of the resources of the charity

and all matters pertaining to income, expenditure and resource at TKN.

- TKN meets its duty of care, legal requirements, ethical and all other responsibilities towards its representatives.
- TKN has effective policies, processes and culture in place to ensure transparent and effective financial operations and governance.
- TKN has sufficient funds and an effective strategy to generate income to fulfil its purpose.
- Scrutiny of budget and recommendation of budget to full board
- TKN is delivering and communicating the activity outlined in the Strategic Plan and has the resources and capacity to do so in an effective and efficient way.
- TKN has robust processes to recruit, induct, develop and retain staff and Trustees in order that the charity has the necessary skills and experience to function as an effective organisation.
- TKN is a kind, safe and inclusive organisation for all TKN representatives and beneficiaries and promotes a culture of anti-oppression, equality and diversity.

Programme and Safeguarding Committee - to ensure the effective governance of Safeguarding and all matters pertaining to the delivery of a safe, purposeful and impactful programme at TKN.

- TKN meets its duty of care, legal requirements, ethical and all other responsibilities towards its beneficiaries.
- TKN has effective policies, processes and culture in place to safeguard children and vulnerable adults who come into contact with the organisation.
- TKN is investigating, evaluating, delivering and developing an effective programme which has a demonstrable impact on the children and adults who take part in the programme.
- The structure and delivery mechanism of the TKN programme are fit for purpose and has defined quality markers and performance indicators to ensure a safe and effective programme.
- TKN is a kind, safe and inclusive organisation for all TKN representatives and beneficiaries and promotes a culture of anti-oppression, equality and diversity

In addition, a working group of three trustees and three members of staff was constituted for a fixed period to support our organisational development to achieve our strategic goal: **Every aspect of our programme is authentically child led.** This group meets every two months and reports to the Programme and Safeguarding Committee and the Full Board.

Risk Management

Throughout 2024 Trustees conducted regular review of the risks to which the Charity may be exposed to, and updated the Risk Register every 6-8 weeks, using the template recommended by the NCVO.

This assessment identifies the risk across key categories of Governance, Growth, Financial, Operational, safeguarding and people. The likelihood and impact of each risk is rated on a

five-point scale. Risk scores are calculated with the formula likelihood score multiplied by impact score. Risks are then classified as low (1—8), medium (9 —16) and high (17 —25), with sets of actions identified to reduce medium and high risks.

Risk management is a standing agenda item for all Trustee meetings to ensure they remain alert to potential challenges for the organisation.

The People and Safeguarding Committee also review and report on an additional Safeguarding Risk Register and the risks associated with this area feed into the overall organisational risk register.

Public Benefit Statement

The trustees of The Kids Network confirm that they have had due regard to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning current and future activities. The trustees are satisfied that all activities undertaken during the year are carried out in line with the charity's objectives and continue to deliver public benefit.

Trustees Annual Report

FINANCIAL REVIEW

Charity position

The year has seen a healthy financial performance and after two years of expenditure exceeding income we have ended 2024 with a positive balance.
In 2023, after years of continued growth, we set ourselves the ambitious target of raising £1.2m and increasing our team to 20 people. Although we raised a charity record of nearly £800k, we were unable to meet our ambitious target and our increase in headcount resulted in us facing cashflow issues in Q4 of 2023. As a result, we made the difficult decision to reduce the size of the organisation by offering voluntary redundancies to five staff and not recruiting to two vacant posts. These changes were made in Q1 of 2024 and we also made changes to reduce our costs and improve our efficiency. These savings have significantly reduced the cost per child of our programme to £1,749 in 2024 (-31% vs 2023) and we believe we can make more cost efficiencies as we scale. Despite the reduced headcount we were also able to raise funds above our initial budget target and to attract new, long term funders. With these efforts, we are in a strong financial position and our five year budget is designed to continue to re-build our operating reserves over time.

Going Concern

The Trustees consider that it is appropriate to prepare the financial statements on a Going Concern basis. Efficiency savings at the end of 2023 and beginning of 2024 reduced core costs and headcount and the effect of these actions ensured that the charity began the 2024 financial year with appropriate liabilities for the income already secured. There is a five-year plan in place to ensure that the charity can continue to deliver its activities at a similar level to 2024 and will continue to do so going forward. The charity has secured 60% of its income for the year 2025 by the end of Q1 with the additional required income identified. The Kids Network has already secured £170,000 of grant income for 2026. The trustees therefore consider that there are no material uncertainties about the charity's ability to continue as a Going Concern.

Reserves Policy

Reserves are set bi-annually, according to our budgeted income and against our obligations for continuous funding of all costs associated with the ongoing operations of TKN. Reserves are intended to retain sufficient funds to support the core activities of the organisation if a significant drop in funding were to materialise, as well as ensure an orderly closure of the charity in the event of unplanned insolvency. We have paid due regard to safeguarding and our calculations include notice periods to ensure our safeguarding systems would be able to be wound up effectively.

TKN's target reserves is a minimum of three months operating costs. This is currently estimated to be a minimum of £150,000 based on the 2024 budget.

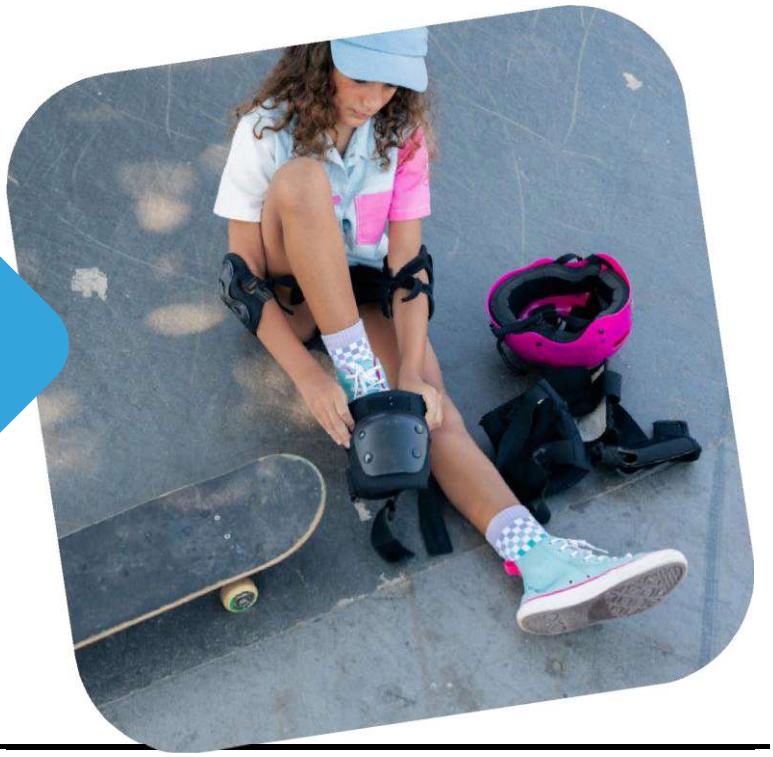
We take into consideration that TKN may on occasion fall below target due to fluctuating income cycles throughout the year, timing differences to expected grant bids, as well as other temporary factors that may not need further action.

At the end of 2024 our free reserves were below our stated policy but our unrestricted reserves have grown against the 2023 figures. Our 2025-30 strategy aims to rebuild the

reserves over time. We are estimating that it will take us three years to build reserves back to the level they were at the beginning of 2022.

Reserves are held openly and presented in a transparent way. Reserve levels are evaluated at least quarterly by the Funding and Finance Committee and reported on to the Full Board at least bi-annually each year. The committee is obligated to raise any issues in relation to excessive or depleted reserves directly with the Trustees. The policy will be reviewed at least once each year when budgets and activity for the year is planned.

Neil Hunt, Chair
3rd June 2025



Independent Examiner's Report to the trustees of The Kids Network

I report to the trustees on my examination of the accounts of The Kids Network for the year ended 31 December 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

accounting records were not kept in respect of The Kids Network as required by section 130 of the Act; or

the accounts do not accord with those records; or

the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

.....

Dave Tucker FCCA
Independent Examiner
The Association of Chartered Certified Accountants

Thompson Jenner LLP
Chartered Accountants
1 Colleton Crescent
Exeter
Devon
EX2 4DG

Date: 17/06/2025

Statement of Financial Activities
For the Year Ended 31 December 2024

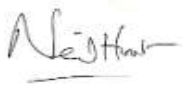
	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Income from:							
Donations and grants	2	84,535	0	84,535	57,829	-	57,829
Charitable Activities	3	481,326	212,593	693,919	427,265	288,667	715,932
Investment income	4	165	0	165	5,479	-	5,479
Total income		566,026	212,593	778,619	490,573	288,667	779,240
Expenditure on:							
Raising funds	5	106,201	-	106,201	90,828	-	90,828
Charitable activities	5	439,722	221,074	660,796	516,855	263,553	780,408
Total expenditure		545,923	221,074	766,997	607,683	263,553	871,236
Net income/expenditure		20,103	(8,481)	11,622	(117,110)	25,114	(91,996)
Net movement in funds		20,103	(8,481)	11,622	(117,110)	25,114	(91,996)
Reconciliation of funds							
Total funds brought forward at 1 January		49,492	90,566	140,058	166,602	65,452	232,054
Total funds carried forward at 31 December		69,595	82,085	151,680	49,492	90,566	140,058

The results shown above have been derived wholly from continuing activities. There were no recognised gains or losses other than those stated above.

Balance Sheet
As at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	8	92	902
Current assets			
Debtors	9	5,042	9,344
Cash at Bank		174,935	149,592
Total current assets		179,977	158,936
Creditors: amounts falling due within one year	10	(28,389)	(19,780)
Net current assets		151,588	139,156
Net assets		151,680	140,058
Funds			
Restricted funds	12	82,085	90,566
Unrestricted funds	12	69,595	49,492
Total funds		151,680	140,058

Approved by the board of trustees on 3rd June 2025 and signed on their behalf by



Neil Hunt, Chair

The attached notes form part of these accounts

The Kids Network
Statement of Cash Flows
January - December 2024

	2024	2023
OPERATING ACTIVITIES		
Net Income	11,622	(91,996)
Adjustments to reconcile Net Income to Net Cash provided by operations:		
Debtors	4,500	
Accrued Income	-	
Prepayments	1,802	(532)
Other Debtors	(2,000)	
Creditors	(3,390)	(3,617)
Accrued Expenses	901	400
Deferred Income	10,500	
HMRC PAYE	598	2,896
Net Wages	-	-
Pension Control Account	-	-
VAT Control	-	-
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	**12,911**	**(853)**
Net cash provided by operating activities	**24,533**	**(92,849)**
INVESTING ACTIVITIES		
Accum Depr - Computer & Equipment	810	810
Net cash provided by investing activities	**810**	**810**
Net cash increase for period	**25,343**	**(92,039)**
Cash at beginning of period	149,592	241,631
Cash at end of period	**174,935**	**149,592**

The Kids Network
Notes to the Accounts
For the Year Ended 31 December 2024

1 Accounting Policies
Statutory Information

The Kids Network CIO is a charity registered in England and Wales. The registered office is Hoxton Mix, 86-90 Pauls street, London EC2A 4NE

Basis of preparation
The financial statements 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) - (Charities SORP FRS 102).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity
The charity meets the definition of a public benefit entity under FRS 102.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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.

Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. Unrestricted funds are donations and other income received or generated for the charitable purposes. Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs The charity is not VAT registered, and as such cannot recover VAT incurred on purchases.

Allocation of support costs
Support costs are allocated to the charitable activities of the organisation.

Tangible fixed assets
Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows: Computers and IT equipment straight line over 3 years.

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

Cash at bank and in hand
Cash at bank and cash in hand represents cash held in the charity's bank accounts. Creditors and provisions. Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The charitable incorporated organisation (CIO) operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the CIO in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the CIO to the fund. The CIO has no liability under the scheme other than for the payment of those contributions.

The Kids Network
Notes to the Accounts
For the Year Ended 31 December 2024

2 Income from donations

	Unrestricted	Restricted	2024	Unrestricted	Restricted	2023
	£	£	£	£	£	£
Donations	84,535	-	84,535	57,829	-	57,829
	84,535	-	84,535	57,829	-	57,829

3 Income from charitable activities

	Unrestricted	Restricted	2024	Unrestricted	Restricted	2023
	£	£	£	£	£	£
01 General Core	481,326	-	481,326	362,432	-	362,432
01 General Core:Criserion	-	-	-	-	10,000	10,000
01 General Core:Children in Need	-	-	-	14,833	-	14,833
01 General Core:Leathersellers	-	-	-	25,000	-	25,000
01 General Core:Henry Smith	-	-	-	25,000	-	25,000
120 Camden	-	-	-	-	5,000	5,000
130 Hackney:National Lottery	-	57,673	57,673	-	99,737	99,737
140 Southwark	-	-	-	-	750	750
140 Southwark:Awards for All	-	-	-	-	-	-
140 Southwark:L&Q	-	-	-	-	8,333	8,333
140 Southwark:140 Tesco Community Grant	-	-	-	-	1,000	1,000
140 Southwark:J Van Mars Foundation	-	-	-	-	25,000	25,000
150 Hammersmith & Fulham:Adison Youth	-	-	-	-	-	-
150 Hammersmith & Fulham:John Lyons Charity	-	15,000	15,000	-	21,000	21,000
160 Brent:John Lyons Charity	-	15,000	15,000	-	15,000	15,000
160 Brent:NCIL	-	-	-	-	24,380	24,380
160 Brent:L&Q	-	-	-	-	2,083	2,083
190 Lambeth:Walcott Foundation	-	20,000	20,000	-	20,000	20,000
190 Lambeth:John Coats	-	-	-	-	5,000	5,000
190 Lambeth:Mrs Smith & Mount	-	-	-	-	3,000	3,000
190 Lambeth:Virgin Unite	-	-	-	-	5,000	5,000
190 Lambeth:David Riddle	-	-	-	-	10,000	10,000
190 Lambeth:L&Q	-	-	-	-	2,084	2,084
210 Westminster	-	-	-	-	10,000	10,000
210 Westminster:Almhouses	-	-	-	-	5,000	5,000
210 Westminster:DBS Only	-	-	-	-	1,300	1,300
220 Tower Hamlets:Sobell Foundation	-	15,000	15,000	-	15,000	15,000
01 General Core:Quintessentially Video/Productic	-	14,000	14,000	-		
110 Quintessentially Marketing/ Comms	-	23,000	23,000	-		
140 Southwark:Jane Hodge Foundation	-	7,500	7,500	-		
140 Southwark:National Lottery	-	20,000	20,000	-		
160 Brent:Stuart Roden	-	8,960	8,960	-		
200 Islington	-	-	-	-		
210 Westminster:Westminster Foundation	-	7,500	7,500	-		
220 Tower Hamlets:Stuart Roden	-	8,960	8,960	-		-
	481,326	212,593	693,919	427,265	288,667	715,932

4 Income from investments

	Unrestricted	Restricted	2024	Unrestricted	Restricted	2023
	£	£	£	£	£	£
Bank interest	165	-	165	5,479	-	5,479
	165	-	165	5,479	-	5,479

The Kids Network
Notes to the Accounts
For the Year Ended 31 December 2024

5 Charitable activities

		Charitable activities			
	Cost of raising funds	**Unrestricted**	**Restricted**	**Support Costs**	**2024**
	£	**£**	**£**	**£**	**£**
Staff costs (note 7)	104,596	291,962	213,574		610,131
Other staff costs		52,202			52,202
Project costs		50,862			50,862
Fundraising costs	1,605				1,605
Premises costs			7,500	17,185	24,685
Office costs				3,608	3,608
IT costs				7,192	7,192
Independent examination fee				2,400	2,400
Accountancy and payroll costs				13,501	13,501
Depreciation				810	810
	106,201	395,026	221,074	44,696	766,997
Support cost allocation	-	44,696	-	(44,696)	0
Total expenditure	106,201	439,722	221,074	-	766,997

Analysis of comparative year expenditure

		Charitable activities			
	Cost of raising funds	**Unrestricted**	**Restricted**	**Support Costs**	**2023**
	£	**£**	**£**	**£**	**£**
Staff costs (note 7)	84,500	377,153	240,818		702,471
Other staff costs		54,338	0		54,338
Project costs		35,588	22,735		58,323
Fundraising costs	6,328				6,328
Premises costs					0
Office costs				17,673	17,673
IT costs				16,434	16,434
Independent examination fee				1,500	1,500
Accountancy and payroll costs				13,359	13,359
Depreciation				810	810
	90,828	467,079	263,553	49,776	871,236
Support cost allocation	-	49,776	0	(49,776)	-
Total expenditure	90,828	516,855	263,553	-	871,236

All costs that can be directly attributable to charitable activities are allocated on this basis. Support costs are therefore all other costs which cannot be attributed to charitable activities.

6 Net income for the year

	2024	**2023**
	£	**£**
This is stated after charging:		
Depreciation	**810**	810
Independent examination fee	**2,400**	1,500

The Kids Network
Notes to the Accounts
For the Year Ended 31 December 2024

7 Analysis staff costs and trustees remuneration and expenses

	2024	2023
	£	£
Staff costs:		
Salaries and wages	**543,100**	640,447
Social security costs	**55,765**	50,133
Pension costs	**11,266**	11,891
	610,131	**702,471**

No employee earned over £60,000 during the year or the prior year.
The total employee benefits including pension contributions for key management personnel were £160,350 (2023: £55,500).

Staff numbers	2024	2023
The average number of employees during the year was as follows:	16	21

	2024	2023
	FTE	FTE
Raising funds	**2.8**	2.0
Charitable activities	**12.7**	18
Support	**-**	1
	15.5	21.0

8 Tangible fixed assets

	Computers and IT equipment 2024
	£
Cost	
At 1 January	8,088
Additions	-
At 31 December	8,088
Depreciation	
At 1 January	7,186
Charge for the year	810
At 31 December	7,996
Net book value	
At 31 December	**92**
At 1 January	902

All tangible fixed assets are used for charitable purposes

9 Debtors

	2024	2023
	£	£
Trade debtors	**500**	5,000
Prepayments	**4,542**	4,344
	5,042	**9,344**

The Kids Network
Notes to the Accounts
For the Year Ended 31 December 2024

10 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	**1,344**	4,734
Accruals	**2,401**	1,500
Taxation and social security	**14,144**	13,546
Deferred Income	**10,500**	-
	28,389	**19,780**

Deferred income reconcilliation	2024	2023
	£	£
Deferred income at 1 January 2024	**-**	-
Resources deferred in the period	**10,500**	-
Amounts released from previous periods	**-**	-
Deferred income at year end	**10,500**	**-**

11 Analysis of net assets between funds

	General Unrestricted	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	92.11	-	-	92
Net current assets	69,503	-	82,085	151,588
Net assets	69,595	-	82,085	151,680
Analysis of net assets between fund (prior year)				
Tangible fixed assets	902	-	-	902
Net current assets	48,590	-	90,566	139,156
Net assets	49,492	-	90,566	140,058

12 Movement in funds

	At 1 January 2024	Income	Expenditure	Transfers	At 31 December 2024
Restricted funds:					
Qunitessentially	-	37,000	(8,000)	-	29,000
Hackney	53,303	57,673	(76,222)	-	34,753
Southwark	-	27,500	(24,168)	-	3,332
Hammersmith & Fulham	-	15,000	(7,500)	-	7,500
Brent	4,093	23,960	(20,555)	-	7,498
Lambeth	11,486	20,000	(31,485)	-	1
Westminster	6,683	7,500	(14,182)	-	1
Tower Hamlets	15,000	23,960	(38,960)	-	-
General - Core	1	-	-	-	1
Total restricted funds	90,566	212,593	(221,074)	-	82,086
Unrestricted funds:					
Designated funds:					
Development Fund	-			-	0
Total designated funds	-	-	-	-	0
01 General Core	49,492	566,026	(545,923)	-	69,595
Total unrestricted funds	49,492	566,026	(545,923)	-	69,595
Total funds	140,058	778,619	(766,997)	-	151,681

The Kids Network
Notes to the Accounts
For the Year Ended 31 December 2024

Movement in funds (prior year)

	At 1 January 2023	Income	Expenditure	Transfers	At 31 December 2023
General - Core Activities	154	10,000	(10,153)	-	1
Camden	-	5,000	(5,000)	-	0
Hackney	27,127	99,737	(73,561)	-	53,303
Southwark	-	35,084	(35,084)	-	0
Hammersmith & Fulham	16,419	21,000	(37,419)	-	0
Brent	9,080	41,463	(46,450)	-	4,093
Lambeth	-	45,084	(33,598)	-	11,486
Islington	12,671	-	(12,671)	-	0
Westminster	-	16,300	(9,617)	-	6,683
Tower Hamlets	-	15,000	-	-	15,000
Total restricted funds	65,451	288,668	(263,553)	-	90,566
Unrestricted funds:					
Designated funds:					
Development Fund	50,000	-	-	(50,000)	-
Total designated funds	50,000	-	-	(50,000)	-
General funds	116,602	490,573	(607,683)	50,000	49,492
Total unrestricted funds	166,602	490,573	(607,683)	-	49,492
Total funds	232,053	779,241	(871,236)	-	140,058

14 Related Party Transactions

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.
One trustee was reimbursed travel expenses of £266 (2023: £nil). Donations made by the trustees without any conditions attached totalled £200 (2023: £nil.)

Charity Registration Number: **1167178**

the kids network

Connecting for Change

THE KIDS NETWORK

England & Wales - Charity number 1167178

Accounts

Charity Registration Number: **1167178**

the kids network
Connecting for Change

TRUSTEES ANNUAL REPORT

For the financial year **January - December 2023**

The Kids Network CIO – Charity Number 1167178

TABLE OF CONTENTS

Introduction 3

Objectives & Activities 4

Achievements & Performance 6

2023 Review & Looking Forward 8

Structure & Governance 9

Financial Review 11

INTRODUCTION

Neil Hunt, Chair of the Trustee Board

The Kids Network was founded in 2016 with a clear purpose: to help children live the lives they deserve. We exist because children's mental health is at crisis point due to inequality, minoritisation and isolation.

We provide tailored, early intervention for London's children aged 8-11-years who are finding life very difficult. Poverty, family stress, racism and other discrimination pose real risks to children's ability to learn, make friends, feel safe and make the transition to secondary school. They lack the support they urgently need both in school or at home. Other services are often unavailable. We reach these children before they reach crisis through partnerships with primary schools in areas of high-disadvantage.

We achieve this by tapping into the time, needs and skills of adults from the child's local community and mobilising, training and extensively supporting them to be committed high-quality volunteer mentors for one year.

Since 2016 we have shown that our uniquely child-led, community-based model has an enormous impact on the lives of the children we work with. We have been able to respond to a continuing and increasing demand for our work and in 2023 reached 300 children with our programme.

2023 marked a significant point in our journey. Our founder, Sarah Woodcock, decided that the time was right for her to step down from the charity. Sarah's vision and tenacity created a wonderful charity, and she developed a programme that has changed the lives of hundreds of children and will change the lives of thousands more in the future. We are so grateful for all that she imagined could be and are determined to build on her work and take The Kids Network into a strong and remarkable future.

I was delighted to be appointed Chair of Trustees in January 2024 and to welcome our new Chief Executive, Louise Johns-Shepherd in February 2024. We inherit an organisation that is working through and within very difficult external circumstances. Children in the UK are facing a myriad of challenges that threaten to undermine the potential and happiness of the next generation and we are operating in a time of financial crisis, that will impact London's children who experience poverty the most.

Our work has never been more important, and Louise and I are looking forward to creating a long-term strategy for The Kids Network which is ambitious in its vision to ensure that our programme reaches every primary school child who needs it.
We are pleased to present our 2023 report and look forward to sharing our future strategy in the next few months.

OBJECTIVES AND ACTIVITIES

Charity purposes as set out in our governing document:

'To help children and young people to advance through life providing mentoring support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The secondary objective, running parallel to the first will create a volunteer hub, encouraging peer to peer support, maximum engagement and community activity.'

Our trustees are aware of the commission's public benefit guidance and take it into account when making a decision, to which the guidance is relevant.

Our activities, projects and services

We believe that every child should get to live the life that they deserve.

Our mission is to create meaningful connections in our communities, supporting children through mentoring to feel happy and confident about themselves and their futures.

The Kids Network supports children aged 8-11 at a crucial time in their lives - in the lead up to and often during the transition from primary into secondary school.

Our programme provides children who have adverse childhood experiences (ACE) with a volunteer mentor, who collaborate in delivering weekly child-led, trauma informed sessions.

Through our programme, children build confidence and resilience and developing the tools to manage feelings for a positive future.

Our unique mentoring model is built around:

- **Children and families** in London who have been affected by systems of oppression, living in cyclical poverty and inequality. They may distrust the other formal sources of support due to bad experiences in the past.

- **Schools and communities** who often are over burdened with the overwhelming needs of their communities, and under resourced to provided one to one holistic support vital to children's development.

- **Adults** in a disconnected London who may be lacking purpose and meaningful connection in their lives but with the time and motivation to

give back and become a volunteer mentor.

Our aim is to support children early, before crisis point, working with those who could most benefit from a trusted adult in their lives. We do this in partnership with over 50 partner primary schools, local councils, social workers, Family Early Help Teams and local charities.

The Kids Network programme has now been established across the following seven London boroughs experiencing high need: Hammersmith and Fulham, Brent, Camden, Islington, Hackney, Southwark and Lambeth, Westminster where we deliver our activities and services. In 2024 we will add one new borough, Tower Hamlets.

Our programme objectives:

1. **Increase wellbeing**

Through harnessing existing strengths within communities, we provide support for children before they reach crisis point. For many reasons, the children we support are often struggling socially, emotionally and academically. Our child-led, trauma informed mentoring model provides the protective factors and fun required for a happy childhood and bright future.

2. **Develop tools for the future**

We provide individualised support to empower children to develop tools to tackle present and future challenges. Our volunteer mentors are equipped with best in class training, a bank of resources, a peer community and ongoing support from our team so that they are able to support their mentee exactly where they are at.

3. **Create connections**

Through new mentoring relationships between people whose paths would not normally cross, we are building more inclusive, equal and just communities for children to flourish. Having strong community connections allows us to understand the context for children better and create sustainable support in the long term.

ACHIEVEMENTS & PERFORMANCE

2023 Highlights

The children we worked with in 2023

- **65%** were eligible for free school meals, meaning they are growing up in London in households where the total income is less than £7,400. (Nationwide, 24% of children are eligible for FSM).
- **60%** of children had at least one Adverse Childhood Experiences, an increase of 6% from last year
- **27%** had special educational needs and or a disability.
- **93%** of our children faced at least one barrier either at home, at school or a social and emotional barrier
- **70%** of the children we worked with were from the global majority

Despite facing complex challenges that had significantly impacted their social and emotional wellbeing, **52%** of the children we worked with had no other services involved in their lives.

The high-level of need was reflected in the increase in number and severity of safeguarding concerns amongst the children we worked with. In 2023 we logged and managed 1000 safeguarding cases, with 21 of those cases being a serious concern.

Our volunteer mentors in 2023
307 mentored a child through our programme
32% of our mentors were male
22% aged 18-24, 44% aged 25-34, 17% aged 35-44, 10% aged 45-54, 7% aged 55
48% were from the global majority
89% would recommend being a mentor with The Kids Network

The schools we worked with in 2023
56 referral partners across London
Located in: (Camden, Islington, Brent, H&F, Hackney, Southwark, Lambeth, Westminster)
75% of schools who have worked with us for 2+ years

Our Impact in 2023

- Reaching 307 children from 56 referral partners living in extremely challenging circumstances

- Providing almost 9,000 hours of delivery including mentoring sessions, mentor training, workshops, mentor meet ups, and mentor reviews
- Our mentors and mentees holding 4,996 sessions, over the course of the year, with cohorts starting at various points
- Working in partnership with the NSPCC to continue to strengthen and prioritise safeguarding for children
- Facilitating our second child panel, naming themselves 'The Changers', and supporting them to feed into our future strategy
- 100% of the children reported an increase in wellbeing
- 100% of the children we worked with reported that they enjoyed the time they spent with their mentor
- Continued to work in a consortium to deliver capacity building support to grassroots organisations in Hammersmith & Fulham in 'mentoring best practice'
- Securing multi-year funding from reputable and diverse grant makers
- Launching in two new boroughs, Islington and Westminster
- Receiving London Youth's Bronze accreditation, highlighting the quality of our processes and policies for all stakeholders at the charity
- Accredited by Open Awards which enables our volunteer mentors to receive a 'Badge of Excellence' certificate in Child Led Mentoring.

The Kids Network is proud to have produced our 2023 impact report which sits alongside our 2023 Annual Report. You can view this on our website.

"it was fun and i have calmed down so much more and lots of people have told me your mentor has helped you lots and also i think the same" – Mentee after finishing the programme

2023 REVIEW AND LOOKING FORWARD TO THE FUTURE

2023 was a challenging year for many charities including The Kids Network. In 2023, after years of continued growth, we set ourselves the ambitious target of raising £1.2m, reaching 600 new children, and increasing our team to 20 people.

We did raise a charity record of £800K but were unable to meet our ambitious target and our increase in headcount resulted in us facing significant cashflow issues in Q4 of 2023. As a result we had to make the difficult decision to reduce the size of the organisation by offering voluntary redundancies to five staff and not recruiting to two vacant posts.

We also made significant changes to reduce our costs and improve our efficiency. Having identified economies of scale, we have restructured to a more pan-borough operating model, with Programme Managers being less siloed and covering wider areas, while Team Leaders oversee safeguarding and strategic partnerships.

With growing demand for extra pupil support amidst school funding cuts, we have appointed a dedicated Schools Partnership Manager to support our partnerships and secure school contributions to bolster our income. We have also adapted our mentor training, delivering it all in-house and training larger cohorts at one time, considerably reducing our costs without reducing quality. We have streamlined our recruitment processes, and are achieving a faster time between volunteer application and actively mentoring, meaning we retain more volunteers and can match more children.

Our founder decided that the time was right for her to hand TKN over to a new Chief Executive which means that 2023 was a key point of transition for our charity.

As part of the Founder's succession a new Managing Director role was created in September 2023 to provide operational stability for the organisation.

Our new Chief Executive took up post in February 2024 and we also appointed a new Chair of Trustees in January 2024. Our new leadership brings considerable experience from the charity and education sectors and our staff have worked to ensure that we are continuing to deliver our high-quality programme and meeting the needs of children in London.

With these efforts, we are now in a much stronger financial position, and we are confident of securing our 2024 financial targets. We have already secured significant funding for 2025. We are in the process of expanding our board. We appointed a new trustee in January and aim to recruit three more this year.

In the autumn of 2024 we will set out an ambitious new five year strategy which will take The Kids Network from start up to maturity. We are conducting strategic reviews of our fundraising and marketing functions and are continuing to improve and develop our successful child-led programme.

STRUCTURE AND GOVERNANCE

The Kids Network CIO, registered charity number 1167178

Principal operating address: Hoxton Mix Ltd, 86-90 Paul Street, London, EC2A 4NE

Trustees who governed in 2023 are as follows:

Simon Lucey, Chair (until Sep 23),
Luke Hollander, Treasurer
Charlotte Foster, Deputy Chair (term ended Dec 23)
Lucy Halton, Safeguarding Trustee (from Feb 23)
Naa Acquah, Interim Chair (Oct-Dec 23)
Janet Ayoola, Safeguarding Trustee (Resigned March 23)
Andin Fonyonga (resigned May 23)
Kary van Der Horst
Sam Stamp (term ended Dec 23)

Changes going into 2024

At the beginning of 2024 and as some of our long-standing trustees came to the end of their terms, we appointed a new Chair of the Board and an additional new trustee. The Board of Trustees at the time of publication of this Annual Report is:

Neil Hunt, Chair (Jan 2024)
Naa Acquah, Deputy Chair (March 2024)
Luke Hollander, Treasurer
Lucy Halton, Safeguarding Trustee
Simon Lucey, Trustee
Kary van Der Horst, Trustee
Ravi Sharma, Deputy Safeguarding Trustee (Feb 2024)

Over the reporting period, we said goodbye to Andin Fonyonga, and Janet Ayoola. In Q1 2024 we said goodbye to Charlotte Foster who served her full term at the charity and Sam Stamp. All of these trustees made an incredible contribution to The Kids Network and we are grateful for their support and leadership.

Governance structure

The Trustees met every six to eight weeks to determine policy, review performance, oversee financial management, and receive the CEO's reports on the work of the Charity. The charity also has a Financial Committee to review finances and funding, and People and Safeguarding Committee to

provide support and oversight in the management of resources, both committees met every 6-8 weeks.

A skills matrix, trustee reviews, and a governance review is carried out annually by the board to maintain excellence, diversity and governance throughout the board and charity.

Risk Management

Throughout 2023 Trustees conducted regular review of the risks to which the Charity may be exposed to, and updated the Risk Register every 6-8 weeks, using the template recommended by the NCVO.

This assessment identifies the risk across key categories of Governance, Growth, Financial, Operational, safeguarding and people. The likelihood and impact of each risk is rated on a five-point scale. Risk scores are calculated with the formula likelihood score multiplied by impact score. Risks are then classified as low (1—8), medium (9 —16) and high (17 —25), with sets of actions identified to reduce medium and high risks.

Risk management is a standing agenda item for all Trustee meetings to ensure they remain alert to potential challenges for the organisation.

FINANCIAL REVIEW

Charity position

The year has seen a healthy financial performance.

During 2023, income increased to £779,240 (2022: £641,590). This reflects The Kids Network's success in securing much needed income for our important work.

The Trustees consider that it is appropriate to prepare the financial statements on a Going Concern basis. We were able to reduce core costs and staffing headcount during the last quarter of 2023 and combined this with efficiency savings on our operating model. The effect of these actions ensured that the charity began the 2024 financial year with appropriate liabilities for the income already secured. There is a business plan in place to ensure that the charity can continue to deliver its activities at a similar level to 2023 and will continue to do so going forward. The charity began 2024 with 41% of income for the year already secured and had raised 75% of the total year income target by the end of Q1. The Kids Network has already secured £281,000 of grant income for 2025 and £50,000 for 2026. The trustees therefore consider that there are no material uncertainties about the charity's ability to continue as a Going Concern.

Reserves Policy

Reserves are set bi-annually, according to our budgeted income and against our obligations for continuous funding of all costs associated with the ongoing operations of TKN. Reserves are intended to retain sufficient funds to support the core activities of the organisation if a significant drop in funding were to materialise, as well as ensure an orderly closure of the charity in the event of unplanned insolvency. We have paid due regard to safeguarding and our calculations include notice periods to ensure our safeguarding systems would be able to be wound up effectively.

TKN's target reserves is a minimum of three months operating costs. This is currently estimated to be a minimum of £150,000 based on the 2023 budget.

We take into consideration that TKN may on occasion fall below target due to fluctuating income cycles throughout the year, timing differences to expected grant bids, as well as other temporary factors that may not need further action.

At the end of 2023 our current reserves were below our stated policy, we took appropriate action to improve TKN's position by reducing costs, restructuring the organisation and increasing the 2024 secured income, particularly in the first financial quarter of the year.

Reserves are held openly and presented in a transparent way. Reserve levels are evaluated at least quarterly by the Funding and Finance Committee and reported on to the Trustees at least bi-annually each year. The committee is obligated to raise any issues in relation to excessive or depleted reserves directly with the Trustees. The policy will be reviewed at least once each year when budgets and activity for the year is planned.

Neil Hunt, Chair
5th June 2024

the kids network
Connecting for Change

THE KIDS NETWORK CIO

Independent examiner's report to the trustees of The Kids Network CIO

I report to the trustees on my examination of the accounts of The Kids Network CIO for the year ended 31 December 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Trust's gross income exceeded £250,000 I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

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

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

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

Anthony Epton

5th June 2024
Anthony Epton BA FCA CTA FCIE
Goldwins
Chartered accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Statement of financial activities (Incorporating an income and expenditure account)

For the year ended 31 December 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Income from:							
Donations and grants	2	57,829	-	57,829	80,905	-	80,905
Charitable Activities	3	427,265	288,667	715,932	284,192	275,378	559,570
Investment income	4	5,479	-	5,479	1,115	-	1,115
Total income		490,573	288,667	779,240	366,212	275,378	641,590
Expenditure on:							
Raising funds	5	90,828	-	90,828	21,031	-	21,031
Charitable activities	5	516,855	263,553	780,408	291,252	347,430	638,682
Total expenditure		607,683	263,553	871,236	312,283	347,430	659,713
Net income/expenditure		(117,110)	25,114	(91,996)	53,929	(72,052)	(18,123)
Net movement in funds		(117,110)	25,114	(91,996)	53,929	(72,052)	(18,123)
Reconciliation of funds							
Total funds brought forward at 1 January		166,602	65,452	232,054	112,673	137,504	250,177
Total funds carried forward at 31 December		49,492	90,566	140,058	166,602	65,452	232,054

The results shown above have been derived wholly from continuing activities. There were no recognised gains or losses other than those stated above.

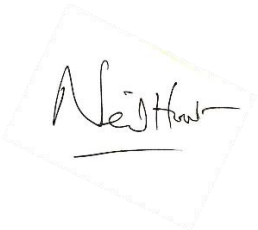
Balance sheet

As at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	8	902	1,712
Current assets			
Debtors	9	9,344	8,812
Cash at Bank		149,592	241,631
Total current assets		158,936	250,443
Creditors: amounts falling due within one year	10	(19,780)	(20,101)
Net current assets		139,156	230,342
Net assets		140,058	232,054
Funds			
Restricted funds	12	90,566	65,452
Unrestricted funds	12	49,492	166,602
Total funds		140,058	232,054

Approved by the board of trustees on 5th June 2024 and signed on their behalf by

Neil Hunt, Chair



The attached notes form part of these accounts

Statement of Cash Flow

January - December 2023

		Total
OPERATING ACTIVITIES		
Net Income	£	(91,996)
Debtors		-
Prepayments	£	(532)
Creditors	£	(3,617)
Accrued Expenses		400
HMRC PAYE		2,896
Total Adjustments to reconcile Net Income to Net Cash provided by operations:		(853)
Net cash provided by operating activities		(92,849)
INVESTING ACTIVITIES		
Depreciation - Computer & Equipment		810
Net cash provided by investing activities	£	810
Net cash increase for period		(92,039)
Cash at beginning of period		241,631
Cash at end of period	£	149,592

Notes to the financial statements

For the year ended 31 December 2023

1 Accounting Policies

Statutory Information

The Kids Network CIO is a charity registered in England and Wales. The registered office is St Margaret's House, 21 Old Ford Road, E2 9PL.

Basis of preparation

The financial statements 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).
The Charity's financial statements for the year ended 31st December 2023 were prepared using the cash basis of accounting. The comparative figures shown in these financial statements have been restated to conform with the current year's presentation.
The charity is exempted from preparing cash flow statement due to exemption available to charities with income less than £500,000.
Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.
Unrestricted funds are donations and other income received or generated for the charitable purposes.
Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
The charity is not VAT registered, and as such cannot recover VAT incurred on purchases.

Allocation of support costs

Support costs are allocated to the charitable activities of the organisation.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computers and IT equipment	straight line over 3 years

Debtors

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

1. Accounting policies (continued)

Cash at bank and in hand
Cash at bank and cash in hand represents cash held in the charity's bank accounts.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

2 Income from donations

	Unrestricted	Restricted	2023	Unrestricted	Restricted	2022
	£	£	£	£	£	£
Donations	57,829	0	57,829	80,905	-	80,905
	57,829	0	57,829	80,905	0	80,905

3 Income from charitable activities

	Unrestricted	Restricted	2023	Unrestricted	Restricted	2022
	£	£	£	£	£	£
01 General Core	362,432	-	362,432	284,192	-	284,192
01 General Core:Foux Foundation	-	-	-	-	39,000	39,000
01 General Core:Criserion	-	10,000	10,000	-	8,000	8,000
01 General Core:Children in Need	14,833	-	14,833	-	-	-
01 General Core:Leathersellers	25,000	-	25,000	-	-	-
01 General Core:Henry Smith	25,000	-	25,000	-	-	-
120 Camden:Betsy	-	-	-	-	15,000	15,000
120 Camden:London Borough of Camden	-	-	-	-	10,000	10,000
120 Camden:M&S Fund	-	-	-	-	1,000	1,000
120 Camden:Shaftesbury	-	-	-	-	10,000	10,000
120 Camden	-	5,000	5,000	-	-	-
130 Hackney:National Lottery	-	99,737	99,737	-	50,292	50,292
130 Hackney	-	-	-	-	-	-
140 Southwark	-	750	750	-	-	-
140 Southwark:Awards for All	-	-	-	-	10,000	10,000
140 Southwark:L&Q	-	8,333	8,333	-	12,500	12,500
140 Southwark:140 Tesco Community Grant	-	1,000	1,000	-	-	-
140 Southwark:J Van Mars Foundation	-	25,000	25,000	-	-	-
150 Hammersmith & Fulham:Adison Youth	-	-	-	-	8,586	8,586
150 Hammersmith & Fulham:John Lyons Charity	-	21,000	21,000	-	15,000	15,000
150 Hammersmith & Fulham:The Daisy Trust	-	-	-	-	3,000	3,000
160 Brent:John Lyons Charity	-	15,000	15,000	-	15,000	15,000
160 Brent:NCIL	-	24,380	24,380	-	25,000	25,000
160 Brent:L&Q	-	2,083	2,083	-	-	-
190 Lambeth:Walcott Foundation	-	20,000	20,000	-	23,000	23,000
190 Lambeth:Guinness	-	-	-	-	15,000	15,000
190 Lambeth:John Coats	-	5,000	5,000	-	-	-
190 Lambeth:Mrs Smith & Mount	-	3,000	3,000	-	-	-
190 Lambeth:Virgin Unite	-	5,000	5,000	-	-	-
190 Lambeth:David Riddle	-	10,000	10,000	-	-	-
190 Lambeth:L&Q	-	2,084	2,084	-	-	-
200 Islington:Betsy	-	-	-	-	15,000	15,000
210 Westminster	-	10,000	10,000	-	-	-
210 Westminster:Almhouses	-	5,000	5,000	-	-	-
210 Westminster:DBS Only	-	1,300	1,300	-	-	-
220 Tower Hamlets:Sobell Foundation	-	15,000	15,000	-	-	-
	427,265	288,667	715,932	284,192	275,378	559,570

4 Income from investments

	Unrestricted	Restricted	2023	Unrestricted	Restricted	2022
	£	£	£	£	£	£
Bank interest	5,479	-	5,479	1,115	-	1,115
	5,479	-	5,479	285,307	467,756	753,063

5 Charitable activities

		Charitable activities			
	Cost of raising funds	Unrestricted	Restricted	Support Costs	2023
	£	£	£	£	£
Staff costs (note 7)	84,500	377,153	240,818		702,471
Other staff costs		54,338	-		54,338
Project costs		35,588	22,735		58,323
Fundraising costs	6,328				6,328
Premises costs				-	0
Office costs				17,672	17,672
IT costs				16,434	16,434
Independent examination fee				1,500	1,500
Accountancy and payroll costs				13,359	13,359
Depreciation				810	810
	90,828	467,079	263,553	49,776	871,236
Support cost allocation	-	49,776	-	(49,776)	0
Total expenditure	90,828	516,855	263,553	-	871,236

Analysis of comparative year expenditure

		Charitable activities			
	Cost of raising funds	Unrestricted	Restricted	Support Costs	2022
	£	£	£	£	£
Staff costs (note 7)	3,677	202,210	300,277	-	506,164
Other staff costs	-	39,433	10,189	-	49,622
Project costs	-	11,037	36,964	-	48,001
Fundraising costs	17,354	-	-	-	17,354
Premises costs	-	-	-	-	0
Office costs	-	-	-	8,845	8,845
IT costs	-	-	-	15,208	15,208
Independent examination fee	-	-	-	1,101	1,101
Accountancy and payroll costs	-	-	-	11,938	11,938
Depreciation	-	-	-	1,480	1,480
	21,031	252,680	347,430	38,572	659,713
Support cost allocation	-	38,572	0	(38,572)	-
Total expenditure	21,031	291,252	347,430	-	659,713

All costs that can be directly attributable to charitable activities are allocated on this basis. Support costs are therefore all other costs which cannot be attributed to charitable activities.

6 Net income for the year

	2023	2022
	£	£
This is stated after charging:		
Depreciation	**810**	1,480
Independent examination fee	**1,500**	800

7 Analysis staff costs and trustees remuneration and expenses

	2023	2022
	£	£
Staff costs:		
Salaries and wages	**640,447**	456,156
Social security costs	**50,133**	41,722
Pension costs	**11,891**	8,286
	702,471	506,164

No employee earned over £60,000 during the year or the prior year.

The total employee benefits including pension contributions for key management personnel were £55,500 (2022: £44,423).

The Trustees did not receive any remuneration or expenses from the charity during the year (2022: £nil).

Staff numbers

The average number of employees during the year was as follows:

	2023	2022
	FTE	FTE
Raising funds	**2.0**	0.7
Charitable activities	**18.0**	12.8
Support	**1.0**	1.3
	21.0	14.8

8 Tangible fixed assets

	Computers and IT equipment 2023
	£
Cost	
At 1 January	8,088
Additions	-
At 31 December	8,088
Depreciation	
At 1 January	6,376
Charge for the year	810
At 31 December	7,186
Net book value	
At 31 December	**902**
At 1 January	1,712

All tangible fixed assets are used for charitable purposes

9 Debtors

	2023	2022
	£	£
Trade debtors	**5,000**	5,000
Prepayments	**4,344**	3,812
	9,344	**8,812**

10 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	**4,734**	8,352
Accruals	**1,500**	1,101
Taxation and social security	**13,546**	10,648
	19,780	**20,101**

11 Analysis of net assets between funds

	General Unrestricted	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	902	-	-	902
Net current assets	48,591	0	90,566	139,156
Net assets	49,492	0	90,566	140,058
Analysis of net assets between fund (prior year)				
Tangible fixed assets	1,712	-	-	1,712
Net current assets	114,890	50,000	65,452	230,342
Net assets	116,602	50,000	65,452	232,054

12 Movement in funds

	At 1 January 2023	Income	Expenditure	Transfers	At 31 December 2023
Restricted funds:					
General - Core Activities	154	10,000	(10,153)	-	1
Camden	-	5,000	(5,000)	-	-
Hackney	27,127	99,737	(73,561)	-	53,303
Southwark	-	35,084	(35,084)	-	(1)
Hammersmith & Fulham	16,419	21,000	(37,419)	-	0
Brent	9,080	41,463	(46,450)	-	4,093
General - Core Activities	-	45,084	(33,598)	-	11,486
Islington	12,671	-	(12,671)	-	(0)
General - Core Activities	-	16,300	(9,617)	-	6,683
Tower Hamlets	-	15,000	-	-	15,000
Total restricted funds	65,451	288,667	(263,553)	0	90,565
Unrestricted funds:					
Designated funds:					
Development Fund	50,000			(50,000)	0
Total designated funds	50,000	-	0	(50,000)	0
01 General Core	116,602	490,573	(607,683)	50,000	49,492
Total unrestricted funds	166,602	490,573	(607,683)	0	49,492
Total funds	232,053	779,240	(871,236)	0	140,058

12 Movement in funds (Continued)
Movement in funds (prior year)

	At 1 January 2022	Income	Expenditure	Transfers	At 31 December 2022
Restricted funds:					
Founder Salary	11,865	39,000	(50,711)	-	154
Criserion		8,000	(8,000)	-	0
Camden		36,000	(36,000)	-	0
Hackney Project	9,668	50,292	(32,832)	-	27,128
Southwark Project	62,934	22,500	(85,434)	-	0
Hammersmith & Fulham Project	40,000	26,586	(50,167)	-	16,419
Brent Project	13,037	40,000	(43,957)	-	9,080
Lambeth	-	38,000	(38,000)	-	0
Islington	-	15,000	(2,329)	-	12,671
Total restricted funds	137,504	275,378	(347,430)	-	65,452
Unrestricted funds:					
Designated funds:					
Hackney Project					
Development Fund	50,000				50,000
Total designated funds	50,000	0	0	0	50,000
General funds	62,673	366,212	(312,283)	0	116,602
Total unrestricted funds	112,673	366,212	(312,283)	-	166,602
Total funds	250,177	641,590	(659,713)	-	232,054

13 Related Party Transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties

the kids network

Connecting for Change

THE KIDS NETWORK

England & Wales - Charity number 1167178

Accounts

the kids network
Connecting for Change

TRUSTEES ANNUAL REPORT

For the financial year **January - December 2022**

www.thekidsnetwork.org.uk

Charity Registration Number: 1167178

TABLE OF CONTENTS

EXECUTIVE SUMMARY 01

STRUCTURE, GOVERNANCE AND MANAGEMENT 02

OBJECTIVES AND ACTIVITIES 03

ACHIEVEMENTS AND PERFORMANCE 05

FINANCIAL REVIEW 13

EXECUTIVE SUMMARY

The Kids Network, founded in 2016 with a clear purpose: to help children live the lives they deserve. We exist because children's mental health is at crisis point due to inequality, minoritisation and isolation.

We are committed to providing tailored, early intervention for London's children aged 8-11-years who face the most pervasive barriers to accessing the support they urgently need in school, at home and from other services. We reach them before they reach crisis through partnerships with primary schools with high-need in areas of high-disadvantage.

We achieve this innovatively by tapping into the time, needs and skills of adults from the child's local community and mobilising, training and extensively supporting them to be committed high-quality volunteer mentors for one year.

Our proven transformational impact, uniquely child-led, community-based model and the intensified needs and vulnerability of children has led to a 245% increase in demand for our service since 2019, which we have continued to meet.

Looking back across the final year of our three-year COVID-19 response strategy, we are proud to report that we have supported over 450 children across seven London boroughs while consolidating our learnings and creating a three-year strategy for sustainable expansion which has been led by our children, volunteer mentors, school partners, community partners, whole staff team and board of trustees.

Operating in time of financial crisis, that will impact London's children who experience poverty the most, our mission to protect their wellbeing and futures has never been more vital, and together we can protect thousands of little Londoners when they have never needed us more.

Simon Lucey
Interim Chair of Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Kids Network CIO, registered charity number 1167178.

Principle operating address: Hoxton Mix Ltd, 86-90 Paul Street, London, EC2A 4NE.

The Kids Network has been governed by a small group of Trustees to support the growth of our organisation. As a CIO, the organisation is governed by our constitution. The process of electing new trustee members is through a vote as outlined in our constitution.

Trustees who governed and were appointed in 2023 are as follows:

- **Nigel Phan**, Chair
- **Simon Lucey**, Interim Chair from April 2023
- **Luke Hollander**, Treasurer
- **Charlotte Foster**, Deputy Chair
- **Janet Ayoola**, Safeguarding Trustee
- **Naa Acquah**, Trustee
- **Natasha Friend**, Trustee
- **Andin Fonyonga**, Trustee
- **Lucy Halton**, Trustee
- **Kary van Der Horst**, Trustee
- **Sam Stamp**, Trustee

Over this period, we said goodbye to Nigel Phan and Natasha Friend who made an incredible contribution to The Kids Network.

OBJECTIVES AND ACTIVITIES

Charity purposes as set out in our governing document:

'To help children and young people to advance through life providing mentoring support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals. The secondary objective, running parallel to the first will create a volunteer hub, encouraging peer to peer support, maximum engagement and community activity."

Our trustees are aware of the commission's public benefit guidance and take it into account when making a decision, to which the guidance is relevant.

Our activities, projects and services:

We believe that every child should get to live the life that they deserve.

Our mission is to create meaningful connections in our communities, supporting children through mentoring to feel happy and confident about themselves and their futures.

The Kids Network supports children aged 8-11 at a crucial time in their lives - in the lead up to and often during the transition from primary into secondary school.

Our programme provides children who have adverse childhood experiences (ACE) with a volunteer mentor, who collaborate in delivering weekly child-led, trauma informed sessions.

Through our programme, children build confidence and resilience and develop the tools to manage feelings for a positive future.

Our unique mentoring model is built around:

- **Children and families** in London who have been affected by systems of oppression, living in cyclical poverty and inequality. They may distrust the other formal sources of support due to bad experiences in the past.

- **Schools and communities** who often are over burdened with the overwhelming needs of their communities, and under resourced to provided one to one holistic support vital to children's development.

- **Adults** in a disconnected London who may be lacking purpose and meaningful connection in their lives but with the time and motivation to give back and become a volunteer mentor.

Our aim is to support children early, before crisis point, working with those who could most benefit from a trusted adult in their lives. We do this in partnership with over 50 partner primary schools, local councils, social workers, Family Early Help Teams and local charities.

The Kids Network programme has now been established across the following seven London boroughs experiencing high need: Hammersmith and Fulham, Brent, Camden, Islington, Hackney, Southwark and Lambeth where we deliver our activities and services.

Our programme objectives:

1. Increase Wellbeing

Through harnessing existing strengths within communities, we provide support for children before they reach crisis point. For many reasons, the children we support are often struggling socially, emotionally and academically. Our child-led, trauma informed mentoring model provides the protective factors and fun required for a happy childhood and bright future.

2. Develop tools for the future

We provide individualised support to empower children to develop tools to tackle present and future challenges. Our volunteer mentors are equipped with best in class training, a bank of resources, a peer community and ongoing support from our team so that they are able to support their mentee exactly where they are at.

3. Create connections

Through new mentoring relationships between people whose paths would not normally cross, we are building more inclusive, equal and just communities for children to flourish. Having a strong community connections allows us to understand the context for children better and create sustainable support in the long term.

ACHIEVEMENTS AND PERFORMANCE

2022 Highlights:

2022 saw both an increase in demand for our services and a higher level of need for children. Coming out of the pandemic and into a deepening cost of living crisis has exacerbated the concerns for our children and communities.

Despite this, The Kids Network managed to achieve some magnificent things for children across London which we are proud to share.

Key achievements of 2022:

- Reaching 456 children from 53 partner schools living in extremely challenging circumstances
- Providing almost 9,000 hours of delivery including mentoring sessions, mentor training, workshops, mentor meet ups, and mentor reviews
- Our mentors and mentees holding 5,203 sessions, over the course of the year, with cohorts starting at various points
- Working in partnership with the NSPCC to continue to strengthen and prioritise safeguarding for children
- Joni Warner, our Southwark Programme Manager winning 'Volunteer Coordinator of the Year Award' from Community Southwark
- Bucking trends, we generated almost 800 applications from prospective volunteer mentors who wanted to join our network
- Launching our first ever child panel, naming themselves the 'Secret Seven', feeding into our strategy
- Working in consortium to deliver a capacity building to grassroots organisations in Hammersmith & Fulham in 'mentoring best practice'
- Developed an organisational 'Shared Language' in our approach to anti-oppression

- Securing multi-year funding from reputable and diverse grant makers

- Successfully growing our school's contribution model resulting in 10% of our income generated from our services

- Gaining media traction, featuring on prime time BBC One on a 'cost of living' segment, as well as 'Reasons to be Cheerful' podcast with Ed Miliband, BBC London radio and many other profile raising panel

Learnings:

- Team capacity is critical to what we can achieve - we need more of it to be sustainable

- Children's voices are crucial to how and why we grow

- We need to revisit our impact strategy to ensure our outcomes align with our strategic goals as we look forward

- Our programme model numbers needed to reduce, given the external pressures and growing safeguarding demands

What we must continue:

- Utilising Salesforce to work more effectively

- Our top rate 1:1 support of mentors

- Building on networks and communities to support our work

- Our strong culture of safeguarding and anti-oppression

Achievement against objectives

2022 saw London's children's quality of life diminish. With the ramifications of the pandemic, compounded by the cost of living crisis, the need for our work has never been more urgent. Safeguarding cases on the rise saw our team working tirelessly to navigate their complexity as we continued to prioritise children's wellbeing and safety above all else.

Our commitment to our mission has been driving force of the three pillars of our 2020-2022 strategy:

1. Child-centred mentoring
2. Amplifying unheard voices
3. Sustainability as an organisation

Below outlines some of our achievements against the objectives we set ourselves, and some of the learnings too.

The Kids Network could not do this without strong foundations, and that begins by putting children at the heart of our decision making, as the decision makers.

That is why we not only provided vital one-to-one mentoring for these children in a community setting, but also created a platform for their voices to be heard, built an extensive network of strategic partnerships, diversified our income.

Key 2022 aims

- Grow our reach and support 600 children across London
- Invest in our staff team to maintain our high quality of service
- Double our income to meet the growing needs of our children

High Level KPIs	2021 Actual	2022 Actual	2023 Target
Children Supported	393	456	650
Staff	10	12	26
London Boroughs	5	7	9

Our performance against our aims was a brilliant success in the face of multiple challenges. Firstly, 2022 proved to be a year of challenging staff recruitment, with the 'Great Resignation' to contend with, the market for recruiting qualified staff members has never been more tough. This meant that we were operating at 60% capacity throughout the year.

Despite this gap in resource, we managed to achieve almost 75% of our targets, which is testament to the hard work, passion and planning of the brilliant team who make #MentorMagic happen.

2022 Impact

The Kids Network is proud to have produced our 2022 impact report which sits alongside our 2022 Annual Report. You can view this **here** to see the full extent of our work.

Supporting children who needed us most was a priority for The Kids Network.

- **68%** were on free school meals, an increase of 8% from the year before, meaning they are growing up in London in households where the total income is less than £7,400. (Nationwide, 21% of children are eligible for FSM).

- **54%** of children had Adverse Childhood Experiences.

- **23%** had special educational needs.

- **45%** of our children had negative school experiences including low attainment, risk of gang grooming and bullying.

Despite facing complex challenges that had significantly impacted their social and emotional wellbeing, **54%** of the children we worked with had no other services involved in their lives.

Their high-level of need was reflected in the increase in number and severity of safeguarding concerns amongst the children we worked with; managing 62 serious concerns in 2022. Additionally in 2022, we managed and where necessary, acted upon over 269 concerns.

Despite the backgrounds and circumstances of our mentees, they were able to move through coping, to adapting, to thriving in their young lives, prepared to transition into secondary school.

Some of our key impact statistics as told by children:

- **83%** reported positive wellbeing
- **87%** reported feeling calm
- **87%** reported being in a good mood
- **83%** get on well with people
- **86%** reported they are good at some things
- **64%** make choices more easily
- **77%** knew what to do when sad
- **61%** felt prepared for SATs

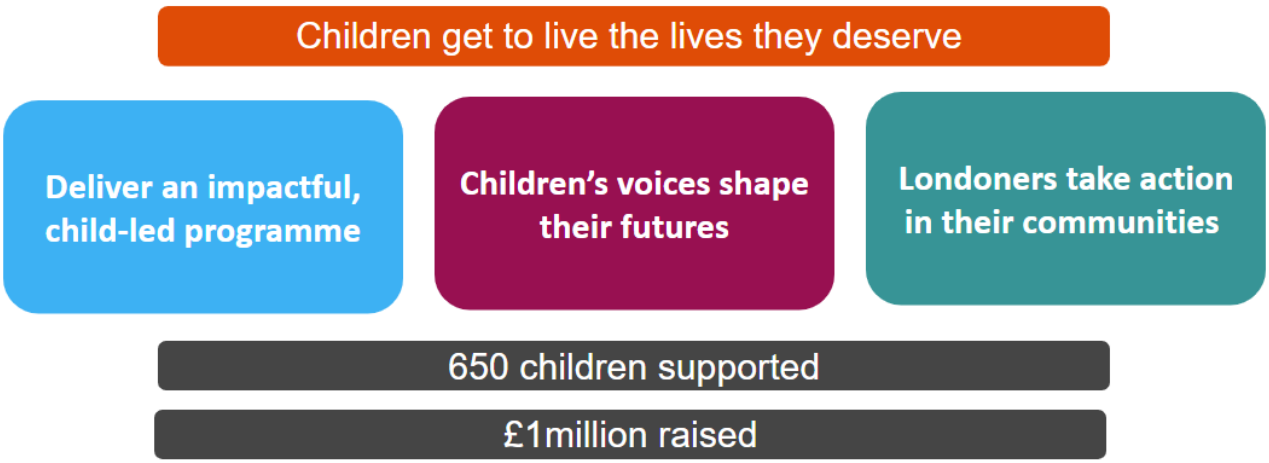
"My mentee was excited that we both wore glasses and got excited about it, and I asked her why did that make you excited? She said seeing someone who looks like me being successful makes me happier."

Read the full report on **our website**.

Looking to the future

Looking to 2023 and beyond, we are so proud of what we have achieved, but know that there is more to do. We spent much of 2022 co-creating a new three year strategy which would set out our vision and growth plans for the next chapter of our work.

Our hope is this will be published and be made publicly available on our website. For 2023, our key aims are as below.



This new vision will see us make changes to our delivery model, set out a new Theory of Change for our programme, but also for our mentors as volunteers, and introduce a new Volunteering Team into the organisation to lay the foundations for our growth plans.

Some of our key strategic objectives are to:

- Develop a three year Impact Strategy to sit alongside our organisational strategy
- Using the GLAs 'Mentoring Best Practice Framework' to develop internal quality benchmarking for our programmes
- Continue to grow and build our excellent track record of partnership working
- Capacity build 10 grassroots organisations and establish a community network of mentoring best practice
- Pilot a 'behaviour change' campaign to change the face of volunteering in London
- To reimagine our mentoring training programme to track a strong outcomes framework for our volunteers

Contribution from volunteers

Without our volunteers, The Kids Network simply could not exist. We want to recognise just a few of local heroes who make our work and the incredible impact possible.

Jahira

In 2022, Jahira was an accountant by day and a champion of children's voices for an hour a week, each week. Jahira's love for numbers, cooking and cycling meant she was a perfect match for an 11-year-old with similar interests. Over the year, Jahira supported him with moving from Year 6 to Year 7 as well as changes in his family dynamic at home.

She always ensured and her mentee bonded over a shared love for cycling and they would spend many sessions riding about, exploring familiar spaces alongside discovering new routes around London. Jahira often encouraged her mentee to lead the adventures in his local park – a great example of being child-led! She ensured sessions were geared towards her mentee's interests and researched amazing activity ideas;

Jahira introduced her mentee to VR, ice-skating and squash! She encouraged her mentee to persevere; though he really enjoyed squash, at first he was frustrated that he wasn't as skilled as he would have liked to be immediately. They visited the squash court often, and her mentee only got better and better, even hoping to join the squash team at secondary school.

After volunteering 60 hours over a year, she supported her mentee's skills of patience, perseverance and instilled the confidence to give something new a go, setting him up in the best way to start the next chapter of his schooling.

Koby

Koby grew up in Southeast London and has a background in marketing and advertising. He is very creative and has a great passion for music, as well as various sports. Koby decided to be a mentor, after he reflected on his own personal experience growing up and understood the challenges children face at this age. He wanted to be that positive role model for a young person, supporting them to feel confident and provide a listening ear through times of change in their life.

Koby was matched with Isaiah, and they completed an incredible 88 hours of mentoring time together! During this time, Koby was an integral part of Isaiah's life, as he navigated the difficult transition from primary school to secondary school. He was a really fun, creative and patient mentor, who introduced Isaiah to new and exciting activities in his local community. As the year went by, Koby built a strong and trusting relationship with Isaiah and he started to open up more about his feelings and challenges he was facing. He gave Isaiah an outlet, someone to talk to every week and not only validate his emotions, but also learn to channel these into something positive. Isaiah expressed that Koby made him feel happier every time he went out with him!

The impact Koby made on Isaiah was also noticed by his caregiver. They said ***"Isaiah has really enjoyed his time with Koby. They have built such a great bond during their sessions. Thank you for giving my son this opportunity and Koby has been fantastic with supporting Isaiah in his transition into secondary this year and giving him advice and support".***

Koby has also been a great advocate for The Kids Network, going above and beyond by talking about his experience as a mentor to help us spread our name across London. He even mentioned us on some of his TV appearances. Thank you Koby for being such an incredible advocate for our work and ambassador.

Jess

At the time of being a mentor, Jess was part of the civil service fast stream. She came to TKN with a lot of experience of working with children from different backgrounds and is passionate about helping young people in her local community.

Jess and her mentee had 38 sessions, totalling 67 hours of 1:1 mentoring support. Not only did Jess give time to her mentee, she encouraged a friend to become a mentor and created an opportunity for TKN to present at her workplace about volunteering and social mobility. Jess facilitated numerous new opportunities for her mentee, including cinema trips, sight-seeing in Central London, gaming at a virtual reality centre and visiting a fun fair.

By having regular sessions and providing a safe space to chat, usually over a game of table tennis, Jess had an incredible impact on J. Her mentee was referred due to high levels of anxiety about attending school. By talking through his concerns and fears about school and celebrating the times that he did attend, over the year J's attendance rose from approximately 1 day per week, to attending nearly every day. His school described him as a "different child", with the most notable change being his increase in confidence.

FINANCIAL REVIEW

Charity position

The year has seen a healthy financial performance.

During 2022, income increased to £641,590 (2021: £446,940). This reflects The Kids Network's success in securing much needed income for our important work.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

Reserves Policy

Reserves are defined as unrestricted funds that are freely available to spend for any of TKN's obligations. It excludes restricted income funds, tangible fixed assets and any investment funds. Reserves should be held to service an unexpected need for funds, covering unforeseen day-to-day operational costs, a shortfall in income or to fulfil other obligations.

Reserves are set bi-annually, according to our budgeted income and against our obligations for continuous funding of all costs associated with the ongoing operations of TKN. Reserves are intended to retain sufficient funds to support the core activities of the organization if a significant drop in funding were to materialize, as well as ensure an orderly closure of the charity in the event of unplanned insolvency.

TKN's target reserves is a minimum of three months operating costs, defined as staff expenses associated with running the charity. This has been calculated based on staff notice periods which range in duration from 4 to 12 weeks. This is currently estimated to be a minimum of £174,000 based on the 2023 budget.

In the instance that the reserves position falls below our stated policy, we will consider taking appropriate action to improve TKN's position. We will also take into consideration that TKN may on occasion fall below target due to fluctuating income cycles throughout the year, timing differences to expected grant bids, as well as other temporary factors that may not need further action.

Reserves are held openly and presented in a transparent way. Reserve levels will be evaluated at least quarterly by the Funding and Finance Committee and reported on to the Trustees at least bi-annually each year. The committee is obligated to raise any issues in relation to excessive or depleted reserves directly with the Trustees. The policy will be reviewed at least once each year when budgets and activity for the year is planned.

FINANCIAL REVIEW

Risk Management

The Kids Network has a number of risks identified by the board of trustees which are monitored on a monthly basis. Ending 2022, we had identified eight key areas of focus for us to be monitoring and taking actions towards as outlined below.

Risk Area	Risk Score Category	Mitigations
Ineffective governance or organisational structure	Low	Clear conflict of interest policy in place. Board completes an annual risk register deep dive. A new risk review policy in place. Annual skills matrix, trustee cycle process doc and annual training in place.
Financial Risk	Low	Annual budget setting with trustee sign off. Quarterly trustee review of diversity and stability of fundraising. Ensure we have mechanisms to reduce expenditures if needed (e.g. reshaping the organisation). Close financial controls and reserves policy in place.
Low / no impact for mentees or mentors	Moderate	Impact strategy in development. Hiring of Impact Manager in 2023. Restructure in the team and focus on a new quality framework to ensure consistent delivery and tracking. Some capacity gaps in 2022.

Risk Area	Risk Score Category	Mitigations
Employment Issues (HR/Legal/Compliance)	Moderate	18 policies developed in 2022 and working towards London Youth Bronze Quality Mark. Annual training in place for GDPR, Health and Safety and Safeguarding. New induction process launched.
Poor Leadership and Communication with and from Key Staff	Low	Clear reporting structure in place through papers and robust questions. Clear mission in TKN constitution, clear 3-year strategy (2023-25), ensuring Board understanding at Trustee away day and approval of TKN strategy
Safeguarding handled poorly / inadequately	Moderate	Robust safeguarding policies and processes are in place and reviewed annually, including safe recruitment practises and guidelines on reporting mechanisms. Partnership with NSPCC for a direct line and 24 hour advice.
Staff Wellbeing	Moderate	Wellbeing champions group established across the organisation. Have reviewed team days together with lots of time for socialising/ getting to know each other in an inclusive way. Longer notice periods in place so not a gap in capacity if any leavers. 2k uplift given to all officer or manager roles to help with cost of living and staff retention.
Sustainable Growth	Low	New 3 year strategy launched to full team for mission/ vision alignment. Developing new ways to reduce admin time spent when recruiting (Salesforce developments and integrations with apps)

THE KIDS NETWORK CIO

Statement of financial activities
(Incorporating an income and expenditure account)

For the year ended 31 December 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total restated £
Income from:							
Donations and grants	2	80,905	-	**80,905**	7,185	-	7,185
Charitable Activities	3	284,192	275,378	**559,570**	188,417	250,422	438,839
Investment income	4	1,115	-	**1,115**	916	-	916
Total income		336,212	275,378	**641,590**	196,518	250,422	446,960
Expenditure on:							
Raising funds	5	21,031	-	**21,031**	31,025	-	31,025
Charitable activities	5	291,252	347,430	**638,682**	131,533	246,690	378,225
Total expenditure		312,283	347,430	**659,713**	162,558	246,690	409,248
Net income		53,929	(72,052)	**(18,123)**	33,960	3,732	37,692
Net movement in funds		53,929	(72,052)	**(18,123)**	33,960	3,732	37,692
Reconciliation of funds:							
Total funds brought forward at 1January		112,673	137,504	**250,177**	78,713	133,772	212,485
Total funds carried forward at 31 December		166,602	65,452	**232,054**	112,673	137,504	250,177

The results shown above have been derived wholly from continuing activities. There were no recognised gains or losses other than those stated above.

Balance sheet

As at 31 December 2022

	Note	2022 £	2021 £
Fixed assets:			
Tangible assets	8	**1,712**	762
Current assets:			
Debtors	9	**8,812**	11,656
Cash at bank		**241,631**	250,047
Total current assets		**250,443**	261,703
Creditors: amounts falling due within one year	10	**(20,101)**	(12,288)
Net current assets		**230,342**	249,415
Net assets		**232,054**	250,177
Funds			
Restricted funds	11	**65,452**	137,504
Unrestricted funds	11	**166,602**	112,673
Total funds		**232,054**	250,177

Approved by the trustees on **29th March 2022**
and signed on their behalf by:

Simon Lucey, Chair

Statement of Cash Flow

January - December 2022

	Total £
Operating activities:	
Net Income	(18,123)
Adjustments to reconcile Net Income to Net Cash provided by operations:	
Debtors	5,500
Prepayments	(2,655)
Creditors	5,091
Accrued Expenses	101
HMRC PAYE Accrual	2,620
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	**10,657**
Net cash provided by operating activities	**(7,466)**
Investing activities:	
Additions - Computer & Equipment	(2,430)
Depreciation - Computer & Equipment	1,480
Net cash provided by investing activities	**(950)**
Net cash increase for period	**(8,416)**
Cash at beginning of period	250,047
Net cash increase for period	**241,631**

Notes to the financial statements

For the year ended 31 December 2022

1. Accounting policies

Statutory information
The Kids Network CIO is a charity registered in England and Wales. The registered office is Hoxton Mix, 86-90 Paul Street, London, EC2A 4NE.

Basis of preparation
The financial statements 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Charity's financial statements for the year ended 31st December 2021 were prepared using the cash basis of accounting. The comparative figures shown in these financial statements have been restated to conform with the current year's presentation.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity
The charity meets the definition of a public benefit entity under FRS 102.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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.

Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs

The charity is not VAT registered, and as such cannot recover VAT incurred on purchases.

Allocation of support costs
Support costs are allocated to the charitable activities of the organisation.

Tangible fixed assets
Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computers and IT equipment	straight line over 3 years

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

1. Accounting policies (continued)

Cash at bank and in hand
Cash at bank and cash in hand represents cash held in the charity's bank accounts.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

2. Income from donations and grants

	Unrestricted £	Restricted £	**2022 Total £**	Unrestricted £	Restricted £	2021 Total £
Donations	80,905	-	**80,905**	7,185	-	7,185
Total	80,905	-	**80,905**	7,185	-	7,185

3. Income from charitable activities

	Unrestricted £	Restricted £	**2022 Total £**	Unrestricted £	Restricted £	2021 Total £
01 General Core	**248,192**	-	**284,192**	**188,417**	-	**188,417**
01 General Core:Foux Foundation	-	**39,000**	**39,000**	-	-	-
01 General Core:Criserion	-	**8,000**	**8,000**	-	-	-
120 Camden:Betsy	-	**15,000**	**15,000**	-	-	-
120 Camden:London Borough of Camden	-	**10,000**	**10,000**	-	-	-
120 Camden:M&S Fund	-	**1,000**	**1,000**	-	-	-
120 Camden:Shaftesbury	-	**10,000**	**10,000**	-	-	-
Founder salary	-	-	-	-	**52,206**	**52,206**
130 Hackney:National Lottery	-	**50,292**	**50,292**	-	-	-
130 Hackney	-	-	-	-	**60,716**	**60,716**
140 Southwark:Awards for All	-	**10,000**	**10,000**	-	**70,000**	**70,000**
140 Southwark:London & Quadrant	-	**12,500**	**12,500**	-	-	-
150 H&F:Adison Youth	-	**8,586**	**8,586**	-	-	-
150 H&F:John Lyons Charity	-	**15,000**	**15,000**	-	-	-
150 H&F:The Daisy Trust	-	**3,000**	**3,000**	-	-	-
150 Hammersmith & Fulham	-	-	-	-	**47,500**	**47,500**
160 Brent:John Lyons Charity	-	**15,000**	**15,000**	-	-	-
160 Brent:NCIL	-	**25,000**	**25,000**	-	-	-
160 Brent	-	-	-	-	**20,000**	**20,000**
190 Lambeth:Walcott Foundation	-	**23,000**	**23,000**	-	-	-
190 Lambeth:Guinness	-	**15,000**	**15,000**	-	-	-
200 Islington:Betsy	-	**15,000**	**15,000**	-	-	-
	284,192	**275,378**	**559,570**	**188,417**	**250,422**	**438,839**

4. Income from investments

	Unrestricted	Restricted	**2022 Total**	Unrestricted	Restricted	2021 Total
	£	£	**£**	£	£	£
Bank interest	**1,115**	**-**	**1,115**	**916**	**-**	916
	1,115	**-**	**1,115**	**916**	**-**	916

5. Charitable activities

	Cost of raising funds	Charitable activities Unrestricted	Charitable activities Restricted	Support costs	**2022 Total**
	£	£	£	£	**£**
Staff costs (note 7)	3,677	202,210	300,277	-	**506,164**
Other staff related costs	-	39,433	10,189	-	**49,622**
Project costs	-	11.037	36,964	-	**48,001**
Fundraising costs	17,354	-	-	-	**17,354**
Premises costs	-	-	-	-	**-**
Office costs	-	-	-	4,849	**8,845**
IT costs	-	-	-	10,418	**15,208**
Independent examination fee	-	-	-	1,000	**1,101**
Accountancy and payroll costs	-	-	-	7,206	**11,938**
Depreciation	-	-	-	1,886	**1,480**
	21,031	252,680	347,430	38,572	**659,713**
Support costs allocation	-	38,572	-	(38,572)	-
Total expenditure 2022	**21,031**	**291,252**	**347,430**	**-**	**659,713**

Analysis of comparative year expenditure

	Cost of raising funds	Charitable activities Unrestricted	Charitable activities Restricted	Support costs	**2021 Total**
	£	£	£	£	**£**
Staff costs (note 7)	29,430	85,655	198,540	-	**227,970**
Other staff related costs	-	13,025	-	-	**13,025**
Project costs	-	25,911	29,685	-	**55,596**
Fundraising costs	1,595	-	39	-	**1,634**
Premises costs	-	-	-	-	**-**
Office costs	-	-	-	4,849	**4,849**
IT costs	-	-	-	10,418	**10,418**
Independent examination fee	-	-	-	1,000	**1,000**
Accountancy and payroll costs	-	-	-	7,206	**7,206**
Depreciation	-	-	-	1,886	**1,886**
	31,025	124,601	228,264	25,358	**409,248**
Support costs allocation	-	25,358	-	(25,358)	-
Total expenditure 2021	**31,025**	**149,959**	**228,264**	**-**	**409,248**

All costs that can be directly attributable to charitable activities are allocated on this basis. Support costs are therefore all other costs which cannot be attributed to charitable activities.

6. Net income for the year

This is stated after charging:	**2022** **£**	2021 £
Depreciation	**1,480**	1,886
Independent examiner's fee (excluding VAT):	**800**	800

7. Analysis of staff costs and trustee remuneration and expenses,

Staff costs:	**2022** **£**	2021 £
Salaries and wages	**456,156**	285,305
Social security costs	**41,722**	22,799
Pension costs	**8,286**	5,531
	506,164	313,635

No employee earned over £60,000 during the year or the prior year.

The total employee benefits including pension contributions for key management personnel were £44,423 (2021: £39,582).

The Trustees did not receive any remuneration or expenses from the charity during the year (2021: £nil).

Staff numbers

The average number of employees during the year was as follows:

	2022 **No.**	2021 No.
Raising funds	**0,7**	0,9
Charitable activities	**12,8**	6,8
Support	**1,3**	1,4
	14,8	9,1

8. Tangible fixed assets

	Computers and IT Equipment £	Total £
Cost		
At the start of the year	5,658	**5,658**
Additions	-	**-**
At the end of the year	5,658	**5,658**
Depreciation		
At the start of the year	4,896	**4,896**
Charge for the year	1,480	**1,480**
At the end of the year	6,376	**6,376**
Net book value		
At the end of the year	1,712	**1,712**
At the start of the year	762	**762**

All tangible fixed assets are used for charitable purposes.

9. Debtors

	2022 £	2021 £
Trade debtors	**5,000**	10,500
Prepayments	**3,812**	1,156
	8,812	11,656

10. Creditors

	2022	2021
	£	£
Trade creditors	**8,352**	3,260
Accruals	**1,101**	1,000
Taxation and social security	**10,648**	8,028
	20,101	12,288

11. Analysis of net assets between funds

	General unrestricted	Designated	Restricted	**Total funds**
	£	£	£	**£**
Tangible fixed assets	1,712	-	-	**1,712**
Net current assets	114,890	50,000	65,452	**230,342**
Net assets at the end of the year	**116,602**	**50,000**	**65,452**	**232,054**

Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	**Total funds**
	£	£	£	**£**
Tangible fixed assets	762	-	-	**762**
Net current assets	61,911	50,000	137,504	**249,415**
Net assets at the end of the year	**62,673**	**50,000**	**137,504**	**250,177**

12. Movements in funds (current year)

	At 1 January 2022	Income & gains	Expenditure & losses	Transfers	**At 31 December 2022**
	£	£	£	£	**£**
Restricted funds:					
Founder Salary	11,856	39,000	(50,711)	-	**154**
Criserion	-	8,000	(8,000)	-	**-**
Camden	-	36,000	(36,000)	-	**-**
Hackney	9,668	50,292	(32,832)	-	**27,128**
Southwark	62,934	22,500	(85,434)	-	**-**
Hammersmith & Fulham	40,000	26,586	(50,167)	-	**16,419**
Brent	13,037	40,000	(43,957)	-	**9,080**
Lambeth	-	38,000	(38,000)	-	**-**
Islington	-	15,000	(2,329)	-	**12,671**
Total restricted funds	**137,504**	**275,378**	**(347,430)**	**-**	**65,452**

	At 1 January 2022	Income & gains	Expenditure & losses	Transfers	**At 31 December 2022**
	£	£	£	£	**£**
Unrestricted funds:					
Designated funds:					
Development Fund	50,000	-	-	-	**50,000**
Total designated funds	50,000	-	-	-	**50,000**
01 General Core	62,637	366,212	(312,283)	-	**116,602**
Total unrestricted funds	**112,673**	**366,212**	**(312,283)**	**-**	**166,602**
Total funds	**250,177**	**641,590**	**(659,713)**	**-**	**232,054**

Movements in funds (prior year)

	At 1 January 2021	Income & gains	Expenditure & losses	Transfers	**At 31 December 2021**
	£	£	£	£	**£**
Restricted funds:					
Camden Project	26,143	-	(26,143)	-	**-**
Founder Salary	17,523	52,206	(57,864)	-	**11,865**
Southwark Project	62,204	70,000	(69,270)	-	**62,934**
Brent Project	17,816	20,000	(24,779)	-	**13,037**
Hackney Project	-	60,716	(51,048)	-	**9,668**
Impact Project	4,999	-	(4,999)	-	**-**
Hammersmith & Fulham Project	5,087	47,500	(12,587)	-	**40,000**
Total restricted funds	**133,772**	**250,422**	**(246,690)**	**-**	**137,504**
Unrestricted funds:					
Designated funds:					
Hackney Project	7,678	-	(7,678)	-	**-**
Development Fund	50,000	-	-	-	**50,000**
Total designated funds	57,678	-	(7,678)	-	**50,000**
General funds	21,035	196,518	(154,880)	-	**62,673**
Total unrestricted funds	**78,713**	**196,518**	**(162,558)**	**-**	**112,673**
Total funds	**212,485**	**446,940**	**(409,248)**	**-**	**250,177**

13. Related Party Transactions

There are no related party transactions.

the kids network

Connecting for Change

www.thekidsnetwork.org.uk

THE KIDS NETWORK

England & Wales - Charity number 1167178

Accounts

the kids network
Connecting for Change

TRUSTEES ANNUAL REPORT

For the financial year **January - December 2021**

www.thekidsnetwork.org.uk

Charity Registration Number: 1167178

TABLE OF CONTENTS

EXECUTIVE SUMMARY 01

STRUCTURE, GOVERNANCE AND MANAGEMENT 02

OBJECTIVES AND ACTIVITIES 03

ACHIEVEMENTS AND PERFORMANCE 05

FINANCIAL REVIEW 13

THE KIDS NETWORK CIO 16

EXECUTIVE SUMMARY

I am delighted to report on another successful year for The Kids Network. In 2021 we supported 393 children in need and provided 13,945 hours of programme delivery (vs 4,049 hours in 2020). We partnered with 35 schools who help us reach and support children living in extremely difficult circumstances and of the children we support, 60% are on free school means and 73% have had Adverse Childhood experiences.

Our long-term impact report makes a clear case for early intervention and highlights the significant outcomes we have had for our beneficiaries. Children who have had a year of the TKN mentoring programme are happier, more confident, more excited, have better relationships, and manage their emotions better than they could before.

TKN's model is built around the communities, children, and families in London. We grew strategic partnerships – for example with The Black Curriculum to amplify voices and embed anti-racism in the programme, with The Brandon Centre to review our programme endings process, and with the NSPCC to continue ensuring rigorous safeguarding practices for the children.

We raised almost £450k in the year to fund our charitable activities. In meeting our goals to sustain and grow funding, we secured multi-year funds from reputable grant makers and diversified funding sources. From our partnerships with schools, we successfully implemented a model where schools contribute for the support we provide to their pupils, and this now provides over 10% of TKN's income.

All of this progress is made possible thanks to the hard work of our staff team. We also thank our funders, partner schools, local councils, social workers, and other local charities for their support in helping us reach and support children that are most in need.

As London emerges and recovers from the impact of the COVID-19 pandemic, our work with children continues to be needed more than ever.

For 2022, we aim to expand our impact and support 600 children across London. In order to achieve this goal, we will be investing in our staff team to maintain the highest standards of quality throughout our programme delivery.

Thank you for engaging in the important work that we do.

Nigel Phan,
Chair of Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Kids Network CIO, registered charity number 1167178

Principal operating address: Hoxton Mix Ltd, 86-90 Paul Street, London, EC2A 4NE

The Kids Network has been governed by a small group of Trustees to support the growth of our organisation.

As a CIO, the organisation is governed by our constitution. The process of electing new trustee members is through a vote as outlined in our constitution.

Trustees who governed and were appointed in 2021 are as follows:

Nigel Phan, Chair
Luke Hollander, Treasurer
Douglas Hughes, Treasurer
Charlotte Foster, Deputy Chair
Amy Henderson, Safeguarding Trustee
Naa Acquah, Trustee
Natasha Friend, Trustee
Andin Fonyonga, Trustee
Simon Lucey, Trustee

Over this period we said goodbye to Douglas Hughes who made an incredible contribution to The Kids Network as our Treasurer up until March 2021. Thank you to Doug as an integral founding member of the organisation.

OBJECTIVES AND ACTIVITIES

Charity purposes as set out in our governing document:

'To help children and young people to advance through life providing mentoring support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The secondary objective, running parallel to the first will create a volunteer hub, encouraging peer to peer support, maximum engagement and community activity.'

Our trustees are aware of the commission's public benefit guidance and take it into account when making a decision, to which the guidance is relevant.

Our activities, projects and services:

We believe that every child deserves a happy childhood and a positive future.

Our mission is to create meaningful connections in our communities, supporting children through mentoring to feel happy and confident about themselves and their futures.

The Kids Network supports children aged 8-11 at a crucial time in their lives - in the lead up to and often during the transition from primary into secondary school.

Our project provides children with high needs consistent, tailored support that is proven to prevent those with complex needs reaching crisis.

We match children with a volunteer mentor, a local hero from the community to spend one year together, meeting once a week one on one, having up to 100 hours of child-led sessions.

Our model focuses on the individual needs of the child, building confidence and resilience and developing the tools to manage feelings for a positive future.

Our unique mentoring model is built around:

• **Communities, children and families** in London who are struggling with generations of cyclical poverty and inequality. They may distrust the other formal sources of support due to bad experiences in the past.

• **Adults** in London who have the time and motivation to mentor a child. They are from a diverse range of backgrounds and ages, creating connections between parts of society who would not usually cross paths. Mentors are usually from the same borough as their mentees and want to use their own experiences to support children.

Our objectives:

1. Support wellbeing
Our staff and volunteer mentors create a safe space for children to grow, be active and creative, and connect with their community through positive experiences and building social and emotional capabilities.

2. Develop tools for the future
Mentors inspire their mentees to set goals and develop tools to tackle challenges of their present and build independence, confidence and resilience for a brighter future.

3. Create connections
Build more inclusive, equal and tolerant communities for the children we work with to flourish by tapping into the skills, time and needs of local professionals to be our mentors. We create new connections between people who would not usually cross paths, helping them to understand the world from different perspectives and model positive relationships and strengthen London's communities.

We reach children most in need of support by working closely with over 30 partner schools, local councils, social workers, Family Early Help Teams and local charities.

We have established our programme across the following London boroughs experiencing high need: Hammersmith and Fulham, Hackney, Camden, Southwark, Lambeth and Brent where we deliver our activities and services.

ACHIEVEMENTS AND PERFORMANCE

2021 Highlights

2021 saw both an increase in demand for our services and a higher level of need for children, likely to be triggered by the negative impact the pandemic had on children's mental health and wellbeing.

Despite brutal lockdowns and national restrictions to contend with for a second year, The Kids Network managed to achieve some magnificent things for children.

Key achievements of 2021

• Reaching 393 children from 35 partner schools living in extremely difficult circumstances, a percentage increase of 29% since 2020

• Providing 13,945 hours of delivery including mentoring sessions, mentor training, workshops, mentor meet ups, and mentor reviews

• Our mentors and mentees holding 3054 sessions, despite challenges of lockdowns and the continuation of the pandemic

• Partnering with The Black Curriculum to further our work on anti-racism

• Working in partnership with the NSPCC to continue to strengthen and prioritise safeguarding for children

• Launching our first ever long-term Impact report found here

• Securing multi-year funding from reputable and diverse grant makers

• Successfully piloting our school's contribution model resulting in 10% of our income generated from our services

• Gaining media traction, featuring on BBC London, BBC London radio and many other local networks

2021 Impact

The Kids Network is proud to have produced our 2021 impact report which sits alongside our 2021 Annual Report. You can view this here to see the full extent of our work.

Supporting children who needed us most was a priority for The Kids Network.

- **60%** were on free school meals, meaning they are growing up in London in households where the total income is less than £7,400. (Nationwide, 21% of children are eligible for FSM).
- **73%** of children had Adverse Childhood Experiences, with 51% having more than one.
- **8%** had special educational needs.
- **17%** of our children had negative school experiences including low attainment, risk of gang grooming and bullying.

Despite facing complex challenges that had significantly impacted their social and emotional wellbeing, **75%** of the children we worked with had no other services involved in their lives.

Their high-level of need was reflected in the increase in number and severity of safeguarding concerns amongst the children we worked with; managing 60 serious concerns in 2021 as opposed to 35 in 2020. Additionally in 2021, we monitored and, where relevant, escalated a further 353 concerns.
In 2021, **73%** of the children we supported had experienced at least once ACE. This is above the national average of **51%**.

Despite the backgrounds and circumstances of our mentees, they were able to move through coping, to adapting, to thriving in their young lives, prepared to transition into secondary school.

Some of our key impact statistics as told by children:

- **90%** of children report increased wellbeing
- **86%** reported feeling more relaxed than before they met their mentor
- **81%** report being in a better mood more often
- **88%** report increased feelings of building stronger relationships with their peers
- **83%** report increased their confidence about being good at things
- **88%** report increased ability to make positive choices for themselves
- **86%** report increased knowledge of how to cope with feelings of sadness or upset
- **83%** report increased enjoyment of school

One of our mentees said it best, *'It's helped me gain more courage in talking to people, as I can be a bit awkward, and it can be hard to make friends by talking. Having a mentor has given me more confidence to go and talk to people which I think I'll need in secondary school.'*

Read the full report on our website.

Achievement against objectives

2021 saw marginalised communities and children face disproportionate harm from Covid-19. These groups are often unheard, forgotten and excluded. At the same time, people rallied to support local causes and The Kids Network tapped into this to strengthen the support we provided to children through these times.

We were not deterred by the challenges posed by the pandemic and multiple lockdowns, and instead, were driven by the intensified challenges faced by London's children.

Knowing we must do more has been the foundation and driving force of the three pillars of our 2020-2022 strategy:

1. Child-centred mentoring
2. Amplifying unheard voices
3. Sustainability as an organisation

Below outlines some of our achievements against the objectives we set ourselves, and some of the learnings too, taking us into our final year of our three year strategy.

The Kids Network could not do this without strong foundations, and that begins by putting children at the heart of our decision making, as decision makers.

That is why we not only provided vital one-to-one mentoring for these children in a community setting, but also created a platform for their voices to be heard, built an extensive network of strategic partnerships, diversified our income and for the first time captured the long-term impact of our work.

Key 2021 aims

• Children will have an experience that is shaped by them, for them, by recognising their unique identity, goals and experiences and tailoring their mentoring to these.

• We will leverage community assets and strategic grassroots partnerships to ensure the longevity and depth of support for children is maintained

• We draw learning from our mentees and understand what issues are affecting their chances to live the lives that they deserve. TKN will platform these to make these voices heard.

• We will take an intersectional approach to anti-racism in 2021, with view to work towards culture of anti-oppression across the organisation. We will celebrate difference and inclusivity.

• We will build confidence in our model to add evidence that our approach has significant and long-lasting positive impact to help children live the lives that they deserve.

• We will develop an evolved foundation of systems and processes which enhances our capacity and efficiency to deliver our work for children.

• TKN Governance will enhance and amplify the work and strategy of the charity.

2021 Achievements

KPI	Progress
95% of mentees describe their mentoring as led by them	99% of mentees described journey as led by them.
90% of mentors feel satisfied with the support they receive	100% of mentors that completed the latest survey say they are satisfied with the support received.
Pilot a new school's contribution with 10% stemming from this stream	Target of £50,000 exceeded and 28 paid school partnerships established.
All projects achieve 80% in the new community success KPIs	Achieved 85% of KPIs. Endings and community partners identified as key focus for 2022.
Produce our annual impact report with long term evidence of our work and share with key stakeholders	For the first time in 2021, we collected long-term impact of our work, wrote a long term impact report, held a launch event with over 60 key stakeholders attending and shared our findings with relevant APPGs, local councils and funders. Our findings proved that more than six months on from their year of mentoring, children were happier, more confident, more excited for school, had better relationships and could manage their emotions better than they could before. They had been reached before crises occurred and were left in a position where they had the tools to thrive.
TKN has the appropriate strategic partnerships to enhance all three pillars of our strategy	1. Child centred mentoring: The Brandon Centre was engaged to review the endings process of our programme and make recommendations for improvements as well as upskilling the team to build capacity 2. Amplifying Voices: Partnership formed with The Black Curriculum to ensure that anti-racism is embedded in the programme, training across org, including trustees, staff, mentors and other stakeholders. 3. 100% of staff now use Salesforce, which has been developed to integrate our monitoring processes, mentor management and partnership engagement

Looking to 2022, we are so proud of what we have achieved, but know that there is more to do.

Our key aims are to:

- Grow our reach and support 600 children across London
- Invest in our staff team to maintain our high quality of service
- Double our income to meet the growing needs of our children

Contribution from volunteers

Simply put, The Kids Network would not exist without the commitment, support and passion of our incredible local heroes.

Our volunteer mentors are the lifeblood of The Kids Network and we would not be able to deliver an hour of our service without them.

Niki

Niki, originally from Greece, came to the UK to complete her Masters in Child and Adolescent Mental Health. She had previously spent 3 years in Greece working with children.

Niki applied to volunteer with TKN because she was looking for an opportunity to get out of her comfort zone, meet new people and gain confidence, whilst helping others to gain confidence and new skills too. Volunteering with TKN seemed like the perfect opportunity.

Her mentee, Jane was referred to The Kids Network because her sister has learning and mental health needs that have impacted the support she is able to receive at home.

At first, Nikki was worried that there may be communication difficulties with her mentee, however, she was patient and soon those worries disappeared.

Niki and Jane used their sessions to teach each other new skills and share their cultures. Nikki taught Jane to count to 10 in Greek and Jane taught Niki to do her very first cartwheel!

One of the incredible strengths of Niki's was her commitment to keeping her mentee at the centre of all their sessions. She spent a lot of time actively listening and tuning into Jane's hopes and dreams.

Jane expressed her ambitions to become a make up artist in the future, so Nikki willing to encourage this, invited her to bring along her kit, and practice on her during their mentoring sessions! Jane said, I couldn't believe I had a chance to do that with her!'.

It's not all been dress up for Niki. When Jane has opened up about issues she is facing at school, Niki turned to The Kids Network's mentor community platform for resources to help her talk about her emotions. As a consequence, Jane said she made two new friends at school and was much happier, saying she felt less shy and more able to speak to others about any issues going on in her life. A huge turn around.

During her 9 month mentor review, Nikki reflected on how she had noticed a real difference in her mental health since volunteering with us and is so glad that she is part of something that is so vital for so many children.

Not only has Niki been an incredible support for her mentee, but also other mentors too. She shares her learnings and also her support regularly at group meet ups.

Thank you, Niki, for being an incredible role model and going above and beyond to spread some mentor magic!

Cindy

Cindy grew up in Holland and moved to London in 2008. She pursued her childhood passion for performing and she also works as a life-coach with young people. Cindy was writing a book for children on self-love when she happened across The Kids Network and the opportunity to mentor a child. She thought it was an amazing initiative that was in sync with her interest in mental wellbeing and children. Cindy was looking forward to encouraging someone to live their best life and listen to their heart – a mantra that she follows.

When Cindy was matched to Eva, the pair found they shared a mutual love for Beyonce! Since then, Cindy has nurtured a very positive relationship with her mentee and have not stopped singing since!

As a weekly ritual, Cindy and Eva write lots of ideas down in an envelope and each week pick out an activity for them to do together.

They are even well-known regulars at a local café, where they work on their scrap book every other week. Key to this positive experience is Cindy ensuring her mentee not only has a voice in the space but takes a lead in it too. She has created a safe space for her mentee, where they explore, giggle, sing, create and reflect openly.

Another highlight from their journey was in the build up to Christmas, when the pair spent part of their monthly budget on preparing a Samaritan's Christmas Shoebox. Eva chose to make a box for a 9-year-old boy and purchased toys and supplies to put in the box with her mentor.

They then decorated the box and, with the help of Cindy, Eva wrote a message to the boy who would receive it. They reflected on the activity and Eva thanked her mentor for the session because it made her feel so happy.

Through spending time with her mentee, Cindy has learnt to make the best of any moment, no matter what external things come into play. She has learnt to go with the flow and be flexible, entertaining the fanciful whims of her mentee and seeing where it takes them.

Cindy has been exceptionally committed to her role as a mentor. They have had 91% of sessions which is a testament to Cindy's dedication to her mentee and has made way for them to have a trusting relationship.

Cindy is always looking out for activities and events that her mentee will enjoy and she is keen to introduce her to new experiences based on her interests.

It's a delight to read Cindy's session reports each week as her fun and bubbly personality make her reports an engaging read.

Rory

Rory is 25 years old and lives in Lambeth. Working in advertising, he loves sports, especially football, but also enjoys music, gaming and reading.

Growing up, Rory was very aware of challenges other children may be going through. He is from a single parent family, and his Mum worked in primary schools as a counsellor, helping build their confidence. Having a little sister with a disability, motivated him to help people, especially children.

He never had a little brother, but always felt he could be a good male role model to a young boy and so jumped at the opportunity to support a child in his community in London.

Based on their shared love of football, we matched him with Jerome. Not being the biggest talker, Rory had to rely on non-verbal cues and bring resilience to their first initial sessions.

They regularly went to the park to play football together, which helped build his mentees confidence and by creating this safe environment, he had a great impact on Jerome.

After breaking down those initial barriers, Jerome started to open up. He spoke about problems with friends at school and not having confidence in his football skills.

Because of Rory's support, his mentee joined the football team at school, which really meant a lot to him and showed how far he had come.

During these sessions, Jerome always talked about his love for football and for his local team and always had a dream to go and watch them play live. Rory made that dream come true and during one their final sessions together, they went to watch them play in the stadium.

Rory explained that during this experience his mentee was ***'beyond elated to go and see a football match and for his favourite team for the first time in his life. He said it was the best day of his life!'.***

Rory's mentee expressed how things got easier at school because of this. Jerome said ***'When I didn't know Rory, I always used to just be inside playing video games, but now I'm out more and I have something else to do, instead of playing games all day. We are always going across London and he's also really funny, he always gets me laughing. He is amazing. He is probably the best mentor I could have got!'.***

In their very final session, Rory gave his mentee a framed picture of the two of them. His mentee said he's ***'going to keep it forever and ever.'.***

Rory was an incredible mentor for his mentee. It's not about the material things, or big experiences, but about the time spent together can transform their self-belief and confidence.

FINANCIAL REVIEW

Charity position

The year has seen a healthy financial performance with a positive net movement of funds of £37,692 (2020: £64,959). Our Total Funds balance is now £250,177 (2020: £212,485).

During 2021, income increased to £446,940 (2020: £329,161). This reflects The Kids Network's success in delivering new income streams such as contributions from partnering schools, as well as securing major grants from a range of new funders including The National Lottery.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a Going Concern for the foreseeable future.

Reserves Policy

Reserves are set bi-annually, according to our budgeted income and against our obligations for continuous funding of all costs associated with the ongoing operations of The Kids Network. Reserves are intended to retain sufficient funds to support the core activities of the organization if a significant drop in funding were to materialize, as well as ensure an orderly closure of the charity in the event of unplanned insolvency.

The Kids Network's target reserves is a minimum of three months operating costs. This is currently estimated to be a minimum of £111,000 based on the 2022 budget. As at 31st December 2021 the organization held £115,725 in free reserves. Trustees are satisfied this figure is compliant with the reserves policy, and continue to exercise regular reviews to monitor the level of reserves.

Risk Management

Risk Type	Description	Mitigation
Financial	Significant reduction in fundraising or lack of reserves to deliver our activity.	Close financial controls. Monthly trustee review of budgets and Funding & Finance subcommittee. Quarterly trustee review of diversity and stability of fundraising. Clear reserves policy. Ensure we have mechanisms to reduce expenditures if needed (e.g. reshaping the organisation). External accountant Beehive appointed to support our work in this area.
Safeguarding	Mentee, mentor, employee, volunteer or representative of TKN are harmed through TKN activity	Robust safeguarding policies and processes are in place, including safe recruitment practises and guidelines on reporting mechanisms. TKN fosters a proactive safeguarding culture through training and practice. Standing item at trustee board to review and act on any issues. A People & Safeguarding sub-committee formed to manage this at a governance level and partnership with NSPCC.
Strategy	TKN doesn't have a clear strategy or doesn't stick to a strategy which leads to less impact or lack of funding.	Clear mission in TKN constitution, clear 3-year strategy and annual business plans developed, ensuring Board understanding and approval of TKN strategy.
Impact	TKN activity has no or little positive impact or negative impact on the children and young people we work with, or activities significantly drift away from mission	Clear systems to collate impact data of activity. Annual impact report published to public, with a clear impact strategy in place for 2022

Risk Type	Description	Mitigation
Data Protection	TKN doesn't process personal data or information correctly meaning that we put personal data at risk.	Clear policies and processes in place. Data Protection Officer appointed. Systems and Operations Manager in place to lead on this risk.
Governance and compliance	TKN's governance processes and compliance with regulation are not robust or being adhered to leading to TKN being at risk of financial collapse, harming children (un)intentionally or acting illegally/ unethically.	Clear role specifications for trustees, trustee training offered, clear processes for complying with Charity Commission regulations HMRC
Loss of key staff	Organisation relying on individual staff members, such as the Founder or senior staff members, potentially leading to the demise of the charity if they left	Trustees regularly review the staff culture and staff packages. Trustees support the Founder to establish a good working culture. Suitable notice periods for key staff to enable adequate replacement searches. Successional plan in place in case of key staff members leaving.
Reputational	Individuals or organisations affiliated with TKN experience significant reputational and PR crisis from non-TKN activities, with fall-out affecting TKN indirectly	All potential partnerships are discussed with the Chair/ Board before going ahead.
External Fraud	TKN falls victim to external fraud, especially via cyber-attack (e.g., ransomware, false invoicing, impersonation etc.)	Ensure all sensitive information transmitted electronically is secured. Partnership with Hexagon IT to support with area of expertise.
Legal	Third party or government authority pursues legal action against TKN for any reason	Ensure sufficient insurance cover is purchased (including cover for legal expenses). Ensure sufficient documentation and retention of communications to evidence no wrongdoing

THE KIDS NETWORK CIO

Statement of financial activities
(Incorporating an income and expenditure account)

For the year ended 31 December 2021

	Note	Unrestricted £	Restricted £	**2021 Total £**	Unrestricted £	Restricted £	2020 Total restated £
Income from:							
Donations and grants	**2**	195,601	250,422	**446,023**	88,688	239,595	328,283
Investment income	**3**	916	-	**916**	878	-	878
Total income		196,518	250,422	**446,940**	89,566	239,595	329,161
Expenditure on:							
Raising funds	**4**	31,025	-	**31,025**	20,691	-	20,691
Charitable activities	**4**	131,533	246,690	**378,223**	46,304	197,207	243,511
Total expenditure		162,558	246,690	**409,248**	66,995	197,207	264,202
Net income	**5**	33,960	3,732	**37,692**	22,571	42,388	64,959
Net movement in funds		33,960	3,732	**37,692**	22,571	42,388	64,959
Reconciliation of funds:							
Total funds brought forward		78,713	133,772	**212,485**	56,142	91,384	147,526
Total funds carried forward		112,673	137,504	**250,177**	78,713	133,772	212,485

The results shown above have been derived wholly from continuing activities. There were no recognised gains or losses other than those stated above.

Balance sheet

As at 31 December 2021

	Note	2021 £	2020 restated £
Fixed assets:			
Tangible assets	7	**762**	2,648
Current assets:			
Debtors	8	**11,656**	2,470
Cash at bank		**250,047**	209,845
Total current assets		**261,703**	212,315
Creditors: amounts falling due within one year	9	**(12,288)**	(2,478)
Net current assets		**249,415**	209,837
Net assets		**250,177**	212,485
Funds			
Restricted funds	11	**137,504**	133,772
Unrestricted funds	11	**112,673**	78,713
Total funds		**250,177**	212,485

Approved by the trustees on **29th March 2022**
and signed on their behalf by:

Nigel Phan, Chair

Notes to the financial statements

For the year ended 31 December 2021

1. Accounting policies

Statutory information
The Kids Network CIO is a charity registered in England and Wales. The registered office is Hoxton Mix, 86-90 Paul Street, London, EC2A 4NE.

Basis of preparation
The financial statements 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Charity's financial statements for the year ended 31st December 2021 were prepared using the cash basis of accounting. The comparative figures shown in these financial statements have been restated to conform with the current year's presentation.

The charity is exempted from preparing cash flow statement due to exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity
The charity meets the definition of a public benefit entity under FRS 102.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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.

Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs

The charity is not VAT registered, and as such cannot recover VAT incurred on purchases.

Allocation of support costs
Support costs are allocated to the charitable activities of the organisation.

Tangible fixed assets
Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computers and IT equipment	straight line over 3 years

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

1. Accounting policies (continued)

Cash at bank and in hand
Cash at bank and cash in hand represents cash held in the charity's bank accounts.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

2. Income from donations and grants

	Unrestricted £	Restricted £	**2021 Total £**	Unrestricted £	Restricted £	2020 Total restated £
Donations and grants	19,601	250,422	**446,023**	88,688	239,595	328,283
Total	19,601	250,422	**446,023**	88,688	239,595	328,283

3. Income from investments

	Unrestricted £	Restricted £	**2021 Total £**	Unrestricted £	Restricted £	2020 Total restated £
Bank interest	**916**	**-**	**916**	**878**	**-**	878
	345	**-**	**916**	**878**	**-**	878

4. Charitable activities

	Cost of raising funds £	Charitable activities Unrestricted £	Charitable activities Restricted £	Support costs £	**2021 Total £**
Staff costs (note 6)	29,430	67,239	216,966	-	**313,635**
Other staff related costs	-	13,025	-	-	**13,025**
Project costs	-	25,911	29,685	-	**55,596**
Fundraising costs	1,595	-	39	-	**1,634**
Premises costs	-	-	-	-	**-**
Office costs	-	-	-	4,849	**4,849**
IT costs	-	-	-	10,418	**10,418**
Independent examination fee	-	-	-	1,000	**1,000**
Accountancy and payroll costs	-	-	-	7,206	**7,206**
Depreciation	-	-	-	1,886	**1,886**
	31,025	106,174	246,690	25,358	**409,248**
Support costs allocation	-	25,358	-	(25,358)	-
Total expenditure 2021	**31,025**	**131,533**	**246,690**	**-**	**409,248**

Analysis of comparative year expenditure

	Cost of raising funds	Charitable activities		Support costs	**2020 Total**
		Unrestricted	Restricted		
	£	£	£	£	**£**
Staff costs (note 6)	19,618	38,597	159,697	-	**217,912**
Other staff related costs	-	1,981	567	-	**2,548**
Project costs	-	249	23,842	-	**24,091**
Fundraising costs	1,073	-	-	-	**1,073**
Premises costs	-	-	-	4,585	**4,585**
Office costs	-	-	-	3,404	**3,404**
IT costs	-	-	-	2,251	**2,251**
Independent examination fee	-	-	-	960	**960**
Accountancy and payroll costs	-	-	-	5,492	**5,492**
Depreciation	-	-	-	1,886	**1,886**
	20,691	40,827	184,106	18,578	**264,202**
Support costs allocation	-	5,477	13,101	(18,578)	-
Total expenditure 2021	**20,691**	**46,304**	**197,207**	**-**	**264,202**

All costs that can be directly attributable to charitable activities are allocated on this basis. Support costs are therefore all other costs which cannot be attributed to charitable activities.

5. Net income for the year

	2021	2020
	£	£
This is stated after charging:		
Depreciation	**1,886**	0
Independent examiner's fee (excluding VAT):	**1,000**	0

7. Analysis of staff costs and trustee remuneration and expenses,

	2021	2020
	£	£
Staff costs:		
Salaries and wages	**285,305**	199,939
Social security costs	**22,799**	14,529
Pension costs	**5,531**	3,444
	313,635	217,912

No employee earned over £60,000 during the year or the prior year.

The total employee benefits including pension contributions for key management personnel were £39,582 (2020: £47,666).

The Trustees did not receive any remuneration or expenses from the charity during the year (2020: £nil).

Staff numbers

The average number of employees during the year was as follows:

	2021 No.	2020 Reinstated No.
Raising funds	**0,9**	1,0
Charitable activities	**6,8**	4,9
Support	**1,4**	1,5
	9,1	7,4

7. Tangible fixed assets

	Computers and IT Equipment £	**Total £**
Cost		
At the start of the year	5,658	**5,658**
Additions	-	**-**
At the end of the year	5,658	**5,658**
Depreciation		
At the start of the year	3,010	**3,010**
Charge for the year	1,886	**1,886**
At the end of the year	4,896	**4,896**
Net book value		
At the end of the year	762	**762**
At the start of the year	2,648	**2,648**

All tangible fixed assets are used for charitable purposes.

8. Debtors

	2021 £	2020 £
Trade debtors	**10,500**	-
Prepayments	**1,156**	2,470
	11,656	2,470

9. Creditors

	2021 £	2020 £
Trade creditors	**3,260**	-
Accruals	**1,000**	2,478
Taxation and social security	**8,028**	-
	12,288	2,478

10. Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	**Total funds £**
Tangible fixed assets	762	-	-	**762**
Net current assets	61,911	50,000	137,504	**249,415**
Net assets at the end of the year	**62,673**	**50,000**	**137,504**	**250,177**

Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	**Total funds £**
Tangible fixed assets	2,648	-	-	**2,648**
Net current assets	18,387	57,678	133,772	**209,837**
Net assets at the end of the year	**21,035**	**57,678**	**133772**	**212,485**

11. Movements in funds (current year)

	At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	**At 31 December 2021 £**
Restricted funds:					
Camden Project	26,143	-	(26,143)	-	**-**
Founder Salary	17,523	52,206	(57,864)	-	**11,865**
Southwark Project	62,204	70,000	(69,270)	-	**62,934**
Brent Project	17,816	20,000	(24,779)	-	**13,037**
Hackney Project	-	60,716	(51,048)	-	**9,668**
Impact Project	4,999	-	(4,999)	-	**-**
Hammersmith & Fulham Project	5,087	47,500	(12,587)	-	**40,000**
Total restricted funds	**133,772**	**250,422**	**(246,690**	**-**	**137,504**

	At 1 January 2021	Income & gains	Expenditure & losses	Transfers	**At 31 December 2021**
	£	£	£	£	**£**
Unrestricted funds:					
Designated funds:					
Hackney Project	7,678	-	(7,678)	-	**-**
Development Fund	50.000	-	-	-	**50,000**
Total designated funds	57,678	-	(7,678)	-	**50,000**
General funds	21,035	196,518	(154,880)	-	**62,673**
Total unrestricted funds	**78,713**	**196,518**	**(162,558)**	**-**	**112,673**
Total funds	**212,485**	**446,940**	**(409,248)**	**-**	**250,177**

11. Movements in funds (prior year)

	At 1 January 2020	Income & gains	Expenditure & losses	Transfers	**At 31 December 2020**
	£	£	£	£	**£**
Restricted funds:					
Camden Project	13,819	52,488	(40,164)	-	**26,143**
Founder Salary	14,565	52,206	(49,248)	-	**17,523**
South London Project	63,000	60,000	(60,796)	-	**62,204**
Project Manager Salary	-	14,750	(14,750)	-	**-**
Brent Project	-	17,816	-	-	**17,816**
West London Project	-	19,899	(14,812)	-	**5,087**
Impact Project	-	15,922	(10,923)	-	**4,999**
The Digital Project	-	6,514	(6,514)	-	**-**
Total restricted funds	**91,384**	**239,595**	**(197,207)**	**-**	**133,772**
Unrestricted funds:					
Designated funds:					
Hackney Project	18,048	17,345	(27,715)	-	**7,678**
Development Fund	-	-	-	50,000	**50,000**
Total designated funds	18,048	17,345	(27,715)	50,000	**57,678**
General funds	38,094	72,221	(39,280)	50,000	**21,035**
Total unrestricted funds	**56,142**	**89,566**	**(66,995)**	**-**	**78,713**
Total funds	**147,526**	**329,161**	**(264,202)**	**-**	**212,485**

12. Related Party Transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties

the kids network

Connecting for Change

www.thekidsnetwork.org.uk

THE KIDS NETWORK

England & Wales - Charity number 1167178

Accounts

the kids network
Connecting for Change

TRUSTEES ANNUAL REPORT

For the period from
1 January 2020 to 31 December 2020

Charity Registration Number: 1167178

TABLE OF CONTENTS

Executive Summary	1
Structure, Governance And Management	3
Values	4
About Us	5
2020 Highlights	6
Connecting Through Covid-19	7
Impact	10
Stories	11
Strategy 2021	16
Finance	18
Risk Management	19
Related Parties	20
Independent Examiner's Report	21
Statement Of Financial Activities	22
Balance Sheet	23
Notes To The Financial Statements	24

EXECUTIVE SUMMARY

The Kids Network has had a remarkable 2020 despite operating in the face of huge challenges and uncertainty stemming from the COVID-19 pandemic. The impact from our work is clear - having a role model outside the family home has a transformative impact on a child's wellbeing, confidence, and experiences. Under the strict social restrictions and stay home orders, our work was needed more than ever and especially for children who faced extremely difficult circumstances.

Our mentorship model has proven successful and in 2020 we worked to refine this. Responding to the pandemic, we launched an innovative partnership with Brightside to quickly pivot to digital mentoring so that our work could continue in a safe way.

We also launched a bespoke lockdown four month digital project in response to the pandemic, and expanded our flagship programme to Hammersmith and Fulham. In total delivered 4049 hours of quality one-to-one mentorship for vulnerable little Londoners.

Funders also recognised the need for and impact of our work. In 2020, we raised over £100k more than our targeted income to expand our reach and delivery. We also took responsible cost control measures, ensuring the financial resilience of The Kids Network and that we continued to deliver strong value for money for our impact outcomes.

London continues to be a place of opportunities for many and huge challenges for some. While the UK is the seventh richest country by GDP, it ranks highly on inequality and this has huge consequences for children from disadvantaged backgrounds. The Black, Asian, and Minority Ethnic communities have faced disproportionate risk and harm from COVID-19, and in the light of the #BLM movement we know we must do more. We are committed to continuous improvement, being better, and showing up for children from BAME communities who make up the majority of our mentees. This won't always be straightforward, comfortable, or measurable, but we must lead as an anti-racism organisation to drive real impact in our work.

EXECUTIVE SUMMARY

Looking ahead, we are excited about harnessing our most valuable resource - our growing community. With stronger engagement we aim to amplify the unheard voices of little Londoners and young professionals. More data and expertise will strengthen our programme delivery, raise the profile of the important work we do, and diversify our funding streams. In closing the chapter of 2020, there is plenty to celebrate and lots of learnings under our belt. We have been #NeverMoreNeeded and are ready to help children live the lives they deserve.

Nigel Phan
Chair of Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Kids Network CIO, registered charity number 1167178.

Principal operating address: St Margaret's House, 15b Old Ford Road, E2 9PL (until March 2020).

The Kids Network has been governed by a small group of Trustees to support the growth of our organisation. As a CIO, the organisation is governed by our constitution. The process of electing new trustee members is through a vote as outlined in our constitution.

Trustees who governed and were appointed in 2020 are as follows:

- **Nigel Phan**, Chair
- **Douglas Hughes**, Treasurer
- **Charlotte Foster**, Deputy Chair
- **Amy Henderson**, Safeguarding Trustee
- **Naa Acquah**, Trustee
- **Natasha Friend**, Trustee
- **Andin Fonyonga**, Trustee
- **Simon Lucey**, Trustee

New trustees appointed for 2021:
Luke Hollander and **Janet Ayoola.**

Over this period we said goodbye to Subul Ahsan who made an incredible contribution to the growth of the organisation through her legal expertise but also in her fundraising efforts and endless passion for our work.

We welcomed Andin and Simon, who joined our board to strengthen our legal and marketing capacities.

In accordance with our legal duty, the Trustees have continuing regard to the importance of the Charity Commission guidance on public benefit when reviewing our purposes and objectives and on planning for the future.

VALUES

Fun

We want to be a force for positive change and create a lasting impact with our communities. We believe the best way to do this is through a light-hearted, playful & positive way.

Connection

Collectively with our network of volunteers, supporters and stakeholders, The Kids Network has a voice far greater than our size – we are small but mighty.

Diversity

We are inclusive. We celebrate multiple points of view and walks of life. We believe diversity drives creativity and the most interesting connections and outcomes. We're building a culture where difference is valued.

Curiosity

We're not like other charities. We are not afraid to challenge existing ways of doing things, think in unconventional ways and experiment - all for good reason. Making mistakes is part of growing up and building resilience.

ABOUT US

The Kids Network is a community of children and young professionals connecting through fun, friendship and hardship for positive social change.

We exist because of a huge need; the twinned problems of accelerated gentrification next to stark inequality of wealth and opportunity.

This has challenged the cohesiveness of our communities, particularly in London. We are a society of hyper connected yet isolated human beings living side by side, exaggerated more by the presence of Covid-19. London's neighbourhoods are transforming drastically, and our communities are changing too.

50% mental health issues can be diagnosed before the age of 14. Way too early there is exam pressure, social media addiction, bullying, and gang grooming and on top of this, difficult transition exacerbated by unpredictable lockdown measures. Children are stressed, depressed, anxious and lonely and it affects the disadvantaged disproportionally.

The Kids Network supports children at a crucial time in their lives, in the lead up to and often during the transition from primary into secondary school. We do this by providing them with a volunteer mentor, a young professional from the local community.

Our model focuses on the individual needs of the child, building confidence and resilience and developing the tools to manage feelings for a positive future. This year we have been able to offer a blended model of digital connection, as well as face to face sessions to support our mentees through the most gruelling periods of the pandemic.

2020 HIGHLIGHTS

- Against the odds, our network supported over **240 children** throughout Covid-19 holding **3,357 sessions** equating to **4049 hours of one-to-one connection time** both face-to-face and digitally for our most vulnerable little Londoners

- The Kids Network formed an innovative partnership with **Brightside Mentoring app** moving to a blended model of support for our mentees who were able to chat safely, sharing their worries from home

- Responding to the need in West London, we launched our programme in the Hammersmith and Fulham community to reach **over 50 children** in partnership with Early Family Help services and primary school partners

- Through the generosity of our supporters, we raised **over £100,000** more than our budgeted income to meet the emerging and changing needs of our children

- Recognising our incredible network of volunteers, we established our first **Alumni Mentor Panel** to govern our work and build our community and team capacity

- Over Winter, we launched our first digital campaign to attract regular givers and grow our reach, with our first-ever fundraising video and a text to give campaign in place. Watch the video **here**

- We invested in our people, by transforming our board effectiveness and **growing our staff team** from four to ten to include more born and bred Londoners with lived experience of our mentees to represent their communities

CONNECTING THROUGH COVID-19

One of our greatest successes this year has been to continue supporting our most vulnerable little Londoners through the COVID-19 pandemic.

For the children we work with, lockdown meant being stuck in homes with overcrowding and no outside space and many became so much more vulnerable due to their situations at home. We knew that even though mentors could not meet with their mentees, we had to find a way to continue to provide support.

92%

of children told us they were happier at home with their family through lockdown because of their digital mentor

Within two weeks of the first lockdown, we transformed our services to digital mentoring and partnered with Brightside Mentoring App.

This meant that all children on our programme continued to connect with their mentor each week in a way most appropriate for them. We also distributed **over 20 tablets to our most at-risk children** who did not have access to technology.

From our close contact with some of London's most vulnerable children, we know they are experiencing worry surrounding the health and financial impacts of COVID-19, their families, their friendships, going back to school and falling behind in their learning. Before having mentors they felt lonely, bored and scared.

They enjoyed new challenges, getting creative and taking part in like story writing, learning chess, designing quizzes and using The Kids Network resources to build confidence and the ability to manage their emotions throughout these challenging times.

For many children and their families, the pandemic pushed them deeper into turmoil. Due to our unique position, The Kids Network was able to signpost to community support for holistic needs and identify and act on critical safeguarding cases which arose.

With schools closed, we were a lifeline for many London families who were struggling.

The Kids Networks' rapid response is a testament to our strength and resilience as a charity, and the innovation and hard work of our team.

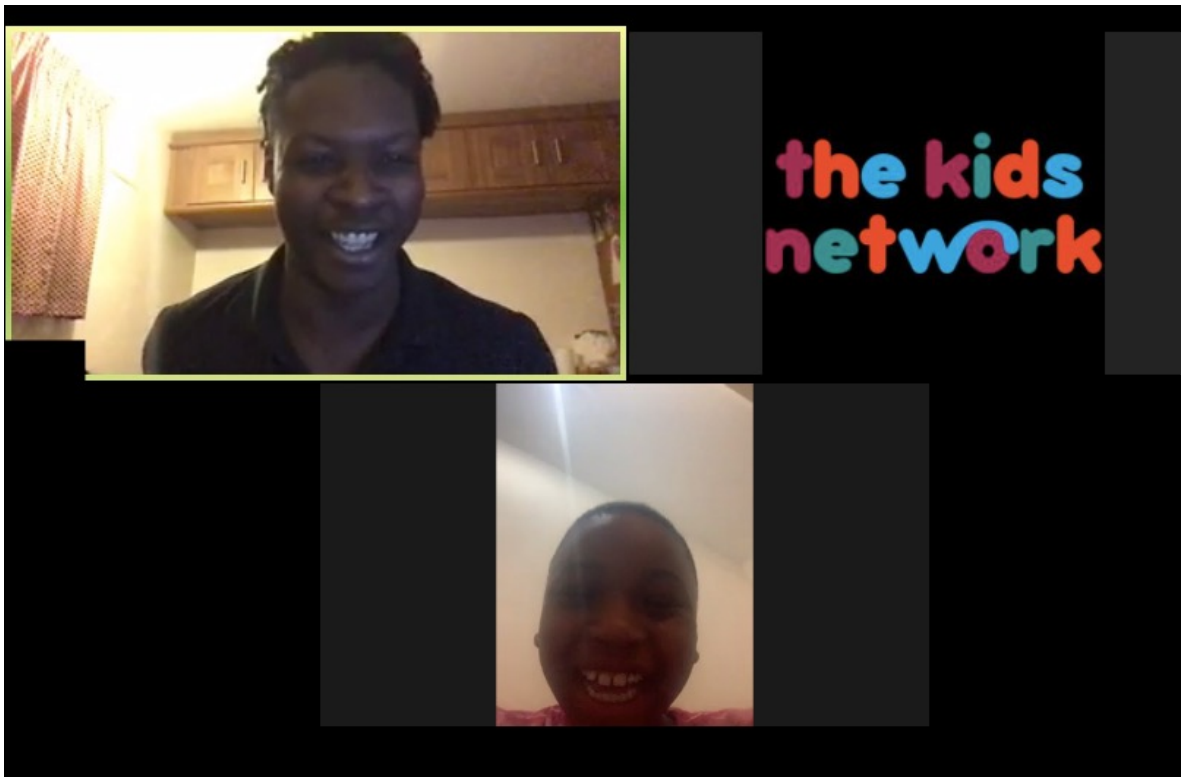
Most importantly, it positioned us to continue providing critical support, when children have never needed it more.

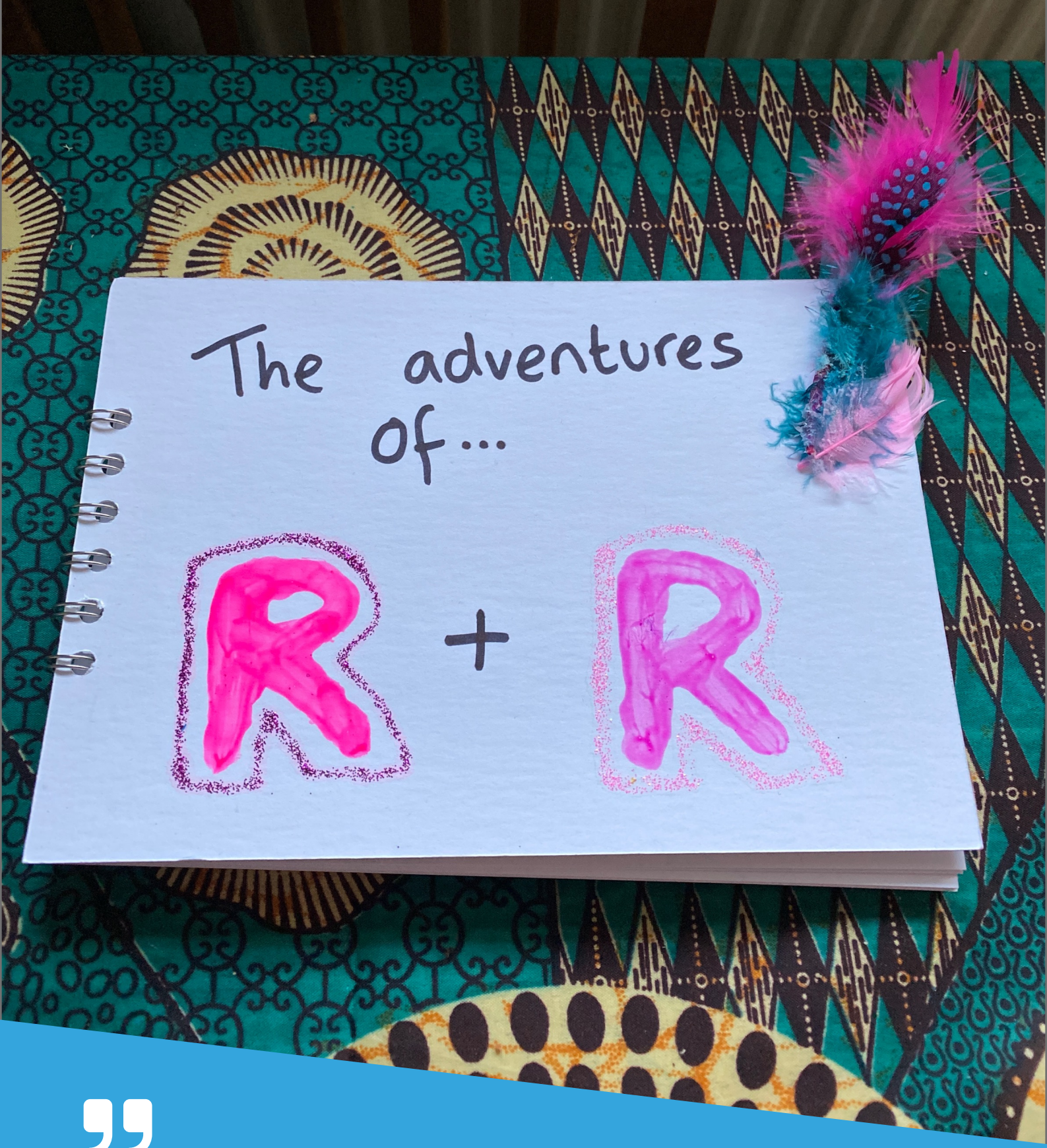
334

hours of **one-to-one support** was provided for children through lockdown

1,541

messages of **support** were on Brightside





Being able to know they're ok is so reassuring

My experience of lockdown would have been really different if it wasn't for (TKN) services. If I hadn't been able to refer these children to you, I would have spent the whole of lockdown worrying about all of them. Being able to know they're ok is so reassuring.

Assistant Headteacher at Henry Fawcett Primary School

tkn

IMPACT

Our impact is clear and compelling - children involved with The Kids Network are 96% more confident after completing our programme.

We know we make a difference and demonstrating our impact has been a key priority of measuring our success in 2020.

Thanks to our project with The Funding Network, we have been able to embark on a journey to review, revise and rejoice in our evidence-based approach. Partnering with Eido, a charity impact consultancy we have:

- Developed our Impact Strategy (Theory of Change) with a wide range of stakeholders
- Revised our tools for capture
- Co-created capacity and skill building workshops for The Kids Network team in capturing and analysing qualitative and quantitative data

Working with Eido, we are due to launch our 2020 impact report and first ever long-term impact report which outlines the incredible difference we make to children and communities.

This will showcase the importance of early intervention and the value for money that The Kids Network's model represents in working with 'at risk' children at this critical age.

To see our **full 2020 impact report** and our long term impact report visit our website.

STORIES

Susie's story

Susie was just 9 years old when we matched her with her mentor Kate. She lived with her mother, who has a history of drug abuse leading to severe mental illness. Susie told us: **"Before, I never really had anything to do".**

Exposed and isolated at such a young age, Susie's school attendance had reached a critical point. When she did attend, she would get in fights and lie to teachers.

She had no confidence, was falling far behind in learning and becoming more and more disengaged with her life. Susie's mum had historically rejected additional family support, lacking trust in many services.

Susie's school sought our help and we were able to build a relationship with Susie and her mother.

I had a lovely time

Hey Kate, I just wanted to say goodbye and good night. I will really miss you and thank you for everything you have done. You are the best mentor ever and I will never forget you, please don't forget me.

Susie x

For **over 11 months**, Susie and Kate have been meeting for **at least two hours a week**. They have been on all kinds of adventures, but their favourite thing to do together is go to the park to play, dance, sing and talk. They have even written a book together!

Most importantly, Kate has helped Susie through some really hard and scary times, like when Susie's mum relapsed in lockdown.

Having Kate as her mentor meant Susie wasn't alone and that **The Kids Network were able to closely monitor her wellbeing**. Now, we are working to make sure she feels so much more prepared to deal with something similar in the future.

The pair were on **#MakeADifference** segment on BBC London radio last month, inspiring more Londoners to become mentors!

Having someone to talk to

Kate has help me to relax. It has been so fun and means right now, I'm not at home. Having a mentor means you get to go on a lot of adventures, it gets you out the house, you'll definitely have fun and someone to talk to.

Susie x

tkn

Other stories

Sarah was a selective mute.

She lives in cramped accommodation and was allocated a social worker after concerns surrounding the things she was exposed to at home. In primary school she would refuse to speak and would often start screaming. When The Kids Network first met her, she was scared to meet her mentor and her school were worried she would not want to engage in the programme.

Understanding this, we made sure Sarah met her mentor, Diana, at school and felt safe. The matching went so well that when they met for their first session alone, Sarah was waiting at the school doors excited. She spoke to her mentor at length! The Kids Network has since acted as a key link through Sarah's transition to secondary school, where she is now thriving. Meeting her mentor every week, she has grown in confidence and has truly found her voice!

Tara's mum has had cancer for a long time now.

When we first met her, her mum's condition was critical. As one of four children, Tara's dad was struggling to dedicate time to her. We matched her with her mentor, Gemma, just before lockdown. For three months they got to know each other over the phone, playing games, doing quizzes and just talking. In July Tara met Gemma in person for the first time since their matching. Gemma said; **"we went for a walk on the Southbank, Tara was amazed we were in central London"**.

Since then, they have been on a scavenger hunt together, played in the arcade and painted pictures for Tara to give to her mum. After their most recent session together Gemma got a text message from Tara's mum which said: **"Thanks for putting a smile on my angel's face"**.

Justin had witnessed domestic violence at home towards mum and didn't have a male role in his life.

At school he was disengaged with his learning and had difficulty forming relationships with his teachers or peers. We took the time to get to know Justin and find the perfect mentor for him. We connected Justin to his mentor, Aronya, on Zoom during lockdown. They hit it off instantly and starting writing songs together and performing these over the phone.

After lockdown they started meeting in person. They have been playing football in the park, writing more songs and exploring London together. After only three months, Justin has told us he is already so much more confident. His teachers have seen a dramatic change in his behaviour and he is making new friends.

STRATEGY 2021

Moving forward into 2021, we have a renewed energy and deeper passion for our purpose: to help children live the lives they deserve. Here is how we will do that.

Child led mentoring

We want children to have an experience that is shaped by them, for them. Our programme meets them as an individual, exactly where they are at in their healing. We recognise their identity, goals and experiences which are important to them. To provide holistic support we will leverage community assets and strategic grassroots partnerships to ensure the longevity and depth of support for children is maintained.

To enable this, we will ensure volunteer mentors have a positive experience with The Kids Network and are able to deliver high quality mentoring through support and resources. They will be able to articulate tangible skills and benefits which encourage them to recommend, support or give to The Kids Network.

Amplifying unheard voices

To do this, we will draw learning from our mentees and understand what barriers exist to them being able to live the lives that they deserve. The Kids Network will platform these challenges to make these issues known, and to ensure children's voices are heard.

In being advocates for children, we will run a small scale, co-created initiative to explore the innovative ways in which we can advocate for children growing up in difficult circumstances, with their voices at the heart.

We will take an intersectional approach to anti-racism in 2021, with view to work towards culture of anti-oppression across the organisation. We will celebrate difference and inclusivity as part of how we operate.

Finally, volunteer mentors feel invested and passionate about our work and go on to amplify their experiences and those of their mentees to build our reach, beyond their involvement with our core programme.

STRATEGY 2021

Sustainable organisation

We will build confidence in our model, by strengthening evidence that our approach has significant and long-lasting positive impact to help children live lives that they deserve and developing diverse income streams which have long term sustainability.

2021 will see an evolved foundation of systems and processes which enhances our capacity and efficiency to deliver our work for children. We will also see people as a priority with great governance and a strong culture of belonging, high performance and commitment to deliver change for children.

Our purpose

We support children to live the lives that they deserve

The difference we'll make

1. Improving access & inclusion to opportunities
2. Developing critical social emotional capabilities
3. Increasing positive wellbeing

The way we'll work

1. Led by our values
2. Be financially sustainable through diverse sources
3. Continuously reflect and improve

3-year goals

- Child-centred mentoring
- Amplify unheard voices
- Sustainability

FINANCE

Reserves policy

TKN's policy is to maintain a minimum balance of three and not more than six months of budgeted costs. For the purpose of this policy "budgeted costs" shall be defined as budgeted obligations that are not identified as funded by current restricted funds or projected committed income.

At this level, the Trustees believe The Kids Network would be able to continue the current activities of the charity in the event of a significant drop in funding and provide time to find replacement funding and plan for any necessary changes to the operational plan.

Reserves are held openly and presented in a transparent way. Reserve levels will be evaluated at least quarterly by the Funding and Finance Committee and reported on to the Trustees at least bi-annually each year.

The Funding and Finance Committee is obligated to raise any issues in relation to excessive or depleted reserves directly with the Trustees.

The policy will be reviewed at least once each year when budgets and activity for the year is planned.

As of the 31st of December 2020, the free reserves amount to **£21,035**.

The Board and CEO are taking steps to monitor the reserves level at the intervals set out in the policy.

RISK MANAGEMENT

The Trustees acknowledge that our charitable organisations activities carry significant risks and is committed to acting responsibly to mitigate these which have been identified.

Some of our main risks involve loss of key staff, safeguarding responsibilities, finance and fundraising. These are identified through strategic discussions, an understanding of the external environment and crucial communication with the staff team.

Trustees discuss and monitor these key risks at every board meeting to put in place the appropriate controls.

Safeguarding

The welfare of a child is of paramount importance and will be at the heart of all decisions when planning, organising, advising on and delivering The Kids Network's mission. We are committed to promoting the welfare of all children and young people to keep them safe from abuse, harm, neglect and exploitation. We believe no child or young person should be subject, or vulnerable to, abuse of any kind.

Safeguarding is at the centre of decision making and is upheld at every level of the organisation. On our board of trustees, we have a safeguarding trustee, an appointed Designated Safeguarding Officer, and a Deputy, an out of hours partnership with the NSPCC and robust policies, procedures, training, reporting and monitoring systems.

Moving into 2021, The Kids Network will form a People and Safeguarding sub-committee to govern our work in this area, bringing on an additional trustee with safeguarding knowledge to champion our work.

RELATED PARTIES

A member of the board of trustees is the current Director of the charitable trust Camden Giving. Camden Giving has committed to financially supporting a two-year project for The Kids Network in the borough of Camden which comes to an end in December 2020.

The previously mentioned Trustee removed herself from all decision-making matters related to the funding for The Kids Network in her role with Camden Giving and will continue to do so for as long as they remain a donor.

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the accounts of The Kids Network CIO for the year ended 31 December 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Anthony Epton BA FCA CTA FCIE
Goldwins Chartered accountants
75 Maygrove Road, West Hampstead
London NW6 2EG

The Kids Network CIO

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2020

	Note	Unrestricted £	Restricted £	**2020 Total £**	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations	**2**	62,857	-	**62,857**	44,550	-	44,550
Charitable activities	**3**	25,831	239,595	**265,426**	4,998	156,098	161,096
Investments	**4**	878	-	**878**	345	-	345
Total income		89,566	239,595	**329,161**	49,893	156,098	205,991
Expenditure on:							
Raising funds	**5**	20,691	-	**20,691**	25,866	-	25,866
Charitable activities	**5**	46,304	197,207	**243,511**	79,438	81,880	161,318
Total expenditure		66,995	197,207	**264,202**	105,304	81,880	187,184
Net income/ (expenditure) for the year	**6**	22,571	42,388	**64,959**	(55,411)	74,218	18,807
Net movement in funds		22,571	42,388	**64,959**	(55,411)	74,218	18,807
Reconciliation of funds:							
Total funds brought forward		56,142	91,384	**147,526**	111,553	17,166	128,719
Total funds carried forward		78,713	133,772	**212,485**	56,142	91,384	147,526

All of the above results are derived from continuing activities. There were no recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

The Kids Network CIO

Balance sheet

As at 31 December 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	**10**		**2,648**		2,248
Current assets:					
Debtors	**11**	**2,470**		407	
Cash at bank and in hand		**209,845**		149,452	
		212,315		149,859	
Liabilities:					
Creditors: amounts falling due within one year	**12**	**(2,478)**		(4,581)	
Net current assets			**209,837**		145,278
Total net assets			**212,485**		147,526
The funds of the charity:	**14**				
Restricted income funds			**133,772**		91,384
Unrestricted income funds:					
Designated funds		**57,678**		18,048	
General funds		**21,035**		38,094	
Total unrestricted funds			**78,713**		56,142
Total charity funds			**212,485**		147,526

Approved by the trustees on **2021**
and signed on their behalf by:

Nigel Phan, Chair

1 Accounting policies

Statutory information
The Kids Network CIO is a charity registered in England and Wales. The registered office is St Margaret's House, 21 Old Ford Road, E2 9PL.

Basis of preparation
The financial statements 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Charity's financial statements for the year ended 31st December 2018 were prepared using the cash basis of accounting. The comparative figures shown in these financial statements have been restated to conform with the current year's presentation.

The charity is exempted from preparing cash flow statement due to exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity
The charity meets the definition of a public benefit entity under FRS 102.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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.

Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs

The charity is not VAT registered, and as such cannot recover VAT incurred on purchases.

Allocation of support costs
Support costs are allocated to the charitable activities of the organisation.

Tangible fixed assets
Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Computers and IT equipment — straight line over 3 years

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

1 Accounting policies (continued)

Cash at bank and in hand
Cash at bank and cash in hand represents cash held in the charity's bank accounts.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

2 Income from donations

	Unrestricted £	Restricted £	**2020 Total £**	Unrestricted £	Restricted £	2019 Total £
Donations and grants	62,857	-	**62,857**	44,550	-	44,550
Total	62,857	-	**62,857**	44,550	-	44,550

3 Income from charitable activities

	Unrestricted £	Restricted £	**2020 Total £**	Unrestricted £	Restricted £	2019 Total £
Camden Project	-	52,488	**52,488**	4,998	44,986	49,984
Hackney Project	17,345	-	**17,345**	-	-	-
Founder Salary	-	52,206	**52,206**	-	33,387	33,387
South London Project	-	60,000	**60,000**	-	4,725	4,725
Project Manager salary	-	14,750	**14,750**	-	10,000	10,000
Cold Play	-	-	**-**	-	63,000	63,000
Brent Project	-	17,816	**17,816**	-	-	-
West London Project	3,589	19,899	**23,488**	-	-	-
Impact Project	-	15,922	**15,922**	-	-	-
The Digital Project	4,897	6,514	**11,411**	-	-	-
Total income from charitable	25,831	239,595	**265,426**	4,998	156,098	161,096

4 Income from investments

	Unrestricted £	Restricted £	**2020 Total £**	Unrestricted £	Restricted £	2019 Total £
Bank interest	**878**	**-**	**878**	345	**-**	345
	878	**-**	**878**	345	**-**	345

5a Analysis of expenditure (current year)

	Cost of raising funds	Charitable activities		Support costs	**2020 Total**	2019 Total
		Unrestricted	Restricted			
	£	£	£	£	**£**	£
Staff costs (note 7)	19,618	38,597	159,697	-	**217,912**	148,011
Other staff related costs	-	1,981	567	-	**2,548**	3,095
Project costs	-	249	23,842	-	**24,091**	21,507
Fundraising costs	1,073	-	-	-	**1,073**	-
Premises costs	-	-	-	4,585	**4,585**	7,937
Office costs	-	-	-	3,404	**3,404**	630
IT costs	-	-	-	2,251	**2,251**	909
Independent examination fee	-	-	-	960	**960**	960
Accountancy and payroll cost	-	-	-	5,492	**5,492**	3,011
Depreciation	-	-	-	1,886	**1,886**	1,124
	20,691	40,827	184,106	18,578	**264,202**	187,184
Support costs allocation	-	5,477	13,101	(18,578)	-	-
Total expenditure 2020	**20,691**	**46,304**	**197,207**	**-**	**264,202**	187,184

5b Analysis of expenditure (prior year)

	Cost of raising funds	Charitable activities		Support costs	2019 Total
		Unrestricted	Restricted		
	£	£	£	£	£
Staff costs (note7)	25,866	55,718	66,427	-	148,011
Other staff related costs	-	3,095	-	-	3,095
Project costs	-	6,054	15,453	-	21,507
Premises costs	-	-	-	7,937	7,937
Office costs	-	-	-	630	630
IT costs	-	-	-	909	909
Independent examination fee	-	-	-	960	960
Accountancy and payroll cost	-	-	-	3,011	3,011
Depreciation	-	-	-	1,124	1,124
	25,866	64,867	81,880	14,571	187,184
Support costs allocation	-	14,571	-	(14,571)	-
Total expenditure 2019	25,866	79,438	81,880	-	187,184

6. Net income for the year

This is stated after charging / crediting:

	2020	2019
	£	£
Depreciation	**1,886**	1,124
Independent examiner's fee (incl VAT):	**960**	960

7. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2020	2019
	£	£
Salaries and wages	**199,939**	135,083
Social security costs	**14,529**	10,484
Employer's contribution to defined contribution pension schemes	**3,444**	2,444
	217,912	148,011

None of the employees received employee benefits (excluding employer National Insurance and employer pension) over £60,000, during the year (2019: none).

The total employee benefits including pension contributions and employer NIC of the key management personnel were £47,666 (2019: £44,494).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2018: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2020	2019
	No.	No.
Raising funds	**1.0**	1.0
Charitable activities	**4.9**	2.5
Support	**1.5**	1.0
	7.4	4.5

8. Related party transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

9. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Tangible fixed assets

	Computers and IT Equipment £	Total £
Cost		
At the start of the year	3,372	**3,372**
Additions in year	2,286	**2,286**
At the end of the year	5,658	**5,658**
Depreciation		
At the start of the year	1,124	**1,124**
Charge for the year	1,886	**1,886**
At the end of the year	3,010	**3,010**
Net book value		
At the end of the year	2,648	**2,648**
At the start of the year	2,248	2,248

All of the above assets are used for charitable purposes.

11. Debtors

	2020 £	2019 £
Prepayments	**2,470**	407
	2,470	407

12. Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	**-**	497
Taxation and social security	**-**	3,124
Accruals	**2,478**	960
	2,478	4,581

13. Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	**Total funds £**
Tangible fixed assets	2,648	-	-	**2,648**
Net current assets	18,387	57,678	133,772	**209,837**
Net assets at the end of the year	**21,035**	**57,678**	**133,772**	**212,485**

Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	1,124	-	-	1,124
Net current assets	36,970	18,048	91,384	146,402
Net assets at the end of prior year	38,094	18,048	91,384	147,526

14a. Movements in funds (current year)

	At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	**At 31 December 2020 £**
Restricted funds:					
Camden Project	13,819	52,488	(40,164)	-	26,143
Founder Salary	14,565	52,206	(49,248)	-	17,523
South London Project	63,000	60,000	(60,796)	-	62,204
Project Manager salary	-	14,750	(14,750)	-	-
Brent Project	-	17,816	-	-	17,816
West London Project	-	19,899	(14,812)	-	5,087
Impact Project	-	15,922	(10,923)	-	4,999
The Digital Project	-	6,514	(6,514)	-	-
Total restricted funds	**91,384**	**239,595**	**(197,207)**	**-**	**133,772**
Unrestricted funds:					
Designated funds:					
Hackney Project	18,048	17,345	(27,715)	-	7,678
Development fund	-	-	-	50,000	50,000
Total designated funds	18,048	17,345	(27,715)	50,000	**57,678**
General funds	38,094	72,221	(39,280)	(50,000)	**21,035**
Total unrestricted funds	**56,142**	**89,566**	**(66,995)**	**-**	**78,713**
Total funds	**147,526**	**329,161**	**(264,202)**	**-**	**212,485**

14b. Movements in funds (prior year)

	At 1 January 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2019 £
Restricted funds:					
Camden Project	12,496	44,986	(43,663)	-	13,819
Founder Salary	4,670	33,387	(23,492)	-	14,565
South London Project		4,725	(4,725)	63,000	63,000
Project Manager salary		10,000	(10,000)	-	-
Cold Play		63,000	-	(63,000)	-
Total restricted funds	17,166	156,098	(81,880)	-	91,384
Unrestricted funds:					
Designated funds:					
Hackney Project	63,868	-	(45,820)	-	18,048
General funds	47,685	49,893	(59,484)	-	38,094
Total unrestricted funds	111,553	49,893	(105,304)	-	56,142
Total funds	128,719	205,991	(187,184)	-	147,526