SOCIAL MOBILITY BUSINESS PARTNERSHIP

England & Wales · Charity number 1174309

Details

Status	Registered
Legal form	CIO
Registered	2017-08-18
Register	View on the Charity Commission register

Contact

Address	Osborne Clarke Llp 1 London Wall London EC2Y 5EB
Phone	07885549247
Email	info@smbp.org.uk
Website	www.smbp.org.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE TO ADVANCE THE EDUCATION OF YOUNG PEOPLE FROM LOW INCOME BACKGROUNDS IN PARTICULAR BUT NOT EXCLUSIVELY BY:PROVIDING AND FACILITATING OPPORTUNITIES FOR THEM TO OBTAIN WORK EXPERIENCE WITH ORGANISATIONS WORKING IN OR WITH THE PROFESSIONS OF LAW AND ACCOUNTANCY, AND SUCH OTHER PROFESSIONS AND FIELDS AS THE TRUSTEES IN THEIR ABSOLUTE DISCRETION SEE FIT; ANDADVISING AND ASSISTING THEM TO ACHIEVE THE NECESSARY QUALIFICATIONS AND TO ENTER AND PROGRESS IN CAREERS IN SUCH PROFESSIONS AND FIELDS.

Activities: SMBP is dedicated to broadening access to businesses, by providing students from low income backgrounds access to work insight with multiple employers, resilience training and lifetime career mentoring. The SMBP Delivery model has been developed to encourage collaboration not competition between organisations across the world of business and the wider third sector by providing the operational back

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People

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Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£354,710	£340,121	-	-
2023-12-31	£276,084	£273,608	-	-
2022-12-31	£227,367	£231,939	-	-
2021-12-31	£217,877	£184,977	-	-
2020-12-31	£230,853	£203,635	-	-

Trustees

Name	Role	Appointed
ANDREW SHELDON GARARD	Chair	2017-08-18
Alexander John Alan James Edmiston		2023-01-12
Alice Mary Frances Bretherton		2024-06-10
Carole Mehigan		2018-01-24
Dominic Ewart Robertson		2020-06-01
Joanne Stella Maria Theodoulou		2018-09-26
Michael Durham Davison		2024-06-10
Oliver Garratt Hipperson		2023-05-23
Paul Gareth Lewis		2024-06-10
ROBERT JAMES ELVIN		2018-01-24
Robert Andrew Lawson		2019-10-17
Russell Ian Johnstone		2019-01-30

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SOCIAL MOBILITY BUSINESS PARTNERSHIP

England & Wales - Charity number 1174309

Accounts

SOCIAL MOBILITY
BUSINESS PARTNERSHIP

Trustees' annual report (including Directors' report) for the period

From: 1st January 2024 to 31st December 2024

Charity name: Social Mobility Business Partnership

Charity registration number: 1174309

Company number: CE010808

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The objects of SMBP are to advance the education of young people from low income backgrounds in particular but not exclusively by: (a) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and (b) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields.
Summary of the main activities in relation to those purposes for the public benefit,in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	A volunteer-led charity, SMBP is a collaboration of over 200 commercial organisations, professional services firms and professional sports teams working to deliver Work Insight and Skills weeks across twenty one towns and cities in the UK.

		All the SMBP Partners are committed to supporting Year 12 and Year 13 students from low income backgrounds in their pursuit of a career in business[1]. Since 2014, SMBP has grown from offering week-long placements to 20 students in London, to over 800 student placements across the UK in 2024. In addition to the week-long placements, SMBP has worked with Formula 1 and Mishcon de Reya to deliver additional Work Insight days to over 200 students. Together, with standalone day long experiences, SMBP delivered 3,704 days of work experience and insight in 2024. During the week-long UK based placements, students benefit from spending a day learning about the psychology of resilience, this is delivered in partnership with a local professional sports club. They then spend a day with four different businesses to gain an understanding of what each business does, insight into how they could work there and develop their key competencies through interactive business games. A SMBP Career Mentoring Platform (via https://smbp.org.uk/group-mentoring/) then supports them through their journey to a career by providing access to advice on the creation of Personal Statements, CVs and completion of application forms and guidance on how to prepare for interviews.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The guidance issued by the Charity Commission on public benefit has been circulated to Trustees and the Trustees have had regard to the same at all relevant times. In addition to the aforementioned website and career mentoring site maintenance,

[1] Year 12 and Year 13 students in England and Wales, Year 13 and Year 14 students in Northern Ireland, S5 and S6 students in Scotland.

		student travel and Resilience Day costs, the other main area of expenditure is staff, advisory costs and administration.

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	SMBP is not a grant making charity
Policy on social investment including program related investment	Para 1.38	SMBP does not engage in investment activity
Contribution made by volunteers	Para 1.38	SMBP is supported by over 700 volunteers across 38 clusters. Key volunteer roles are Cluster Head, Resilience Delivery Lead and Lead Chaperone, supported by volunteers from all our partners who help to deliver the programme on the day and chaperone students during transportation. The Cluster Head takes overall responsibility for project managing the cluster. They manage and maintain relationships with all commercial partners and employee volunteers and arrange regular meetings to ensure they are on track to deliver an interactive and engaging day for the

		students and to prevent any duplication of material. Safeguarding is key to the welfare of students and Cluster Heads are responsible for ensuring that all partners have completed and submitted a Young Persons Risk Assessment relevant to their premises. They also ensure DBS certificates are in place for a Lead Chaperone who volunteers to accompany students on long train or coach journeys during the programme. The Resilience Delivery Leads are trained in the content that is delivered to all student attendees across the UK during the Resilience and Goal Planning Day. Volunteers spend a day being trained in the content in London and a further day delivering it at a local professional sports club. Where coaches or long group train journeys are arranged by SMBP for travel, employees also volunteer as chaperones to ensure students are accompanied, with one Lead Chaperone completing an enhanced DBS check. Each participating business partner within all of the 38 clusters could not run their SMBP day without the help of the three or more employees that volunteer their time to assist with the delivery of the day on their site.
Other		N/A

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Working with Year 12 and Year 13 state school students from low income backgrounds, the charity works to broaden access to business, with a focus on showcasing how commercial teams work seamlessly with their legal and finance colleagues to deliver business strategy. It is the first and only programme in the UK that enables students to see all three key elements of business in this way. The majority of students attend a Work Insight and Skills week, spending a day at a professional sports club where students learn about the psychology of resilience and goal achievement models, supported by our delivery partner Cleartrack Performance. This is followed by a day at each of four different businesses. In total there are 38 clusters spread across the UK, supporting students from Belfast, Birmingham, Bradford, Brighton, Bristol, Cambridge, Cardiff & Newport, Derby, Exeter, Glasgow, Leeds, Greater London, Manchester, the North West, the North East, Norwich, Plymouth, Reading, Rugby & Coventry and Wrexham. In 2025, in line with an ongoing commitment to increase the number of student placements across the UK, the Programme aims to extend its reach to include students from St Austell and Truro. In addition, the SMBP team will work to increase student attendance across all programmes by implementing a new onbarding process enabling a better understanding of students commitment. SMBP employs five full time members of staff and is grateful to the 700 plus volunteers within the participating businesses, who deliver content on SMBP days or take responsibility for central functions under the direction of the SMBP team. All students who attend the Programme can register on SMBP's bespoke Career Mentoring Platform. Participating students can draw on the experience of business, legal and finance

		professionals for advice on writing impactful CVs and personal statements, completing university and job application forms and prepping for an interview. As well as guidance, students can opt to receive information and signposting to employment opportunities and recruitment events at our partner organisations. SMBP is affecting a sea change in the way work experience in the UK is delivered by creating a model which tackles the issue of lack of resource and budget to deliver meaningful employer experiences. Our full Impact Report can be found here: ***https://smbp.org.uk/app/uploads/2025/02/2024-Impact-Report-Book-View.pdf*** **Students who attended the 2024 Programme and completed the Impact Survey concluded:** 99% said they would recommend the SMBP Programme to other students. 81% rated their SMBP experience as 'Very Good'. 99% said that the week helped them identify what they would like to do for a job/career 92% understand better how a business operates and what they are looking for in employees. 87% agreed the experience will strengthen their future applications. 93% rated their self confidence as 'Very good' or 'Good". 94% agreed they have a better understanding of the career opportunities available to them. SMBP's Student Experience team is run by three alumni students on a volunteer basis. Each are responsible for different stages of a students' placement with us: The Head of Student Engagement is in charge of all comms that go to students. It is vital all students feel prepared ahead of attending the SMBP week to avoid unnecessary student dropouts. This includes student onboarding comms, the SMBP Student App registration process and simple user guides designed to prepare students for the week e.g. How to get

		the most out of the SMBP Career Mentoring Platform The Head of Student Experience is responsible for the curation of the common core elements of a SMBP week (including the Induction session) and impact reporting They review the content and the impact survey results each year to ensure reoccurring student feedback is factored into the delivery of the following year. The Head of Student Alumni oversees our various touchpoints with students once they have completed the SMBP week. This includes a LinkedIn Network for students once they are over 18 and "Recruitment Bites" which inform students of further SMBP partner opportunities (including paid internships and employment opportunities).

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	(see above)
Performance of fundraising activities against objectives set	Para 1.41	N/A Running costs met by corporate funding partners.
Investment performance against objectives	Para 1.41	N/A

Other		N/A

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	As at 31.12.2023, the charity holds £215,645, in unrestricted funds, being our cash in bank. The charity has no other fixed or current assets. The only liabilities the charity has are a £5,561 creditor to HMRC, and a £1,025 credit to our pension provider; both settled within 30 days of year end (31.12.2024). The total income for the period was £354,710. The total expenditure was £340,121. The reserves of £215,645 amount to 63% of the total Year 7 spend and 66% of the forecast spend in Year 8. With a healthy cash position, we do not envisage any problems in meeting our expenses as they fall due.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	We will always aim to have 50% of our forecast spend funds in reserve, circa £165,000 for 2025. All Tier 1 and Tier 2 Funders have expressed a nonbinding intent to fund for a minimum of three years. Should funders choose not to fund SMBP beyond year 3, it will be able to continue to operate for at least six months providing sufficient time to find further funding. The reserves policy will be reviewed annually to take into account any changing financial circumstances. Finances will be regularly monitored by the Head of Finance, and should they fall to the reserve level, The Board will be promptly notified.
Amount of reserves held	Para 1.22	£215,645
Reasons for holding zero reserves	Para 1.22	N/A

Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity's ability to continue as a going concern. Funding has been secured to cover all forecast expenses of the 2025 Programme. Key personnel remain in place, and our network of volunteers continue to support the charity.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	SMBP is based on the spirit of collaboration and the principle that all participating organisations give their time without charge. The running costs of the charity are met by funding from a number of organisation and one fundraising event.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A The charity does not make any investments or social investments.
A description of the principal risks facing the charity	Para 1.46	N/A The charity financial risk is underpinned by its corporate funders and the financial reserves policy, as noted above.
Other		N/A

Structure, governance and management

Description of charitable trusts:		SMBP does not have any charitable trusts.
Type of governing document:	Para 1.25	SMBP is governed by its Constitution as published on the Charity Commission's website.
How is the charity constituted?	Para 1.25	The Charity is registered as a CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are generally selected from one of the 161 businesses that support SMBP, based on their expertise in running large-scale DE&I projects.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	When a new trustee is voted in, the General Counsel will undertake the following process: • Send a form to the new trustee to collect information required for Charity Commission registration; • Register trustee with the Charity Commission; • Notify Head of Operations to conduct a DBS check for the trustee; • Send a copy of SMBP's Constitution to trustee; and • Send copies of the following policies: ○ SMBP's Safeguarding Policy (along with link to guidance at https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees); ○ SMBP's Criminal Finances Act Policy; ○ SMBP's Data Protection Policy (internal);

		○ SMBP's Statement of Purpose, Objectives and Values; and ○ Charity Commission's 3 pieces of guidance on Public Benefit: (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588234/PB1_The_public_benefit_requirement.pdf, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/610943/PB2_Running_a_charity.pdf and https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588307/PB3_Reporting.pdf SMBP also arranges an annual training session, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	SMBP has 1 independent Trustee and 13 Trustees from the following organisations: Osborne Clarke, Vanquis Banking Group, Slaughter and May, Reed Smith, CMS Cameron McKenna Nabarro Olswang, Squire Patton Boggs, Hogan Lovells, Linklaters LLP, Clifford Chance, Burges Salmon, Pennon Group, Formula 1 and BT Group. The charity employs a Managing Director, a Head of Operations, a Head of Technology and Communications, a Student Sourcing Executive and a Delivery Executive. This employee team is supplemented by consultant support from the Lexjam Consulting (Principal Consultant of LJC being the Founder) and the following volunteer executive roles: Head of Finance, Head of Technology, Safeguarding Officer, General Counsel and the Student Experience team

		consisting of Head of Student Sourcing, Head of Student Experience and Head of Alumni
Relationship with any related parties	Para 1.51	SMBP works in collaboration with other charities to improve social mobility including the Sutton Trust, IntoUniversity and Elephant Group.
Other		**Charity Governance Code 2017** **https://www.charitygovernancecode.org/en** As noted above, SMBP arranges an annual training session for the trustees, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code. SMBP's Statement of Purpose, Objectives and Values that is followed by the Trustees is also based on the Code (See Appendix 1). **Charities (Protection and Social Investment) Act 2016** SMBP does not meet the threshold above which additional reporting is required under the Charities (Protection and Social Investment) Act 2016.

Reference and administrative details

Charity name	**Social Mobility Business Partnership**
Other name the charity uses	**SMBP**

Registered charity number	**1174309**
Charity's principal address	**Osbourne Clarke, One London Wall, London, EC2Y 5EB**

Names of the charity trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Andrew Garard	Chairman	18.08.2017 to current	
Russell Johnstone		30.01.2019 to current	
Joanne Theodoulou		26.09.2018 to current	
Carole Mehigan	Safeguarding Officer	24.01.2018 to current	
Robert Elvin		24.01.2018 to current	
Dominic Robertson		01.06.2020 to current	
Ray Berg		18.08.2017 to current	
Tanya Francis		09.06.2021 to current	
Robert Lawson		17.10.2019 to current	
Alex Edmiston		12.01.2023 to current	
Oliver Hipperson		23.05.2023 to current	
Alice Bretherton		10.06.2024 to current	

Michael Davison		10.06.2024 to current	
Paul Lewis		10.06.2024 to current	

Corporate trustees – names of the directors at the date the report was approved

N/A

Name of trustees holding title to property belonging to the charity

N/A

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Names and addresses of advisers (optional information)

Type of adviser	**Name**	**Address**
General Counsel	Shelley Bezalel	Osborne Clarke, One London Wall, London, EC2Y 5EB
Consultant	Isambard Innovation Limited trading as Lexjam Consuting	James House, 70 Chipstead Park, Sevenoaks, TN13 2SH
Head of Finance	Robert Henson	Osborne Clarke, One London Wall, London, EC2Y 5EB
Head of Technology	Annette Brown	Osborne Clarke, One London Wall, London, EC2Y 5EB

Name of chief executive or names of senior staff members (optional information)

Jessica Clarkson (Managing Director)

Exemptions from disclosure

N/A

Other optional information

N/A

Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors:

Signatures		
Full names	Andrew Garard	Carole Mehigan
Position	Chair and Co-founder	Safeguarding Officer
Date		

Appendix 1: SMBP's Statement of Purpose, Objectives and Values

Statement of Purpose, Objectives and Values

Purpose

SMBP's purpose is as set out in its Constitution:

"The Objects of the CIO are to advance the education of young people from low income backgrounds in particular but not exclusively by:

(1) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and

(2) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields."

Objectives

SMBP is dedicated to broadening access to businesses, by providing students from low income backgrounds access to work insight with multiple employers, resilience training and lifetime career mentoring. The SMBP Delivery model has been developed to encourage collaboration not competition between organisations across the world of business and the wider third sector by providing the operational backbone for joint delivery of work experience and ongoing career support.

SMBP's objectives can be summarised as follows:

(1) break down psychological 'fitting in' barriers students may experience when entering the world of business by providing them with an opportunity to experience different working environments and meet the professionals within them;

(2) develop students' commercial awareness and skills in the following areas: communication, teamwork & leadership, creativity & problem solving, resilience & goal planning;

(3) arm students with multiple corporate brand names to create stand out Personal Statements and CVs;

(4) provide engaging business game and focussed work insight experiences to create anecdotes to enable students to confidently answer competency questions asked during university and job interviews; and

(5) assist students with each step of their career journey through online career mentoring on Personal Statement/CV creation, completion of application forms and interview preparation.

Values

SMBP aligns its values to the Charity Governance Code. This is a 'best practice' code set up by the Charity Governance Code Steering Group; a voluntary, cross charity sector collaboration. The Charity Commission acts as an observer to this group.

SMBP's values are as follows:

(1) SMBP's trustees are clear about SMBP's aims and ensure that these are being delivered effectively and sustainably. They provide strategic leadership in line with SMBP's aims and values.

(2) The trustees act with integrity; adopting values and creating a culture that helps achieve SMBP's charitable purposes. The board of trustees is aware of the importance of the public's confidence and trust in charities and trustees undertake their duties accordingly.

(3) The trustees make sure that their decision-making processes are informed, vigorous and timely.

(4) The trustees work as an effective team, using the appropriate balance of skills, experience, background and knowledge to take informed decisions.

(5) The trustees' approach to diversity supports SMBP's effectiveness, leadership and decision-making.

(6) The trustees lead SMBP in being transparent and accountable. SMBP is open in its work, unless there is good reason for it not to be.

CHARITY COMMISSION FOR ENGLAND AND WALES

Social Mobility Business Partnership			1174309		
Annual accounts for the period					
Period start date	**1/1/24**	**To**	**12/31/24**		

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
Incoming resources (Note 3)						
Income and endowments from:						
Donations and legacies	S01	322,000	24,339	-	346,339	247,482
Charitable activities	S02	980	-	-	980	28,601
Other trading activities	S03	-	-	-	-	-
Investments	S04	-	-		-	-
Separate material item of income	S05	7,391	-	-	7,391	-
Other	S06	-	-	-	-	-
Total	S07	330,371	24,339	-	354,710	276,084
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	5,813	-	-	5,813	4,078
Charitable activities	S09	307,419	24,339	-	331,758	269,530
Separate material item of expense	S10	2,550	-	-	2,550	-
Other	S11	-	-	-	-	-
Total	S12	315,782	24,339	-	340,121	273,608
Net income/(expenditure) before investment gains/(losses)	S13	14,589	-	-	14,589	2,476
Net gains/(losses) on investments	S14	-	-	-	-	-
Net income/(expenditure)	S15	14,589	-	-	14,589	2,476
Extraordinary items	S16	-	-	-	-	-
Transfers between funds	S17	-	-	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	14,589	-	-	14,589	2,476
Reconciliation of funds:						
Total funds brought forward	S21	201,056		-	201,056	198,580
Total funds carried forward	S22	215,645	-	-	215,645	201,056

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Section B Balance sheet

	Guidance Notes	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
Fixed assets		F01	F02	F03	F04	F05
Intangible assets (Note 15)	B01	-	-	-	-	-
Tangible assets (Note 14)	B02	-	-	-	-	-
Heritage assets (Note 16)	B03	-	-	-	-	-
Investments (Note 17)	B04	-	-	-	-	
Total fixed assets	B05	-	-	-	-	-
Current assets						
Stocks (Note 18)	B06	-	-	-	-	-
Debtors (Note 19)	B07	-	-	-	-	-
Investments (Note 17.4)	B08	-	-	-	-	-
Cash at bank and in hand (Note 24)	B09	222,231		-	222,231	223,783
Total current assets	B10	222,231	-	-	222,231	223,783
Creditors: amounts falling due within one year (Note 20)	B11	6,586		-	6,586	22,727
Net current assets/(liabilities)	B12	215,645	-	-	215,645	201,056
Total assets less current liabilities	B13	215,645	-	-	215,645	201,056
Creditors: amounts falling due after one year (Note 20)	B14	-	-	-	-	-
Provisions for liabilities	B15	-	-	-	-	-
Total net assets or liabilities	B16	215,645	-	-	215,645	201,056
Funds of the Charity						
Endowment funds (Note 27)	B17	-	-	-	-	-
Restricted income funds (Note 27)	B18		-	-	-	-
Unrestricted funds	B19	215,645	-	-	215,645	201,056
Revaluation reserve	B20				-	
Total funds	B21	215,645	-	-	215,645	201,056

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval dd/mm/yyyy

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A **Independent Examiner's Report**

Report to the trustees	Charity Name: Social Mobility Business Partnership
On accounts for the year ended	**Charity no (if any)** 1174309
Set out on pages	A-B (remember to include the page numbers of additional sheets)
Responsibilities and basis of report	I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY. As the charity's trustees, 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 Trust'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	*[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [ ] if not applicable.* I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect: • the accounting records were not kept in accordance with section 130 of the Charities Act; or • the accounts did not accord with the accounting records; or • the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination. I have 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. ** Please delete the words in the brackets if they do not apply.*
Signed:	**Date:** 26th September, 2025
Name:	ANDREW BOUCHER
Relevant professional qualification(s) or body (if any):	ACA
Address:	15 Dealtry Road Putney LONDON SW15 6NL

Section B **Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts:

	directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	No issues noted

SOCIAL MOBILITY BUSINESS PARTNERSHIP

England & Wales - Charity number 1174309

Accounts

SOCIAL MOBILITY
BUSINESS PARTNERSHIP

Trustees' annual report (including Directors' report) for the period

From: 1st January 2023 to 31st December 2023

Charity name: Social Mobility Business Partnership

Charity registration number: 1174309

Company number: CE010808

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The objects of SMBP are to advance the education of young people from low income backgrounds in particular but not exclusively by: (a) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and (b) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields.
Summary of the main activities in relation to those purposes for the public benefit,in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	A volunteer-led charity, SMBP is a collaboration of over 200 commercial organisations, professional services firms and professional sports teams working to deliver Work Insight and Skills weeks across twenty one towns and cities in the UK.

		All the SMBP Partners are committed to supporting Year 12 and Year 13 students from low income backgrounds in their pursuit of a career in business[1]. Since 2014, SMBP has grown from offering opportunities to 20 students in London, to over 650 student places across the UK in 2023. In addition, the SMBP delivered it's first pilot Programme in Chicago, US, in partnership woth law firms Faegre Drinker Biddle Reath and Holland & Knight. The students who took part in the US pilot were recruited by TA98, a Chicago based charity. Students benefit from spending a day at a professional sports club where they learn about the psychology of resilience, they then spend a day with four different businesses in a week. Students gain an understanding of what each business does, insight into how they could work there and develop their key competencies through interactive business games. A SMBP Career Mentoring Platform (via https://smbp.org.uk/group-mentoring/) then supports them through their journey to a career by providing access to advice on the creation of Personal Statements, CVs and completion of application forms and guidance on how to prepare for interviews. In addition to the aforementioned website and career mentoring site maintenance, student travel and Resilience Day costs, the other main area of expenditure is staff, advisory costs and administration.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The guidance issued by the Charity Commission on public benefit has been circulated to Trustees and the Trustees have had regard to the same at all relevant times.

[1] Year 12 and Year 13 students in England and Wales, Year 13 and Year 14 students in Northern Ireland, S5 and S6 students in Scotland.

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	SMBP is not a grant making charity
Policy on social investment including program related investment	Para 1.38	SMBP does not engage in investment activity
Contribution made by volunteers	Para 1.38	SMBP is supported by over 800 volunteers across 30 clusters. Key volunteer roles are Cluster Head, Resilience Delivery Lead and Lead Chaperone, supported by volunteers from all our partners who help to deliver the programme on the day and chaperone students during transportation. The Cluster Head takes overall responsibility for project managing the cluster. They manage and maintain relationships with all commercial partners and employee volunteers and arrange regular meetings to ensure they are on track to deliver an interactive and engaging day for the students and to prevent any duplication of material. Safeguarding is key to the welfare of students and Cluster Heads are responsible for ensuring that all partners have completed and submitted a health & safety assessment relevant to their premises. They also ensure DBS certificates are in place for a lead

		chaperone who volunteers to accompany students on long train or coach journeys during the programme. The Resileince Delivery Leads are trained in the content that is delivered to all student attendees across the UK during the Resilience and Goal Planning Day. Volunteers spend a day being trained in the content in London and a further day delivering it at a local professional sports club. Where coaches or long group train journeys are arranged by SMBP for travel, employees also volunteer as chaperones to ensure students are accompanied, with one Lead Chaperone completing an enhanced DBS check. Each participating business partner within all of the 30 clusters could not run their SMBP day without the help of the three or more employees that volunteer their time to assist with the delivery of the day on their site.
Other		N/A

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Working with Year 12 and Year 13 state school students from low income backgrounds, the charity works to broaden access to business, with a focus on showcasing how commercial teams work seamlessly with their legal and finance colleagues to deliver business strategy. It is the first and only programme in the UK that enables students to see all three key elements of business in this way. Students attend a Work Insight and Skills week, spending a day at a professional sports club where students learn about the psychology of resilience and goal achievement models, supported by our delivery partner Cleartrack Performance. This is followed by a day at each of four different businesses. In total there are 30 clusters spread across the UK, supporting students from Belfast, Birmingham, Bradford, Brighton, Bristol, Cambridge, Cardiff, Dorset, Exeter, Glasgow, Leeds, Greater London, Manchester, the North West, the North East, Norwich, Reading and Rugby & Coventry. In 2024, in line with an ongoing commitment to increase the number of student placements across the UK, the Programme aims to extend its programme to include students from Newport, Wrexham, Derby, and Plymouth. In addition, the SMBP will also be running it's first Programmes outside of the UK, in, USA, in collaboration with the NHP Foundation, local charity TA98 and two US Law firms; Holland & Knight LLP and Faegre Drinker Biddle & Reath LLP. The Programme will be delivered across 12 months to students from low income backgrounds, with students attending one Work Insight Day per month. SMBP employs five full time members of staff and is grateful to the 800 plus volunteers within the participating businesses, who deliver content on SMBP days or take responsibility for central functions under the direction of the SMBP team. All students who attend the Programme can register on SMBP's bespoke Career Mentoring Platform. Participating students can draw on

		the experience of business, legal and finance professionals for advice on writing impactful CVs and personal statements, completing university and job application forms and prepping for an interview. As well as guidance, students can opt to receive information and signposting to employment opportunities and recruitment events at our partner organisations. SMBP is affecting a sea change in the way work experience in the UK is delivered by creating a model which tackles the issue of lack of resource and budget to deliver meaningful employer experiences. Our full Impact Report can be found here: ***https://smbp.org.uk/impact/*** **Students who attended the 2023 Programme and completed the Impact Survey concluded:** 100% said they would recommend the SMBP Programme to other students. 82% rated their SMBP experience as 'Very Good'. 99% said they have a better or firm idea of what they'd like to for a job/career in the future. 93% understand better how a business operates and what they are looking for in employees. 87% agreed the experience will strengthen their future applications. 91% rated their self confidence as 'Very good' or 'Good". 96% agreed they have a better understanding of the career opportunities available to them. SMBP's Student Experience team is run by three alumni students on a volunteer basis. Each are responsible for different stages of a students' placement with us: The Head of Student Engagement is in charge of all comms that go to students. It is vital all students feel prepared ahead of attending the SMBP week to avoid unnecessary student dropouts. This includes student onboarding comms, the SMBP Student App registration process and simple user guides designed to prepare students for the week e.g. How to get

		the most out of the SMBP Career Mentoring Platform The Head of Student Experience is responsible for the curation of the common core elements of a SMBP week (including the Induction session) and impact reporting They review the content and the impact survey results each year to ensure reoccurring student feedback is factored into the delivery of the following year. The Head of Student Alumni oversees our various touchpoints with students once they have completed the SMBP week. This includes a LinkedIn Network for students once they are over 18, "Recruitment Bites" which inform students of further SMBP partner opportunities (including paid internships and employment opportunities) and a Quarterly Newsletter.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	(see above)
Performance of fundraising activities against objectives set	Para 1.41	N/A Running costs met by corporate funding partners.
Investment performance against objectives	Para 1.41	N/A

Other		N/A

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	As at 31.12.2023, the charity holds £201,056, in unrestricted funds, being our cash in bank. The charity also holds £15,000 in restricted funds, which is a donation earmarked for the 2024 scheme. The charity has no other fixed or current assets. The only liabilities the charity has are a £6,549 creditor to HMRC, and a £1,177 credit to our pension provider; both settled within 30 days of year end (31.12.2023). The total income for the period was £276,084. The total expenditure was £273,608. The reserves of £201,056 amount to 73% of the total Year 6 spend and 62% of the forecast spend in Year 7. With a healthy cash position, we do not envisage any problems in meeting our expenses as they fall due.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	We will always aim to have 50% of our forecast spend funds in reserve, circa £165,000 for 2025. All Tier 1 and Tier 2 Funders have expressed a nonbinding intent to fund for a minimum of three years. Should funders choose not to fund SMBP beyond year 3, it will be able to continue to operate for at least six months providing sufficient time to find further funding. The reserves policy will be reviewed annually to take into account any changing financial circumstances. Finances will be regularly monitored by the Head of Finance, and should they fall to the reserve level, The Board will be promptly notified.
Amount of reserves held	Para 1.22	£201,056

Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity's ability to continue as a going concern. Funding has been secured to cover all forecast expenses of the 2024 Programme. All partners and trustees are still on board. Key personnel remain in place, and our network of volunteers continue to support the charity.

Additional information (optional)
You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	SMBP is based on the spirit of collaboration and the principle that all participating organisations give their time without charge. The running costs of the charity are met by funding from a number of organisations.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A The charity does not make any investments or social investments.
A description of the principal risks facing the charity	Para 1.46	N/A The charity financial risk is underpinned by its corporate funders and the financial reserves policy, as noted above.
Other		N/A

Structure, governance and management

Description of charitable trusts:		SMBP does not have any charitable trusts.
Type of governing document:	Para 1.25	SMBP is governed by its Constitution as published on the Charity Commission's website.
How is the charity constituted?	Para 1.25	The Charity is registered as a CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are generally selected from one of the 161 businesses that support SMBP, based on their expertise in running similar schemes and large-scale DE&I projects.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	When a new trustee is voted in, the General Counsel will undertake the following process:
		• Send a form to the new trustee to collect information required for Charity Commission registration;
		• Register trustee with the Charity Commission;
		• Notify Head of Operations to conduct a DBS check for the trustee;
		• Send a copy of SMBP's Constitution to trustee; and
		• Send copies of the following policies:
		  ○ SMBP's Safeguarding Policy (along with link to guidance at https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees);
		  ○ SMBP's Criminal Finances Act Policy;

		○ SMBP's Data Protection Policy (internal); ○ SMBP's Statement of Purpose, Objectives and Values; and ○ Charity Commission's 3 pieces of guidance on Public Benefit: (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588234/PB1_The_public_benefit_requirement.pdf, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/610943/PB2_Running_a_charity.pdf and https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588307/PB3_Reporting.pdf SMBP also arranges an annual training session, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	SMBP has 15 Trustees from the following organisations: Osborne Clarke, Vanquis Banking Group, Mishcon de Reya, Simply Business, Slaughter and May, Reed Smith, CMS Cameron McKenna Nabarro Olswang, Squire Patton Boggs, Hogan Lovells, Linklaters LLP, Clifford Chance, Burges Salmon, Pennon Group, Formula 1 and BT. The charity employs a Managing Director, a Head of Operations, a Head of Technology and Communications, a Student Sourcing Executive and a Delivery Executive. This employee team is supplemented by consultant support from the Lexjam Consulting (Principal Consultant of LJC being the Founder) and the following volunteer executive roles: Head of Finance, Head of Technology, Safeguarding Officer, General

		Counsel and the Student Experience team consisting of Head of Student Sourcing, Head of Student Experience and Head of Alumni
Relationship with any related parties	Para 1.51	SMBP works in collaboration with other charities to improve social mobility including the Sutton Trust, IntoUniversity and Elephant Group. SMBP also partners with the regulatory bodies for the professions who co-author student materials for the SMBP Student App. They are: SRA; CILEx; Bar Standards Board; ICAEW and ACCA.
Other		**Charity Governance Code 2017** **https://www.charitygovernancecode.org/en** As noted above, SMBP arranges an annual training session for the trustees, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code. SMBP's Statement of Purpose, Objectives and Values that is followed by the Trustees is also based on the Code (See Appendix 1). **Charities (Protection and Social Investment) Act 2016** SMBP does not meet the threshold above which additional reporting is required under the Charities (Protection and Social Investment) Act 2016.

Reference and administrative details

Charity name	**Social Mobility Business Partnership**
Other name the charity uses	**SMBP**
Registered charity number	**1174309**
Charity's principal address	**Osbourne Clarke, One London Wall, London, EC2Y 5EB**

Names of the charity trustees who manage the charity

Trustee name	**Office (if any)**	**Dates acted if not for whole year**	**Name of person (or body) entitled to appoint trustee (if any)**
Andrew Garard	Chairman	18.08.2017 to current	
Russell Johnstone		30.01.2019 to current	
Joanne Theodoulou		26.09.2018 to current	
Carole Mehigan	Safeguarding Officer	24.01.2018 to current	
Robert Elvin		24.01.2018 to current	
Dominic Robertson		01.06.2020 to current	
Ray Berg		18.08.2017 to current	
Kevin Gold		18.08.2017 to Current	
Tanya Francis		09.06.2021 to current	
Robert Lawson		17.10.2019 to current	

Alex Edmiston		12.01.2023 to current	
Oliver Hipperson		23.05.2023 to current	
Alice Bretherton		10.06.2024 to current	
Michael Davison		10.06.2024 to current	
Paul Lewis		10.06.2024 to current	

Corporate trustees – names of the directors at the date the report was approved

N/A

Name of trustees holding title to property belonging to the charity

N/A

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Names and addresses of advisers (optional information)

Type of adviser	Name	Address
General Counsel	Shelley Bezalel	Osborne Clarke, One London Wall, London, EC2Y 5EB

Consultant	Isambard Innovation Limited trading as Lexjam Consuting	James House, 70 Chipstead Park, Sevenoaks, TN13 2SH
Head of Finance	Robert Henson	Osborne Clarke, One London Wall, London, EC2Y 5EB
Head of Technology	Annette Brown	Osborne Clarke, One London Wall, London, EC2Y 5EB

Name of chief executive or names of senior staff members (optional information)

Lisa Godfrey (Head of Operations) and Jessica Clarkson (Programme Director)

Exemptions from disclosure

N/A

Other optional information

N/A

Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors:

Signatures		
Full names	Andrew Garard	Carole Mehigan
Position	Chair and Co-founder	Safeguarding Officer
Date	17th October 2024.	

Appendix 1: SMBP's Statement of Purpose, Objectives and Values

Statement of Purpose, Objectives and Values

Purpose

SMBP's purpose is as set out in its Constitution:

"The Objects of the CIO are to advance the education of young people from low income backgrounds in particular but not exclusively by:

(1) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and

(2) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields."

Objectives

SMBP is dedicated to broadening access to businesses, by providing students from low income backgrounds access to work insight with multiple employers, resilience training and lifetime career mentoring. The SMBP Delivery model has been developed to encourage collaboration not competition between organisations across the world of business and the wider third sector by providing the operational backbone for joint delivery of work experience and ongoing career support.

SMBP's objectives can be summarised as follows:

(1) break down psychological 'fitting in' barriers students may experience when entering the world of business by providing them with an opportunity to experience different working environments and meet the professionals within them;

(2) develop students' commercial awareness and skills in the following areas: communication, teamwork & leadership, creativity & problem solving, resilience & goal planning;

(3) arm students with multiple corporate brand names to create stand out Personal Statements and CVs;

(4) provide engaging business game and focussed work insight experiences to create anecdotes to enable students to confidently answer competency questions asked during university and job interviews; and

(5) assist students with each step of their career journey through online career mentoring on Personal Statement/CV creation, completion of application forms and interview preparation.

Values

SMBP aligns its values to the Charity Governance Code. This is a 'best practice' code set up by the Charity Governance Code Steering Group; a voluntary, cross charity sector collaboration. The Charity Commission acts as an observer to this group.

SMBP's values are as follows:

(1) SMBP's trustees are clear about SMBP's aims and ensure that these are being delivered effectively and sustainably. They provide strategic leadership in line with SMBP's aims and values.

(2) The trustees act with integrity; adopting values and creating a culture that helps achieve SMBP's charitable purposes. The board of trustees is aware of the importance of the public's confidence and trust in charities and trustees undertake their duties accordingly.

(3) The trustees make sure that their decision-making processes are informed, vigorous and timely.

(4) The trustees work as an effective team, using the appropriate balance of skills, experience, background and knowledge to take informed decisions.

(5) The trustees' approach to diversity supports SMBP's effectiveness, leadership and decision-making.

(6) The trustees lead SMBP in being transparent and accountable. SMBP is open in its work, unless there is good reason for it not to be.

CHARITY COMMISSION FOR ENGLAND AND WALES

Social Mobility Business Partnership			1174309		
Annual accounts for the period					
Period start date	**1/1/2023**	**To**	**12/31/2023**		

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
Incoming resources (Note 3)						
Income and endowments from:						
Donations and legacies	S01	239,802	7,680	-	247,482	218,605
Charitable activities	S02	28,601	-	-	28,601	8,762
Other trading activities	S03	-	-	-	-	-
Investments	S04	-	-		-	-
Separate material item of income	S05	-	-	-	-	-
Other	S06	-	-	-	-	-
Total	S07	268,404	7,680	-	276,084	227,367
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	4,078	-	-	4,078	4,284
Charitable activities	S09	261,850	7,680	-	269,530	222,327
Separate material item of expense	S10		-	-	-	5,328
Other	S11	-	-	-	-	-
Total	S12	265,928	7,680	-	273,608	231,939
Net income/(expenditure) before investment gains/(losses)	S13	2,476	-	-	2,476	- 4,572
Net gains/(losses) on investments	S14	-	-	-	-	-
Net income/(expenditure)	S15	2,476	-	-	2,476	- 4,572
Extraordinary items	S16	-	-	-	-	-
Transfers between funds	S17	-	-	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	2,476	-	-	2,476	- 4,572
Reconciliation of funds:						
Total funds brought forward	S21	198,580		-	198,580	203,152
Total funds carried forward	S22	201,056	-	-	201,056	198,580

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Section B Balance sheet

	Guidance Notes	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £	Total last year £
		F01	F02	F03	F04	F05
Fixed assets						
Intangible assets (Note 15)	B01	-	-	-	-	-
Tangible assets (Note 14)	B02	-	-	-	-	-
Heritage assets (Note 16)	B03	-	-	-	-	-
Investments (Note 17)	B04	-	-	-	-	
Total fixed assets	B05	-	-	-	-	-
Current assets						
Stocks (Note 18)	B06	-	-	-	-	-
Debtors (Note 19)	B07	-	-	-	-	-
Investments (Note 17.4)	B08	-	-	-	-	-
Cash at bank and in hand (Note 24)	B09	208,783	15,000	-	223,783	218,497
Total current assets	B10	208,783	15,000	-	223,783	218,497
Creditors: amounts falling due within one year (Note 20)	B11	7,727	15,000	-	22,727	19,917
Net current assets/(liabilities)	B12	201,056	-	-	201,056	198,580
Total assets less current liabilities	B13	201,056	-	-	201,056	198,580
Creditors: amounts falling due after one year (Note 20)	B14	-	-	-	-	-
Provisions for liabilities	B15	-	-	-	-	-
Total net assets or liabilities	B16	201,056	-	-	201,056	198,580
Funds of the Charity						
Endowment funds (Note 27)	B17	-	-	-	-	-
Restricted income funds (Note 27)	B18		-	-	-	-
Unrestricted funds	B19	201,056	-	-	201,056	198,580
Revaluation reserve	B20				-	
Total funds	B21	201,056	-	-	201,056	198,580

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval dd/mm/yyyy

Section C Notes to the accounts

Note 1 **Basis of preparation**

This section should be completed by all charities.

1.1 Basis of accounting

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

The accounts have been prepared in accordance with:

• and with*	✓	the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
• and with*	✓	the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)

• and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.*	

* -Tick as appropriate

1.2 Going concern

If there are material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern, please provide the following details or state "Not applicable", if appropriate:

An explanation as to those factors that support the conclusion that the charity is a going concern;	***Funding secured for the 2023 scheme. Partner organisations still on board. Volunteers and employees in place to continue charitable activities.***
Disclosure of any uncertainties that make the going concern assumption doubtful;	***Not Applicable***
Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.	***Not Applicable***

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note { }.

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

(i) the nature of the change in accounting policy;	***Not Applicable***
(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and	***Not Applicable***
(iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS 102 SORP.	***Not Applicable***

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

(i) the nature of any changes;	***Not Applicable***
(ii) the effect of the change on income and expense or assets and liabilities for the current period; and	***Not Applicable***
(iii) where practicable, the effect of the change in one or more future periods.	***Not Applicable***

1.5 Material prior year errors

No material prior year error have been identified in the reporting period (3.47 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

(i) the nature of the prior period error;	***Not Applicable***
(ii) for each prior period presented in the accounts, the amount of the correction for each account line item affected; and	***Not Applicable***
(iii) the amount of the correction at the beginning of the earliest prior period presented in the accounts.	***Not Applicable***

Note 2 Accounting policies

Please complete this note when first reporting under FRS2102. Section 35 of FRS102, requires 3 reconciliations to be presented, if all are applicable.

2.1 RECONCILIATION WITH PREVIOUS GENERALLY ACCEPTED ACCOUNTING PRACTICE

Please provide a description of the nature of each change in accounting policy	**No Change in accounting policy**

Reconcilation of funds per previous GAAP to funds determined under FRS 102

	Start of period	End of period
	£	£
Fund balances as previously stated		
Adjustments:		
Fund balance as restated		

Reconcilation of net income/(net expenditure) per previous GAAP to net income/(net expenditure) under FRS 102

	End of period
	£
Net income/(expenditure) as previously stated	
Adjustments:	
Previous period net income/(expenditure) as restated	

Note 2 Accounting policies

2.2 INCOME

This standard list of accounting policies has been applied by the charity except for those ticked "No" or "N/a". Where a different or additional policy has been adopted then this is detailed in the box below.

		Yes	No	N/a
Recognition of income	These are included in the Statement of Financial Activities (SoFA) when: • the charity becomes entitled to the resources; · it is more likely than not that the trustees will receive the resources; and • the monetary value can be measured with sufficient reliability.	✓		
Offsetting	There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.	✓		
Grants and donations	Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).	✓		
	In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).			✓
Legacies	Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.			✓
Government grants	The charity has received government grants in the reporting period		✓	
Tax reclaims on donations and gifts	Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.	✓		
Contractual income and performance related grants	This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.			✓
Donated goods	Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.			✓
	The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.			✓
	Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.			✓
	Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.			✓
	Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.			✓
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.			✓
	Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.			✓
Support costs	The charity has incurred expenditure on support costs.	✓		
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	✓		
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.			✓
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.			✓
	Membership subscriptions which gives a member the right to buy services or other			

	Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.			✓
		Yes	No	N/a
Settlement of insurance claims	Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.			✓
		Yes	No	N/a
Investment gains and losses	This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.			✓

2.3 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.	Yes	No	N/a
		✓		
Governance and support costs	Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.	Yes	No	N/a
		✓		
	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	Yes	No	N/a
		✓		
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	Yes	No	N/a
				✓
Grants payable without performance conditions	Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.	Yes	No	N/a
				✓
Redundancy cost	The charity made no redundancy payments during the reporting period.	Yes	No	N/a
		✓		
Deferred income	No material item of deferred income has been included in the accounts.	Yes	No	N/a
		✓		
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	Yes	No	N/a
		✓		
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date	Yes	No	N/a
		✓		
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.	Yes	No	N/a
		✓		

2.4 ASSETS

Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least			
	They are valued at cost.	Yes	No	N/a
				✓
	The depreciation rates and methods used are disclosed in note 9.2.			
Intangible fixed assets	The charity has intangible fixed assets, that is, non-monetary assets that do not have physical substance but are identifiable and are controlled by the charity through custody or legal rights. The amortisation rates and methods used are disclosed in note 9.5	Yes	No	N/a
			✓	
	They are valued at cost.	Yes	No	N/a
				✓
Heritage assets	The charity has heritage assets, that is, non-monetary assets with historic, artistic, scientific, technological, geophysical or environmental qualities that are held and maintained principally for their contribution to knowledge and culture. The depreciation rates and methods used as disclosed in note 9.6.1.4.	Yes	No	N/a
			✓	
	They are valued at cost.	Yes	No	N/a
				✓
Investments	Fixed asset investments in quoted shares, traded bonds and similar investments are valued at initially at cost and subsequently at fair value (their market value) at the year end. The same treatment is applied to unlisted investments unless fair value cannot be measured reliably in which case it is measured at cost less impairment.	Yes	No	N/a
				✓
	Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current asset investments	Yes	No	N/a
				✓
Stocks and work in progress	Stocks held for sale as part of non-charitable trade are measured at the lower or cost or net realisable value.	Yes	No	N/a
				✓
	Goods or services provided as part of a charitable activity are measured at net realisable value based on the service potential provided by items of stock.	Yes	No	N/a
				✓
		Yes	No	N/a

	Work in progress is valued at cost less any foreseeable loss that is likely to occur on the contract.			✓
Debtors	Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.	Yes ✓	No	N/a
Current asset investments	The charity has has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due.	Yes	No ✓	N/a
	They are valued at fair value except where they qualify as basic financial instruments.			✓

POLICIES ADOPTED ADDITIONAL TO OR DIFFERENT FROM THOSE ABOVE

Section C — Notes to the accounts — (cont)

Note 3 — Analysis of income

	Analysis	Unrestricted funds	Restricted income funds	Endowment funds	Total funds £	Prior year £
Donations and legacies:	Donations and gifts	236,052	7,680	-	243,732	214,855
	Gift Aid	3,750	-	-	3,750	3,750
	Legacies	-	-	-	-	-
	General grants provided by government/other charities	-	-	-	-	-
	Membership subscriptions and sponsorships which are in substance donations	-	-	-	-	
	Donated goods, facilities and services	-	-	-	-	-
	Other	-	-	-	-	
	Total	239,802	7,680	-	247,482	218,605
Charitable activities:		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
	Other	-	-	-	-	-
	Total	-	-	-	-	-
Other trading activities:	Fundraising event(s)	28,601	-	-	28,601	8,762
		-	-	-	-	-
		-	-	-	-	-
	Other	-	-	-	-	-
	Total	28,601	-	-	28,601	8,762
Income from investments:	Interest income	-	-	-	-	-
	Dividend income	-	-	-	-	-
	Rental and leasing income	-	-	-	-	-
	Other	-	-	-	-	-
	Total	-	-	-	-	-
Separate material item of income:		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
	Total	-	-	-	-	-
Other:	Conversion of endowment funds into income	-	-	-	-	-
	Gain on disposal of a tangible fixed asset held for charity's own use	-	-	-	-	-
	Gain on disposal of a programme related investment	-	-	-	-	-
	Royalties from the exploitation of intellectual property rights	-	-	-	-	-
	Other	-	-	-	-	-
	Total	-	-	-	-	-
TOTAL INCOME		268,404	7,680	-	276,084	227,367

Other information:

All income in the prior year was unrestricted except for: (please provide description and amounts)	£7,680 in donations which were specifically to fund student travel
Where any endowment fund is converted into income in the reporting period, please give the reason for the conversion.	Not Applicable
Within the income items above the following items are material: (please disclose the nature, amount and any prior year amounts)	All lines are material

Note 4 Analysis of receipts of government grants

	Description	This year £	Last year £
Government grant 1	Not Applicable, no grants received	-	-
Government grant 2		-	-
Government grant 3		-	-
Other		-	-
	Total	-	-

Please provide details of any unfulfilled conditions and other contingencies attaching to grants that have been recognised in income.

Not Applicable, no grants received

Please give details of other forms of government assistance from which the charity has directly benefited.

Not Applicable, no grants received



Note 5 Donated goods, facilities and services

	This year £	Last year £
Seconded staff	-	-
Use of property	-	-
Other	-	-
	-	-

Please provide details of the accounting policy for the recognition and valuation of donated goods, facilities and services.

We do not attribute a value to time that unpaid volunteers contibute to the charity, thus it is not recognised in the accounts. Nor is the use of property.

Please provide details of any unfulfilled conditions and other contingencies attaching to resources from donated goods and services not recognised in income.

Please give details of other forms of other donated goods and services not recognised in the accounts, eg contribution of unpaid volunteers.

Note 6 Analysis of expenditure

	Analysis	Unrestricted funds	Restricted income funds	Endowment funds	Total funds £	Prior year £
Expenditure on raising funds:	Incurred seeking donations	4,078	-	-	4,078	4,284
	Incurred seeking legacies	-	-	-	-	-
	Incurred seeking grants					
	Operating membership schemes and social lotteries					
	Staging fundraising events					
	Fudraising agents					
	Operating charity shops					
	Operating a trading company undertaking non-charitable trading activity					
	Advertising, marketing, direct mail and publicity	-	-	-	-	-
	Start up costs incurred in generating new source of future income	-	-	-	-	-
	Database development costs	-	-	-	-	-
	Other trading activities					
	Investment management costs:	-	-	-	-	
	Portfolio management costs	-	-	-	-	-
	Cost of obtaining investment advice	-	-	-	-	-
	Investment administration costs	-	-	-	-	-
	Intellectual property licencing costs	-	-	-	-	-
	Rent collection, property repairs and maintenance charges	-	-	-	-	-
		-	-	-	-	-
	Total expenditure on raising funds	4,078	-	-	4,078	4,284
Expenditure on charitable activities	Staff Costs	170,513	-	-	170,513	151,081
	Student Travel and Catering	17,200	7,680	-	24,880	14,558
	Website Costs	21,297	-	-	21,297	14,618
	Materials	-	-	-	-	-
	Admin costs	43,207	-	-	43,207	37,208
	Resiliance Day costs	9,633	-	-	9,633	4,862
	Total expenditure on charitable activities	261,850	7,680	-	269,530	222,327
Separate material item of expense	Chicago Pilot costs		-	-	-	5,328
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
	Total	-	-	-	-	5,328
Other						
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-

	-	-	-	-	-
	-	-	-	-	-
Total other expenditure	-	-	-	-	-
TOTAL EXPENDITURE	265,929	7,680	-	273,608	231,939

Other information:

Analysis of expenditure on charitable activities

Activity or programme	**Activities undertaken directly**	**Grant funding of activities**	**Support Costs**	**Total this year**	***Total prior year***
	£	**£**	**£**	**£**	**£**
Activity 1					
Activity 2					
Other					
Total					

Prior year expenditure on charitable activities can be analysed as follows:	Not Applicable
Within the expenditure items above the following items are material: (please disclose the nature, amount and any prior year amounts)	All items are material

Section C Notes to the accounts (cont)

Note 7 Extraordinary items

Please explain the nature of each extraordinary item occurring in the period.

	Description	This year £	Last year £
Extraordinary item 1	Chicao Pilot flights and accomodation in prior year	-	5,328
Extraordinary item 2		-	-
		-	-
Extraordinary item 3		-	-
Extraordinary item 4		-	-
Total extrordinary items		-	5,328

Section C Notes to the accounts

Note 8 Funds received as agent

8.1 Please complete this note if the charity has agreed to administer the funds of another entity as its agent. Note: If a charity is acting as an agent, it should not recognise the income in the Statement of Financial Activities or the Balance Sheet.

Description/name of party	Related party (Yes or No)	Amount received		Amount paid out		Balance held at period end	
		This year	Last year	This year	Last year	This year	Last year
		£	£	£	£	£	£
		-	-	-	-	-	-
		-	-	-	-	-	-
		-	-	-	-	-	-
		-	-	-	-	-	-
		-	-	-	-	-	-
	Total	-	-	-	-	-	-

8.2 Where a consortia or similar arrangement exists whereby 2 or more charities co-operate to achieve economies in the purchase of goods or services, please discose details of any balances outstanding between any participating members.

Description/name of party	Balance held at period end	
	This year	Last year
	£	£
	-	-
	-	-
	-	-
	-	-
	-	-
Total	-	-

Section C Notes to the accounts

Note 9 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost (examples)	Raising funds £	Activity 1 £	Activity 2 £	Activity 3 £	Grand total £	Basis of allocation (Describe method)
Governance	-	-		-	-	
	-	-		-	-	
	-	-		-	-	
	-	-		-	-	
Other	-	-		-	-	
Total	-	-		-	-	

Please provide details of the accounting policy adopted for the apportionment of costs between activities and any estimation techniques used to calculate their apportionment.

Section C Notes to the accounts

Note 10 Details of certain items of expenditure

10.1 Fees for examination of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner. If nothing was paid please enter '0' in the appropriate box(es).

	This year £	Last year £
Independent examiner's fees	0	0
Assurance services other than audit or independent examination	0	0
Tax advisory fees	0	0
Other fees (for example: financial advice, consultancy, accountancy services) paid to the independent examiner	0	0

Section C Notes to the accounts (cont)

Note 11 Paid employees

Please complete this note if the charity has any employees.

11.1 Staff Costs

	This year £	Last year £
Salaries and wages	155,061	137,759
Social security costs	11,587	10,314
Pension costs (defined contribution scheme)	3,865	3,008
Other employee benefits	-	-
Total staff costs	170,513	151,081

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party

Not Applicable

Please give details of the number of employees whose total employee benefits (excluding employer pension costs) fell within each band of £10,000 from £60,000 upwards. If there are no such transactions, please enter 'true' in the box provided.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000

1

Band	Number of employees
£60,000 to £69,999	0
£70,000 to £79,999	1
£80,000 to £89,999	0
£90,000 to £99,999	0
£100,000 to £109,999	0

Please provide the total amount paid to key management personnel (includes trustees and senior management) for their services to the charity

The Scheme Director was paid £72,726 via payroll. £28,800 was paid to the CEO & Founder on a consultant basis.

11.2 Average head count in the year

	This year Number	Last year Number
The parts of the charity in which the employees work		
Fundraising	-	-
Charitable Activities	4	4
Governance	-	-
Other	-	-
Total	4	4

11.3 Ex-gratia payments to employees and others (excluding trustees)
Please complete if an ex-gratia payment is made.

Please explain the nature of the payment	
Please state the legal authority or reason for making the payment	
Please state the amount of the payment (or value of any waiver of a right to an asset)	

11.4 Redundancy payments
Please complete if any redundancy or termination payment is made in the period.

Total amount of payment	
The nature of the payment (cash, asset etc.)	
The extent of redundancy funding at the balance sheet date	
Please state the accounting policy for any redundancy or termination payments	

Note 12 Defined contribution pension scheme or defined benefit scheme accounted for as a defined contribution scheme.

12.1 Please complete this note if a defined contribution pension scheme is operated.

Amount of contributions recognised in the SOFA as an expense	**3865.5**
Please explain the basis for allocating the liability and expense of defined contribution pension scheme between activities and between restricted and unrestricted funds.	**Auto-Enrollment Employee and Employer pension contributions are deducted through payroll. The Employer pension deductions only are shown as an expense in the SOFA, with the correcsponding entry as a liability on the balance sheet. The balance sheet liability is drawn down in the following month when the contributions are paid to our pension provider Smart Pension.**

12.2 Please complete this section where the charity participates in a defined benefit pension plan but is unable to ascertain its share of the underlying assets and liabilities.

Please confirm that altough the scheme is accounted for as a defined contribution plan, it is a defined benefit plan.	
Please provide such information as is available about the plan's surplus or deficit and the implications, if any, for the reporting charity	

12.3 Please complete this section where the charity participates in a multi-employer defined benefit pension plan that is accounted for as a defined contribution plan.

Describe the extent to which the charity can be liable to the plan for other entities' obligations under the terms and conditions of the multi-employer plan	

Section C Notes to the accounts (cont)

Note 13 Grantmaking

Please complete this note if the charity made any grants or donations which in aggregate form a material part of the charitable activities undertaken.

13.1 Analysis of grants paid (included in cost of charitable activities)

Analysis	Grants to institutions	Grants to individuals	Support costs	Total
Activity or project 1			£	£
Activity or project 2			-	-
Activity or project 3			-	-
Activity or project 4			-	-
Total	**-**	**-**	**-**	**-**

Please enter "Nil" if the charity does not identify and/or allocate support costs.

13.2 Grants made to institutions

My charity has made grants to particular institutions that are material in the context of its grantmaking. Details of the institution supported, purpose of the grant and total paid to each institution is available on the charity's web site.	***Yes***	***Please provide details of charity's URL.***
	No	***Provide details below***

Names of institution	Purpose	Total amount of grants paid £
		-
		-
		-
		-
		-
		-
		-
		-
		-
		-
Total grants to institutions in reporting period		**-**
Other unanalysed grants		-
TOTAL GRANTS PAID		-

Note 14 Tangible fixed assets

Please complete this note if the charity has any tangible fixed assets

14.1 Cost or valuation

	Freehold land & buildings	Other land & buildings	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£	£
At the beginning of the year	-	-	-	-	-
Additions	-	-	-	-	-
Revaluations	-	-	-	-	-
Disposals	-	-	-	-	-
Transfers *	-	-	-	-	-
At end of the year	-	-	-	-	-

14.2 Depreciation and impairments

****Basis**	SL or RB	SL or RB	SL or RB	SL or RB	SL or RB	Straight Line ("SL") or Reducing Balance ("RB")
**** Rate**						
At beginning of the year	-	-	-	-	-	
Disposals	-	-	-	-	-	
Depreciation	-	-	-	-	-	
Impairment	-	-	-	-	-	
Transfers*	-	-	-	-	-	
At end of the year	-	-	-	-	-	

14.3 Net book value

Net book value at the beginning of the year	-	-	-	-	-
Net book value at the end of the year	-	-	-	-	-

14.4 Impairment

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.	

14.5 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation	
the name of independent valuer, if applicable	
the methods applied and significant assumptions	
the carrying amount that would have been recognised had the assets been carried under the cost model.	

14.6 Other disclosures

(i) Please state the amount of borrowing costs, if any, capitalised in the construction of tangible fixed assets and the capitalisation rate used.	
(ii) Please provide the amount of contractual commitments for the acquisition of tangible fixed assets.	
(iii) Details of the existence and carrying amounts of property, plant and equipment to which the charity has restricted title or that are pledged as security for liabilities.	

** The "transfers" row is for movements between fixed asset categories.*

*** Please indicate the method of depreciation by deleting the method not applicable (SL = straight*

Section C Notes to the accounts

Note 15 Intangible assets

Please complete this note if the charity has any intangible assets

15.1 Cost or valuation

	Research & development £	Patents and trademarks £	Other £	Total £
At beginning of the year	-	-	-	-
Additions	-	-	-	-
Disposals	-	-	-	-
Revaluations	-	-	-	-
Transfers *	-	-	-	-
At end of the year	-	-	-	-

15.2 Amortisation and impairments

****Basis**	SL or RB	SL or RB	SL or RB	SL or RB	Straight Line ("SL") or Reducing Balance ("RB")
**** Rate**					
At beginning of the year	-	-	-	-	
Disposals	-	-	-	-	
Amortisation	-	-	-	-	
Impairment	-	-	-	-	
Transfers*	-	-	-	-	
At end of year	-	-	-	-	

15.3 Net book value

Nat book value at the beginning of the year	-	-	-	-
Net book value at the end of the year	-	-	-	-

15.4 Accounting policy

Please disclose the accounting policy for intangible fixed assets including:

Reasons for choosing amortisation rates	

Policies for the recognition of any capital development	

15.5 Impairment

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.	

15.6 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation	
the name of independent valuer, if applicable	
the methods applied	
the carrying amount that would have been recognised had the assets been carried under the cost model.	

15.7 Other disclosures

(i) If your intangible asset was acquired by way of grant, provide value on initial recognition and carrying amount of the asset.	
(ii) Details of the carrying amounts of any intangible assets to which the charity has restricted title or that are pledged as security for liabilities.	
(iii) Please provide the amount of contractual commitments for the acquisition of intangible assets.	
(iv) State the amount of research and development expenditure recognised as expenditure in the year.	
(vi) Please detail the headings in the SOFA in which a charge for amortisation of intangible assets is included.	
(vii) For any material intangible assets, please provide a description, its carrying amount and any remaining amortisation period.	

** The "transfers" row is for movements between fixed asset categories.*

*** Please indicate the method of depreciation by deleting the method not applicable (SL = straight line; RB = reducing balance). Also please indicate the rate of depreciation: for straight line, what is the anticipated life of the asset (in years); for reducing balance, what is the percentage annual deduction*

Note 16 Heritage assets

Please complete this note if the charity has heritage assets

16.1 General disclosures for all charities holding heritage assets

(i) Explain the nature and scale of heritage assets held.	
(ii) Explain the policy for the acquisition, preservation, management and disposal of heritage assets.	

16.2 Cost or valuation

	Heritage asset 1 £	Heritage asset 2 £	Heritage asset 3 £	Heritage asset 4 £	Total £
At beginning of the year	-	-	-	-	-
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
Revaluations	-	-	-	-	-
Transfers *	-	-	-	-	-
At end of the year	-	-	-	-	-

16.3 Depreciation and impairments

****Basis**						Straight Line ("SL") or Reducing Balance ("RB")
**** Rate**						
At beginning of the year	-	-	-	-	-	
Disposals	-	-	-	-	-	
Depreciation	-	-	-	-	-	
Impairment	-	-	-	-	-	
Transfers*	-	-	-	-	-	
At end of year	-	-	-	-	-	

16.4 Net book value

Nat book value at the beginning of the year	-	-	-	-	-
Net book value at the end of the year	-	-	-	-	-

16.5 Impairment

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.	

16.6 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation	
the name of independent valuer, if applicable	
qualifications of independent valuer	
the methods applied and significant assumptions	

any significant limitations on the valuation

16.7 Analysis of heritage assets by class or group distinguishing those at cost and those at valuation

	At valuation Group A £	At cost Group B £	Total £
Carrying amount at the beginning of the period	-	-	-
Additions	-	-	-
Disposals	-	-	-
Depreciation/impairment	-	-	-
Revaluation	-	-	-
Carrying amount at the end of period	-	-	-

16.8 Heritage assets (where heritage assets are not recoignised on the balance sheet)

(i) Explain the reason why heritage assets have not been recognised on the balance sheet.	
(ii) Describe the significance and nature of heritage assets.	
(iii) Disclose information that is helpful in assessing the value of heritage assets.	
(iv) Explain the reason why it is not practicable to obtain a valuation of heritage assets.	

16.9 Five year summary of heritage assets transactions

	2015 £	2014 £	2013 £	2012 £	2011 £
Purchases					
Group A	-	-	-	-	-
Group B	-	-	-	-	-
Group C	-				
Other	-				
Donations					
Group A	-	-	-	-	-
Group B	-	-	-	-	-
Group C	-	-	-	-	-
Other	-	-	-	-	-
Total additions	**-**	**-**	**-**	**-**	**-**
Charge for impairment					
Group A	-	-	-	-	-
Group B	-	-	-	-	-
Group C	-	-	-	-	-
Other	-	-	-	-	-
Total charge for impairment	**-**	**-**	**-**	**-**	**-**
Disposals					
Group A - carrying amount	-	-	-	-	-
Group B - carrying amount	-	-	-	-	-
Group C	-	-	-	-	-
Other	-	-	-	-	-
Total disposals	**-**	**-**	**-**	**-**	**-**

Note 17 Investment assets

Please complete this note if the charity has any investment assets.

17.1 Fixed assets investments (please provide for each class of investment)

	Cash & cash equivalents	Listed investments	Investment properties	Social investments	Other	Total
Carrying (fair) value at beginning of period	-	-	-	-	-	-
Add: additions to investments during period*	-	-	-	-	-	-
Less: disposals at carrying value	-	-	-	-	-	-
Less: impairments	-	-	-	-	-	-
Add: Reversal of impairments	-	-	-	-	-	-
Add/(deduct): transfer in/(out) in the period	-	-	-	-	-	-
Add/(deduct): net gain/(loss) on revaluation	-	-	-	-	-	-
Carrying (fair) value at end of year	-	-	-	-	-	-

***Please specify additions resulting from acquisitions through business combinations, if any.**	

Please note that Fair Value in this context is the amount for which an asset could be exchanged between knowlegable and willing parties in an arm's length transaction. For traded securities, the fair value is the value of the security quoted on the London Stock Exchange Daily Official List or equivalent. For other assets where there is no market price on a traded market, it is the trustees' or valuers' best estimate of fair value.

17.2 Please provide a breakdown of investments shown above agreeing with the balance sheet row B04 differentiating between those held at fair value and those held at cost less impairment.

Analysis of investments	Fair value at year end	Cost less impairment
	£	£
Cash or cash equivalents	-	-
Listed investments	-	-
Investment properties	-	-
Social investments	-	-
Other investments	-	-
Total	-	-
Grand total (Fair value at year end+Cost less impairment)		

17.3 If your charity holds investment properties, please complete the following note:

(i) Explain the methods and significant assumptions in determining the fair value of investment property held by the charity	
(ii) Name or independent valuer, if applicable, and relevant qualifications	
(iii) Provide details of any restrictions on the ability to realise investment property or on the remittance of income or disposal proceeds	
(iv) Explain any contractual obligations for the purchase, construction or development of investment property or for repairs, maintenance or enhancements	

17.4 Please provide a breakdown of current asset investments, if applicable, agreeing with the balance sheet.

Analysis of current asset investments	This year	Last year
	£	£
	-	-
Cash or cash equivalents	-	-
Listed investments	-	-
Investment properties	-	-
Social investments	-	-
Other investments	-	-
Total		

17.5 Guarantees

Please provide details and amount of any guarantee made to or on behalf of a third party	
Name of the entity or entities benefitting from those guarantees	
Please explain how the guarantee furthers the charity's aims	

17.6 Concessionary loans

Amount of concessionary loans made (*Multiple loans made may be disclosed in aggregate provided that such aggregation does not obsure significant information*).	*Description*	This year £	Last year £
	Total		

Amount of concessionary loans received *(Multiple loans received may be disclosed in aggregate provided that such aggregation does not obsure significant information).*	*Description*	This year £	Last year £
	Total		

Terms and conditions eg interest rate, security provided	
Value of any concessionary loans which have been committed but not taken up at the reporting date	
Amounts payable within 1 year	
Amounts payable after more than 1 year	
Amounts receivable within 1 year	
Amounts receivable after more than 1 year	

17.7 Additional information

Please provide information about the significance of investments to the charity's financial position or performance eg. terms and conditions of loans or the use of hedging to manage financial risk.	
For all investments measured at fair value, the basis for determining the value, including any assumptions applied when using a valuation technique.	
Where a charity has provided financial assets as a form of security, the carrying amount of the financial asset pledged as security and the terms and conditions relating to its pledge.	

Section C Notes to the accounts (cont)

Note 18 Stocks

Please complete this note if the charity holds any stock items

18.1 Please state the carrying amount of stock and work in progress analysed between activities.

	Stock		Donated goods		Work in progress
	For distribution	For resale	For distribution	For resale	
	£	£	£	£	£
Charitable activities:					
Opening	-	-	-	-	-
Added in period	-	-	-	-	-
Expensed in period	-	-	-	-	-
Impaired	-	-	-	-	-
Closing	**-**	**-**	**-**	**-**	**-**
Other trading activities:					
Opening	-	-	-	-	-
Added in period	-	-	-	-	-
Expensed in period	-	-	-	-	-
Impaired	-	-	-	-	-
Closing	**-**	**-**	**-**	**-**	**-**
Other:					
Opening	-	-	-	-	-
Added in period	-	-	-	-	-
Expensed in period	-	-	-	-	-
Impaired	-	-	-	-	-
Closing	**-**	**-**	**-**	**-**	**-**
Total this year	-	-	-	-	-
Total previous year	-	-	-	-	-

18.2 Please specify the carrying amount of any stocks pledged as security for liabilities

Section C Notes to the accounts (cont)

Note 19 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

19.1 Analysis of debtors

	This year £	Last year £
	-	-
Trade debtors	-	-
Prepayments and accrued income	-	-
Other debtors	-	-
Total	-	-

Please complete 19.2 where a material debtor is recoverable more than a year after the reporting date.

19.2 Analysis of debtors recoverable in more than 1 year (included in debtors above)

	This year £	Last year £
Trade debtors	-	-
Prepayments and accrued income	-	-
Other debtors	-	-
	-	-
Total	-	-

Note 20 Creditors and accruals

Please complete this note if the charity has any creditors or accruals.

20.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Accruals for grants payable	-	-	-	-
Bank loans and overdrafts	-	-	-	-
Trade creditors	-	-	-	-
Payments received on account for contracts or performance-related grants	-	-	-	-
Accruals and deferred income	15,000	15,000	-	-
Taxation and social security	6,549	4,205	-	-
Other creditors	1,177	712	-	-
Total	22,726	19,917	-	-

20.2 Deferred income

Please complete this note if the charity has deferred income.

Please explain the reasons why income is deferred.

The £15,000 in deferred income relates to a donation made specically towards the 2024 shceme. This income will be recognised in the 2024 SOFA as income.

Movement in deferred income account	This year £	Last year £
Balance at the start of the reporting period	15,000	-
Amounts added in current period	15,000	15,000
Amounts released to income from previous periods	- 15,000	-
Balance at the end of the reporting period	15,000	15,000

Note 21 Provisions for liabilities and charges

Please complete this note if you have included in charity expenditure any provisions. A provision is made when the charity has a liability of uncertain timing or amount.

21.1 Please provide:

- a brief description of any obligations on the balance sheet and the expected amount and timing of resulting payments;	***No provisions for liabilities***
- an indication of the uncertainties about the amount or timing of those outflows; and	
- the amount of any expected reimbursement, stating the amount of any asset that has been recognised for that expected reimbursement.	

21.2 Movements in recognised provisions and funding commitment during the period

	This year £	Last year £
Balance at the start of the reporting period	-	-
Amounts added in current period	-	-
Amounts charged against the provision in the current period	-	-
Unused amounts reversed during the period	-	-
Balance at the end of the reporting period	-	-

21.3 For any funding commitment that is not recognised as a liability or provision, provide details of commitment made, the time frame of that commitment, any performance-related conditions and details of how the commitment will be funded (with contracts for capital expenditure separately identified).	
21.4 Where unrestricted funds have been designated to a fund commitment, please disclose the nature of any amounts designated and the likely timing of that expenditure.	

Note 22 Other disclosures for debtors, creditors and other basic financial instruments

22.1 Please provide information about the significance of financial instruments (eg. debtors, creditors, investments etc) to the charity's financial position or performance, for example, the terms and conditions of loans or the use of hedging to manage financial risk.	
22.2 If the charity has provided financial assets as a form of security, the carrying amount of the financial assets pledged as security and the terms and conitions related to its pledge should be given here.	

Note 23 Contingent liabilities and contingent assets

23.1 Contingent liabilities

Where the charity has contingent liabililities, please complete the following section unless the possibility of their existence is remote.

Description of item including its legal nature. Please describe any security provided in connection to the liability.	Estimate of financial effect

23.2 Contingent assets

Where the charity has contingent assets, please complete the following section when their existence is probable

Description of item	Estimate of financial effect

23.4 Other disclosures for contingent assets and/or liabilities

Please provide the following information where practicable:

Explain any uncertainties relating to the amount or timing of settlement; and the possibilty of any reimbursement	
Where it is not practical to make one or more of these disclosures, please state this fact	

Section C	Notes to the accounts	(cont)

Note 24 Cash at bank and in hand

	This year £	Last year £
Short term cash investments (less than 3 months maturity date)	-	-
Short term deposits	-	-
Cash at bank and on hand	223,783	218,497
Other	-	-
Total	223,783	218,497

Note 25 Fair value of assets and liabilities

25.1 Please provide details of the charity's exposure to credit risk (the risk of incurring a loss due to a debtor not paying what is owed) , liquidity risk (the risk of not being able to meet short term financial demands) and market risk (the risk that the value of an investment will fall due to changes in the market) arising from financial instruments to which the charity is exposed at the end of the reporting period and explain how the charity manages those risks.	No credit risk, as no debtor at year end. No exposure to market risk, as the charity does not hold any investments. Liquidity risk extremely low. Cash in bank at end of year is close to s full year's expenses.
25.2 Please give details of the amount of change in the fair value of basic financial instruments (debtors, creditors, investments (see section 11, FRS 102 SORP)) measured at fair value through the SoFA that is attributable to changes in credit risk.	

Section C Notes to the accounts (cont)

Note 26 Events after the end of the reporting period

Please complete this note events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

Please provide details of the nature of the event	
Provide an estimate of the financial effect of the event or a statement that such an estimate cannot be made	

Section C Notes to the accounts (cont)

Note 27 Charity funds

27.1 Details of material funds held and movements during the CURRENT reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds'. The 'Total funds' figure below should reconcile to 'Total funds' in the blanace sheet.

**** Key: PE - permanent endowment funds; EE - expendible endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds***

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
Other funds	N/a	N/a	-	-	-	-	-	-
		Total Funds	-	-	-	-	-	-

Section C Notes to the accounts (cont)

Note 27 Charity funds (cont)

27.2 Details of material funds held and movements during the PREVIOUS reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds'. The 'Total funds' figure below should reconcile to 'Total funds' in the blanace sheet.

**** Key: PE - permanent endowment funds; EE - expendible endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds***

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
Other funds	N/a	N/a	-	-	-	-	-	-
		Total Funds	-	-	-	-	-	-

Section C Notes to the accounts (cont)

Note 27 Charity funds (cont)

27.3 Transfers between funds

	Reason for transfer and where endowment is converted to income, legal power for its conversion	Amount
Between unrestricted and restricted funds		
Between endowment and restricted funds		
Between endowment and unrestricted funds		

27.4 Designated funds

Planned use	Purpose of the designation	Amount

Note 28 Transactions with trustees and related parties

If the charity has any transactions with related parties (other than the trustee expenses explained in guidance notes) details of such transactions should be provided in this note. If there are no transactions to report, please enter "True" in the box or "False" if there are transactions to report.

28.1 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False)	**1**

In the period the charity has paid trustees remuneration and benefits. Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee by the charity or any institution or company connected with it.

Name of trustee	Legal authority (eg order, governing document)	Amounts paid or benefit value				
		This year				Last year
		Remuneration	Pension contribution	Redundancy (including loss of office)/ex gratia	Other	TOTAL
		£	£		£	£

Please give details of why remuneration or other employment benefits were paid.	
Where an ex gratia payment has been made to a trustee, provide an explanation of the nature of the payment.	

28.2 Trustees' expenses

If the charity has paid trustees expenses for fulfilling their duties, details of such transactions should be provided in this note. If there are no transactions to report, please enter "True" in the box below. If there are transactions to report, please enter "False".

No trustee expenses have been incurred (True or False)	

Type of expenses reimbursed	This year	Last year
	£	£
Travel		
Subsistence		
Accommodation		
Other (please specify):		
TOTAL		

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity	

28.3 Transaction(s) with related parties

Please give details of any transaction undertaken by (or on behalf of) the charity in which a related party has a material interest, including where funds have been held as agent for related parties. If there are no such transactions, please enter 'true' in the box provided.

There have been no related party transactions in the reporting period (True or False)	

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	Amount	Balance at period end	Provision for bad debts at period end	Amounts written off during reporting period
			£	£	£	£

In relation to the transactions above, please provide the terms and conditions, including any security and the nature of any payment (consideration) to be provided in settlement.	
For any related party, please provide details of any guarantees given or received.	

Section C	Notes to the accounts	(cont)

Note 29 Additional Disclosures

The following are significant matters which are not covered in other notes and need to be included to provide a proper understanding of the accounts. If there is insufficient room here, please add a separate sheet.

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees

Charity Name: Social Mobility Business Partnership

On accounts for the year ended	31st December 2023	**Charity no (if any)**	1174309

Set out on pages: Sections A & B (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and basis of report

As the charity's trustees, 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 Trust'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

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete* [ ] *if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

I have 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.

* *Please delete the words in the brackets if they do not apply.*

Signed:  **Date:** 4 October, 2024

Name: Andrew Boucher

Relevant professional qualification(s) or body: ACA

(if any):	
Address:	15 Dealtry Road Putney London SW15 6NL

Section B	**Disclosure**
	Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	No issues noted.

SOCIAL MOBILITY BUSINESS PARTNERSHIP

England & Wales - Charity number 1174309

Accounts

SOCIAL MOBILITY
BUSINESS PARTNERSHIP

Trustees' annual report (including Directors' report) for the period

From: 1st January 2022 to 31st December 2022

Charity name: Social Mobility Business Partnership

Charity registration number: 1174309

Company number: CE010808

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The objects of SMBP are to advance the education of young people from low income backgrounds in particular but not exclusively by: (a) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and (b) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields.
Summary of the main activities in relation to those purposes for the public benefit,in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	A volunteer-led charity, SMBP is a collaboration of over 160 commercial organisations, professional services firms and professional sports teams working to deliver Work Insight and Skills weeks across seventeen towns and cities in the UK.

		All the SMBP Partners are committed to supporting Year 12 and Year 13 students from low income backgrounds in their pursuit of a career in business[1]. Since 2014, SMBP has grown from offering opportunities to 20 students in London, to over 500 student places across the UK in 2022. Students benefit from spending a day at a professional sports club where they learn about the psychology of resilience, they then spend a day with four different businesses in a week. Students gain an understanding of what each business does, insight into how they could work there and develop their key competencies through interactive business games. A SMBP Career Mentoring Platform (via https://smbp.org.uk/group-mentoring/) then supports them through their journey to a career by providing access to advice on the creation of Personal Statements, CVs and completion of application forms and guidance on how to prepare for interviews. In addition to the aforementioned website and career mentoring site maintenance, student travel and Resilience Day costs, the other main area of expenditure is staff, advisory costs and administration.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The guidance issued by the Charity Commission on public benefit has been circulated to Trustees and the Trustees have had regard to the same at all relevant times.

[1] Year 12 and Year 13 students in England and Wales, Year 13 and Year 14 students in Northern Ireland, S5 and S6 students in Scotland.

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	SMBP is not a grant making charity
Policy on social investment including program related investment	Para 1.38	SMBP does not engage in investment activity
Contribution made by volunteers	Para 1.38	SMBP is supported by over 750 volunteers across 25 clusters. Key roles are Cluster Head and Student Sourcing Lead, supported by volunteers from all our partners who help to deliver the programme on the day and chaperone students during transportation. The Cluster Head takes overall responsibility for project managing the cluster working closely with the Student Sourcing Lead. They manage and maintain relationships with all commercial partners and employee volunteers and arrange regular meetings to ensure they are on track to deliver an interactive and engaging day for the students and to prevent any duplication of material. Safeguarding is key to the welfare of students and Cluster Heads are responsible for ensuring that all partners have completed and submitted a health & safety assessment relevant to their premises. They also ensure DBS certificates are in place for a lead chaperone who volunteers to accompany

		students on long train or coach journeys during the programme. The Student Sourcing Lead is the main contact for law firms and education partners at recognised schools and colleges and will often visit schools and colleges to promote the Programme. Their role is to ensure selected students fit the criteria of the programme and will work closely with the brokerage / education contacts to ensure this is adhered to. They work with the Cluster Head to ensure all relevant registration forms are completed in a timely and regulatory manner. Each participating business partner within all of the 25 clusters could not run their SMBP day without the help of the three or more employees that volunteer their time to assist with the delivery of the day on their site. Where coaches or long group train journeys are arranged by SMBP for travel, employees also volunteer as chaperones to ensure students are accompanied, with one lead chaperone completing an enhanced DBS check.
Other		N/A

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Working with Year 12 and Year 13 state school students from low income backgrounds, the charity works to broaden access to business, with a focus on showcasing how commercial teams work seamlessly with their legal and finance colleagues to deliver business strategy. It is the first and only programme in the UK that enables students to see all three key elements of business in this way. Students attend a Work Insight and Skills week, spending a day at a professional sports club where students learn about the psychology of resilience and goal achievement models, supported by our delivery partner Cleartrack Performance. This is followed by a day at each of four different businesses. In total there are 25 clusters spread across the UK, supporting students from Belfast, Birmingham, Bradford, Brighton, Bristol, Cambridge, Cardiff, Dorset, Glasgow, Leeds, Greater London, Manchester, the North West, the North East, Norwich, Reading and Rugby & Coventry. In 2023, in line with an ongoing commitment to increase the number of student placements across the UK, the Programme aims to extend its programme to include students from Exeter, and increase student placements in Belfast and London. In addition, the SMBP will also be running it's first pilot outside of the UK, in Chicago, USA, in collaboration with the NHP Foundation, local charity TA98 and two US Law firms; Holland & Knight LLP and Faegre Drinker Biddle & Reath LLP. The pilot will be delivered across 3 days to students from low income backgrounds during the summer holidays. SMBP employs three full time members and one part time member of staff and is grateful to the 750 plus volunteers within the participating businesses, who deliver content on SMBP days or take responsibility for central functions under the direction of the SMBP team. All students who attend the Programme can register on SMBP's bespoke Career Mentoring Platform. Participating students can draw on the experience of business, legal and finance

		professionals for advice on writing impactful CVs and personal statements, completing university and job application forms and prepping for an interview. As well as guidance, students can opt to receive information and signposting to employment opportunities and recruitment events at our partner organisations. SMBP is affecting a sea change in the way work experience in the UK is delivered by creating a model which tackles the issue of lack of resource and budget to deliver meaningful employer experiences. Our full Impact Report can be found here: ***https://smbp.org.uk/impact/*** **Students who attended the 2022 Programme and completed the Impact Survey concluded:** 99% said they would recommend the SMBP Programme to other students. 91% came away with relevant experience they can include on CVs and talk about in interviews. 89% have learnt about practical things they can do to ensure that I reach my career goals. 91% stated that the experience will strengthen their personal statement for university. 95% understand better how a business operates and what they are looking for in employees. 91% have an understanding of the qualifications and skills needed to get a career in law. 65% have an understanding of the qualifications and skills needed to get a career in finance. 98% felt motivated to achieve their career goals. 97% had a better understanding of the different career opportunities in business. SMBP's Student Experience team is run by three alumni students on a volunteer basis. Each are responsible for different stages of a students' placement with us: The Head of Student Engagement is in charge of all comms that go to students. It is vital all

		students feel prepared ahead of attending the SMBP week to avoid unnecessary student dropouts. This includes student onboarding comms, the SMBP Student App registration process and simple user guides designed to prepare students for the week e.g. How to get the most out of the SMBP Career Mentoring Platform The Head of Student Experience is responsible for the curation of the common core elements of a SMBP week (including the Induction session) and impact reporting They review the content and the impact survey results each year to ensure reoccurring student feedback is factored into the delivery of the following year. The Head of Student Alumni oversees our various touchpoints with students once they have completed the SMBP week. This includes a LinkedIn Network for students once they are over 18, "Recruitment Bites" which inform students of further SMBP partner opportunities (including paid internships and employment opportunities) and a Quarterly Newsletter.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	(see above)
Performance of fundraising activities against objectives set	Para 1.41	N/A Running costs met by corporate funding partners

Investment performance against objectives	Para 1.41	N/A
Other		N/A

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	As at 31.12.2022, the charity holds £203,497, in unrestricted funds, being our cash in bank. The charity also holds £15,000 in restricted funds, which is a donation earmarked for the 2023 scheme. The charity has no other fixed or current assets. The only liabilities the charity has are a £4,205 creditor to HMRC, and a £712 credit to our pension provider; both settled within 30 days of year end (31.12.2022). The total income for the period was £227,367. The total expenditure was £231,939. The reserves of £198,580 amount to 86% of the total Year 5 spend and 83% of the forecast spend in Year 6. With a healthy cash position, we do not envisage any problems in meeting our expenses as they fall due.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	We will always aim to have £120,000 of funds in reserve. This level was chosen as it amounts to approximately half of the average annual funding requirements. All Tier 1 and Tier 2 Funders have expressed a nonbinding intent to fund for a minimum of three years. Should funders choose not to fund SMBP beyond year 3, it will be able to continue to operate for at least six months providing sufficient time to find further funding. The reserves policy will be reviewed annually to take into account any changing financial circumstances. Finances will be regularly

		monitored by the Head of Finance, and should they fall to the reserve level, The Board will be promptly notified.
Amount of reserves held	Para 1.22	£198,580
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity's ability to continue as a going concern. Funding has been secured to cover all forecast expenses of the 2023 scheme. All partners and trustees are still on board. Key personnel remain in place, and our network of volunteers continue to support the charity.

Additional information (optional)
You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	SMBP is based on the spirit of collaboration and the principle that all participating organisations give their time without charge. The running costs of the charity are met by funding from a number of organisations.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A The charity does not make any investments or social investments.
A description of the principal risks facing the charity	Para 1.46	N/A The charity financial risk is underpinned by its corporate funders and the financial reserves policy, as noted above.

Other		N/A

Structure, governance and management

Description of charitable trusts:		SMBP does not have any charitable trusts.
Type of governing document:	Para 1.25	SMBP is governed by its Constitution as published on the Charity Commission's website.
How is the charity constituted?	Para 1.25	The Charity is registered as a CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are generally selected from one of the 161 businesses that support SMBP, based on their expertise in running similar schemes and large-scale DE&I projects.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	When a new trustee is voted in, the General Counsel will undertake the following process: • Send a form to the new trustee to collect information required for Charity Commission registration; • Register trustee with the Charity Commission; • Notify Head of Operations to conduct a DBS check for the trustee;

		• Send a copy of SMBP's Constitution to trustee; and
		• Send copies of the following policies:
		  ○ SMBP's Safeguarding Policy (along with link to guidance at https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees);
		  ○ SMBP's Criminal Finances Act Policy;
		  ○ SMBP's Data Protection Policy (internal);
		  ○ SMBP's Statement of Purpose, Objectives and Values; and
		  ○ Charity Commission's 3 pieces of guidance on Public Benefit: (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588234/PB1_The_public_benefit_requirement.pdf, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/610943/PB2_Running_a_charity.pdf and https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588307/PB3_Reporting.pdf
		
		SMBP also arranges an annual training session, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code.

The charity's organisational structure and any wider network with which the charity works	Para 1.51	SMBP has 14 Trustees; 13 from the following organisations: Osborne Clarke, Vanquis Banking Group, Mishcon de Reya, Simply Business, Slaughter and May, Reed Smith, CMS Cameron McKenna Nabarro Olswang, Squire Patton Boggs, Clifford Chance, Burges Salmon, Pennon Group, Formula 1 and BT and one independent trustee.

		The charity employs a Programme Director (FTE), a Head of Operations (PTE) a Senior Operations Executive (FTE) and a Student Sourcing Executive (FTE). This employee team is supplemented by consultant support from the Lexjam Consulting (Principal Consultant of LJC being the Founder) and the following volunteer executive roles: Head of Finance, Head of Technology, Safeguarding Officer, General Counsel and the Student Experience team consisting of Head of Student Sourcing, Head of Student Experience and Head of Alumni
Relationship with any related parties	Para 1.51	SMBP works in collaboration with other charities to improve social mobility including the Sutton Trust, IntoUniversity and Elephant Group. SMBP also partners with the regulatory bodies for the professions who co-author student materials for the SMBP Student App. They are: SRA; CILEx; Bar Standards Board; Faculty of Advocates; ICAEW; ICAS; and ACCA.
Other		**Charity Governance Code 2017** **https://www.charitygovernancecode.org/en** As noted above, SMBP arranges an annual training session for the trustees, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code. SMBP's Statement of Purpose, Objectives and Values that is followed by the Trustees is also based on the Code (See Appendix 1). **Charities (Protection and Social Investment) Act 2016** SMBP does not meet the threshold above which additional reporting is required under the Charities (Protection and Social Investment) Act 2016.

Reference and administrative details

Charity name	**Social Mobility Business Partnership**
Other name the charity uses	**SMBP**
Registered charity number	**1174309**
Charity's principal address	**Osbourne Clarke, One London Wall, London, EC2Y 5EB**

Names of the charity trustees who manage the charity

Trustee name	**Office (if any)**	**Dates acted if not for whole year**	**Name of person (or body) entitled to appoint trustee (if any)**
Andrew Garard	Chairman	18.08.2017 to current	
Russell Johnstone		30.01.2019 to current	
Joanne Theodoulou		26.09.2018 to current	
Robert Halton		24.05.2018 to current	
Carole Mehigan	Safeguarding Officer	24.01.2018 to current	
Robert Elvin		24.01.2018 to current	
Dominic Robertson		01.06.2020 to current	
Ray Berg		18.08.2017 to current	

Kevin Gold		18.08.2017 to Current	
Sarah-Jane Macdonald		24.01.2018 to current	
Tanya Francis		09.06.2021 to current	
Robert Lawson		17.10.2019 to current	
Alex Edmiston		12.01.2023 to current	
Oliver Hipperson		23.05.2023 to current	

Corporate trustees – names of the directors at the date the report was approved

N/A

Name of trustees holding title to property belonging to the charity

N/A

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Names and addresses of advisers (optional information)

Type of adviser	Name	Address
General Counsel	Shelley Bezalel	Osborne Clarke, One London Wall, London, EC2Y 5EB

Consultant	Isambard Innovation Limited trading as Lexjam Consuting	James House, 70 Chipstead Park, Sevenoaks, TN13 2SH
Head of Finance	Robert Henson	Osborne Clarke, One London Wall, London, EC2Y 5EB
Head of Technology	Annette Brown	Osborne Clarke, One London Wall, London, EC2Y 5EB

Name of chief executive or names of senior staff members (optional information)

Rose Firth (Head of Operations) and Jessica Clarkson (Programme Director)

Exemptions from disclosure

N/A

Other optional information

N/A

Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors:

Signatures		
Full names	Andrew Garard	Carole Mehigan
Position	Chair and Co-founder	Safeguarding Officer
Date	20/10/23.	

Appendix 1: SMBP's Statement of Purpose, Objectives and Values

Statement of Purpose, Objectives and Values

Purpose

SMBP's purpose is as set out in its Constitution:

"The Objects of the CIO are to advance the education of young people from low income backgrounds in particular but not exclusively by:

(1) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and

(2) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields."

Objectives

SMBP is dedicated to broadening access to businesses, by providing students from low income backgrounds access to work insight with multiple employers, resilience training and lifetime career mentoring. The SMBP Delivery model has been developed to encourage collaboration not competition between organisations across the world of business and the wider third sector by providing the operational backbone for joint delivery of work experience and ongoing career support.

SMBP's objectives can be summarised as follows:

(1) break down psychological 'fitting in' barriers students may experience when entering the world of business by providing them with an opportunity to experience different working environments and meet the professionals within them;

(2) develop students' commercial awareness and skills in the following areas: communication, teamwork & leadership, creativity & problem solving, resilience & goal planning;

(3) arm students with multiple corporate brand names to create stand out Personal Statements and CVs;

(4) provide engaging business game and focussed work insight experiences to create anecdotes to enable students to confidently answer competency questions asked during university and job interviews; and

(5) assist students with each step of their career journey through online career mentoring on Personal Statement/CV creation, completion of application forms and interview preparation.

Values

SMBP aligns its values to the Charity Governance Code. This is a 'best practice' code set up by the Charity Governance Code Steering Group; a voluntary, cross charity sector collaboration. The Charity Commission acts as an observer to this group.

SMBP's values are as follows:

(1) SMBP's trustees are clear about SMBP's aims and ensure that these are being delivered effectively and sustainably. They provide strategic leadership in line with SMBP's aims and values.

(2) The trustees act with integrity; adopting values and creating a culture that helps achieve SMBP's charitable purposes. The board of trustees is aware of the importance of the public's confidence and trust in charities and trustees undertake their duties accordingly.

(3) The trustees make sure that their decision-making processes are informed, vigorous and timely.

(4) The trustees work as an effective team, using the appropriate balance of skills, experience, background and knowledge to take informed decisions.

(5) The trustees' approach to diversity supports SMBP's effectiveness, leadership and decision-making.

(6) The trustees lead SMBP in being transparent and accountable. SMBP is open in its work, unless there is good reason for it not to be.

CHARITY COMMISSION FOR ENGLAND AND WALES

Social Mobility Business Partnership			1174309		
Annual accounts for the period					
Period start date	1/1/22	To	12/31/22		

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
Incoming resources (Note 3)						
Income and endowments from:						
Donations and legacies	S01	214,933	3,672	-	218,605	217,877
Charitable activities	S02	8,762	-	-	8,762	-
Other trading activities	S03	-	-	-	-	-
Investments	S04	-	-		-	-
Separate material item of income	S05	-	-	-	-	-
Other	S06	-	-	-	-	-
Total	S07	223,695	3,672	-	227,367	217,877
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	4,284	-	-	4,284	720
Charitable activities	S09	218,655	3,672	-	222,327	184,257
Separate material item of expense	S10	5,328	-	-	5,328	-
Other	S11	-	-	-	-	-
Total	S12	228,267	3,672	-	231,939	184,977
Net income/(expenditure) before investment gains/(losses)	S13	- 4,572	-	-	- 4,572	32,900
Net gains/(losses) on investments	S14	-	-	-	-	-
Net income/(expenditure)	S15	- 4,572	-	-	- 4,572	32,900
Extraordinary items	S16	-	-	-	-	-
Transfers between funds	S17	-	-	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	- 4,572	-	-	- 4,572	32,900
Reconciliation of funds:						
Total funds brought forward	S21	203,152		-	203,152	170,252
Total funds carried forward	S22	198,580	-	-	198,580	203,152

Section B Balance sheet

	Guidance Notes	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £	Total last year £
Fixed assets		F01	F02	F03	F04	F05
Intangible assets (Note 15)	B01	-	-	-	-	-
Tangible assets (Note 14)	B02	-	-	-	-	-
Heritage assets (Note 16)	B03	-	-	-	-	-
Investments (Note 17)	B04	-	-	-	-	
Total fixed assets	B05	-	-	-	-	-
Current assets						
Stocks (Note 18)	B06	-	-	-	-	-
Debtors (Note 19)	B07	-	-	-	-	-
Investments (Note 17.4)	B08	-	-	-	-	-
Cash at bank and in hand (Note 24)	B09	203,497	15,000	-	218,497	206,741
Total current assets	B10	203,497	15,000	-	218,497	206,741
Creditors: amounts falling due within one year (Note 20)	B11	4,917	15,000	-	19,917	3,589
Net current assets/(liabilities)	B12	198,580	-	-	198,580	203,152
Total assets less current liabilities	B13	198,580	-	-	198,580	203,152
Creditors: amounts falling due after one year (Note 20)	B14	-	-	-	-	-
Provisions for liabilities	B15	-	-	-	-	-
Total net assets or liabilities	B16	198,580	-	-	198,580	203,152
Funds of the Charity						
Endowment funds (Note 27)	B17	-	-	-	-	-
Restricted income funds (Note 27)	B18		-	-	-	-
Unrestricted funds	B19	198,580	-	-	198,580	203,152
Revaluation reserve	B20				-	
Total funds	B21	198,580	-	-	198,580	203,152

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees (Charity Name): Social Mobility Business Partnership

On accounts for the year ended: 31 December, 2022 | **Charity no (if any)**: 1174309

Set out on pages: In sections A and B (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2022

Responsibilities and basis of report

As the charity's trustees, 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 Trust'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

The ICEAW

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ~~[insert name of applicable listed body]]. Delete [ ] if not applicable~~.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (~~other than that disclosed below *~~) which gives me cause to believe that in, any material respect:

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

I have 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.

* *Please delete the words in the brackets if they do not apply.*

Signed: [signature] **Date:** 18/10/23

Name: ANDREW BOUCHER

Relevant professional qualification(s) or body ACA

(if any):	
Address:	15 Dealtry Road Putney London SW15 6NL

Section B	Disclosure
	Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.	None noted

SOCIAL MOBILITY BUSINESS PARTNERSHIP

England & Wales - Charity number 1174309

Accounts

SOCIAL MOBILITY BUSINESS PARTNERSHIP

Trustees' annual report (including Directors' report) for the period

From: 1st January 2021 to 31st December 2021

Charity name: Social Mobility Business Partnership

Charity registration number: 1174309

Company number: CE010808

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The objects of SMBP are to advance the education of young people from low income backgrounds in particular but not exclusively by: (a) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and (b) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields.
Summary of the main activities in relation to those purposes for the public benefit,in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	A volunteer-led charity, SMBP is a collaboration of over 140 commercial organisations, professional services firms and professional sports teams working to deliver Work Insight and Skills weeks across fifteen towns and cities in the UK.

		All the SMBP Partners are committed to supporting Year 12 and Year 13 students from low income backgrounds in their pursuit of a career in business[1]. Since 2014, SMBP has grown from offering opportunities to 20 students in London, to over 700 student places across the UK in 2022. Students benefit from spending a day with four different businesses in a week, learning through interactive business games, and spend the fifth day at a professional sports club where they learn about the psychology of resilience. A SMBP Career Mentoring Platform (via https://smbp.org.uk/group-mentoring/) then supports them through their journey to a career by providing access to advice on the creation of Personal Statements, CVs and completion of application forms and guidance on how to prepare for interviews. In addition to the aforementioned website and career mentoring site maintenance, student travel and Resilience Day costs, the other main area of expenditure is staff, advisory costs and administration.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The guidance issued by the Charity Commission on public benefit has been circulated to Trustees and the Trustees have had regard to the same at all relevant times.

[1] Year 12 and Year 13 students in England and Wales, Year 13 and Year 14 students in Northern Ireland, S5 and S6 students in Scotland.

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	SMBP is not a grant making charity
Policy on social investment including program related investment	Para 1.38	SMBP does not engage in investment activity
Contribution made by volunteers	Para 1.38	SMBP is supported by over 700 volunteers across 22 clusters. Key roles are Cluster Head, Student Sourcing Lead and Resilience Lead, supported by volunteers from all our partners who help to deliver the programme on the day and chaperone students during transportation. The Cluster Head takes overall responsibility for project managing the cluster working closely with the Student Sourcing Lead and Resilience Lead. They manage and maintain relationships with all commercial partners and employee volunteers and arrange regular meetings to ensure they are on track to deliver an interactive and engaging day for the students and to prevent any duplication of material. Safeguarding is key to the welfare of students and Cluster Heads are responsible for ensuring that all partners have completed and submitted a health & safety assessment relevant to their premises. They also ensure DBS certificates are in place for a lead chaperone who volunteers to accompany students on long train or coach journeys during the programme.

		The Student Sourcing Lead is the main contact for law firms and education partners at recognised schools and colleges and will often visit schools and colleges to promote the scheme. Their role is to ensure selected students fit the criteria of the programme and will work closely with the brokerage / education contacts to ensure this is adhered to. They work with the cluster head to ensure all relevant forms are completed in a timely and regulatory manner. The Resilience Lead works with the sporting partner for each cluster to assist with the delivery of the SMBP resilience day. Each participating business partner within all of the 22 clusters could not run their SMBP day without the help of the three or more employees that volunteer their time to assist with the delivery of the day on their site. Where coaches or long group train journeys are arranged by SMBP for travel, employees also volunteer as chaperones to ensure students are accompanied, with one lead chaperone completing an enhanced DBS check.
Other		N/A

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Working with Year 12 and Year 13 state school students from low income backgrounds, the charity works to broaden access to business, with a focus on showcasing how commercial teams work seamlessly with their legal and finance colleagues to deliver business strategy. It is the first and only programme in the UK that enables students to see all three key elements of business in this way. Students attend a Work Insight and Skills week, spending a day at four different businesses and a fifth day at a professional sports club where students learn about the psychology of resilience and goal achievement models, supported by our delivery partner Cleartrack Performance. In total there are 22 clusters spread across the UK, supporting students from Birmingham, Blackpool, Bradford, Brighton, Bristol, Dorset, Glasgow, Leeds, Greater London, Manchester, Norwich, Oldham, South Yorkshire and Reading. In 2022, in line with an ongoing commitment to increase the number of student placements across the UK, the Scheme aims to extend its programme to include students from Cardiff, the North East and Cambridge and reintroduce student placements in Belfast following a dormant year due to the pandemic. SMBP employs two full time members and two part time members of staff and is grateful to the 700 plus volunteers within the participating businesses, who deliver content on SMBP days or take responsibility for central functions under the direction of the SMBP team. All students who attend the Programme can register on SMBP's bespoke Career Mentoring Platform. Participating students can draw on the experience of business, legal and finance professionals for advice on writing impactful CVs and personal statements, completing university and job application forms and prepping for an interview. As well as guidance, students can opt to receive information and signposting to employment opportunities and recruitment events at our partner organisations.

		SMBP is affecting a sea change in the way work experience in the UK is delivered by creating a model which tackles the issue of lack of resource and budget to deliver meaningful employer experiences. Our full Impact Report can be found here: *https://smbp.org.uk/impact/* **Students who attended the 2021 Scheme and completed the Impact Survey concluded:** 100% said they would recommend the SMBP Programme to other students. 90% came away with relevant experience they can include on CVs and talk about in interviews. 89% have learnt about practical things they can do to ensure that I reach my career goals. 90% stated that the experience will strengthen their personal statement for university. 91% understand better how a business operates and what they are looking for in employees. 89% have an understanding of the qualifications needed to study law. 58% have an understanding of the qualifications needed to study accountancy. 93% felt motivated to achieve their career goals. 94% had a better understanding of the different career opportunities in business. SMBP's Student Experience team is run by three alumni students on a volunteer basis. Each are responsible for different stages of a students' placement with us: The Head of Student Engagement is in charge of all comms that go to students. It is vital all students feel prepared ahead of attending the SMBP week to avoid unnecessary student dropouts. This includes student onboarding comms, the SMBP Student App registration process and simple user guides designed to prepare students for the week e.g. How to get the most out of the SMBP Career Mentoring Platform

		The Head of Student Experience is responsible for the curation of the common core elements of a SMBP week (including the Induction session) and impact reporting They review the content and the impact survey results each year to ensure reoccurring student feedback is factored into the delivery of the following year. The Head of Student Alumni oversees our various touchpoints with students once they have completed the SMBP week. This includes a LinkedIn Network for students once they are over 18, "Recruitment Bites" which inform students of further SMBP partner opportunities (including paid internships and employment opportunities) and a Quarterly Newsletter.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	(see above)
Performance of fundraising activities against objectives set	Para 1.41	N/A Running costs met by corporate funding partners
Investment performance against objectives	Para 1.41	N/A
Other		N/A

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	As at 31.12.2021, the charity holds £207,159, in unrestricted funds, being our cash in bank. Nothing is held in restricted funds. The charity has no other fixed or current assets. The only liabilities the charity has is a £3,589 creditor to HMRC, which was settled within 30 days of year end (31.12.2021). The total income for the period was £217,877. The total expenditure was £184,977. The reserves of £203,152 amount to 110% of the total Year 4 spend and 85% of the forecast spend in Year 5. With a healthy cash position, we do not envisage any problems in meeting our expenses as they fall due.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	We will always aim to have £120,000 of funds in reserve. This level was chosen as it amounts to approximately half of the average annual funding requirements. All Tier 1 and Tier 2 Funders have expressed a nonbinding intent to fund for a minimum of five years. Should funders choose not to fund SMBP beyond year 5, it will be able to continue to operate for at least six months providing sufficient time to find further funding. The reserves policy will be reviewed annually to take into account any changing financial circumstances. Finances will be regularly monitored by the Head of Finance, and should they fall to the reserve level, The Board will be promptly notified.
Amount of reserves held	Para 1.22	£203,152
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A

Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity's ability to continue as a going concern. Funding has been secured to cover all forecast expenses of the 2022 scheme. All partners and trustees are still on board. Key personnel remain in place, and our network of volunteers continue to support the charity.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	SMBP is based on the spirit of collaboration and the principle that all participating organisations give their time without charge. The running costs of the charity are met by funding from a number of organisations.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A The charity does not make any investments or social investments.
A description of the principal risks facing the charity	Para 1.46	N/A The charity financial risk is underpinned by its corporate funders and the financial reserves policy, as noted above.
Other		N/A

Structure, governance and management

Description of charitable trusts:		SMBP does not have any charitable trusts.

Type of governing document:	Para 1.25	SMBP is governed by its Constitution as published on the Charity Commission's website.
How is the charity constituted?	Para 1.25	The Charity is registered as a CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are generally selected from one of the 152 businesses that support SMBP, based on their expertise in running similar schemes and large-scale CSR projects.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	When a new trustee is voted in, the General Counsel will undertake the following process: • Send a form to the new trustee to collect information required for Charity Commission registration; • Register trustee with the Charity Commission; • Notify Head of Operations to conduct a DBS check for the trustee; • Send a copy of SMBP's Constitution to trustee; and • Send copies of the following policies: ○ SMBP's Safeguarding Policy (along with link to guidance at https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees); ○ SMBP's Criminal Finances Act Policy; ○ SMBP's Data Protection Policy (internal); ○ SMBP's Statement of Purpose, Objectives and Values; and ○ Charity Commission's 3 pieces of guidance on Public Benefit:

		(https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588234/PB1_The_public_benefit_requirement.pdf, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/610943/PB2_Running_a_charity.pdf and https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588307/PB3_Reporting.pdf SMBP also arranges an annual training session, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	SMBP has 14 Trustees; 12 from the following organisations: Osborne Clarke, Overture London, Provident Financial, Mishcon de Reya, Simply Business, Slaughter and May, Reed Smith, CMS Cameron McKenna Nabarro Olswang, Squire Patton Boggs, Clifford Chance, Burges Salmon and BT and two independent trustees. The charity employs a Programme Director (FTE), a Head of Operations (PTE) a Senior Operations Executive (FTE) and a Student Sourcing Manger (PTE). This employee team is supplemented by consultant support from the Lexjam Consulting (Principal Consultant of LJC being the Founder) and the following volunteer executive roles: Head of Resilience, Head of Finance, Head of Technology, Safeguarding Officer, General Counsel and the Student Experience team consisting of Head of Student Sourcing, Head of Student Experience and Head of Alumni

Relationship with any related parties	Para 1.51	SMBP works in collaboration with other charities to improve social mobility including the Sutton Trust and IntoUniversity. SMBP also partners with the regulatory bodies for the professions who co-author student materials for the SMBP Student App. They are: SRA; CILEx; Bar Standards Board; Faculty of Advocates; Law Society of Scotland; ICAEW; ICAS; and ACCA.
Other		**Charity Governance Code 2017** https://www.charitygovernancecode.org/en As noted above, SMBP arranges an annual training session for the trustees, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code. SMBP's Statement of Purpose, Objectives and Values that is followed by the Trustees is also based on the Code (See Appendix 1). **Charities (Protection and Social Investment) Act 2016** SMBP does not meet the threshold above which additional reporting is required under the Charities (Protection and Social Investment) Act 2016.

Reference and administrative details

Charity name	**Social Mobility Business Partnership**
Other name the charity uses	**SMBP**
Registered charity number	**1174309**

Charity's principal address	**Osbourne Clarke, One London Wall, London, EC2Y 5EB**

Names of the charity trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Andrew Garard	Chairman	18.08.2017 to current	
Russell Johnstone		30.01.2019 to current	
Joanne Theodoulou		26.09.2018 to current	
Robert Halton		24.05.2018 to current	
Carole Mehigan	Safeguarding Officer	24.01.2018 to current	
Robert Elvin		24.01.2018 to current	
Guy Norman		24.01.2018 to current	
Jamie White		24.01.2018 to current	
Dominic Robertson		01.06.2020 to current	
Ray Berg		18.08.2017 to current	
Kevin Gold		18.08.2017 to Current	
Sarah-Jane Macdonald		24.01.2018 to current	
Tanya Francis		09.06.2021 to current	

Robert Lawson		17.10.2019 to current	

Corporate trustees – names of the directors at the date the report was approved

N/A

Name of trustees holding title to property belonging to the charity

N/A

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Names and addresses of advisers (optional information)

Type of adviser	Name	Address
General Counsel	Shelley Bezalel	Osborne Clarke, One London Wall, London, EC2Y 5EB
Consultant	Isambard Innovation Limited trading as Lexjam Consuting	James House, 70 Chipstead Park, Sevenoaks, TN13 2SH
Head of Finance	Robert Henson	Osborne Clarke, One London Wall, London, EC2Y 5EB
Head of Technology	Annette Brown	Osborne Clarke, One London Wall, London, EC2Y 5EB

Name of chief executive or names of senior staff members (optional information)

Rose Firth (Head of Operations) and Jessica Organ (Programme Director)

Exemptions from disclosure

N/A

Other optional information

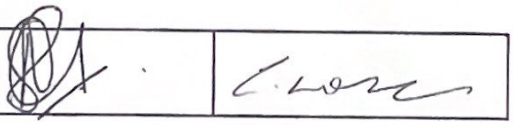
N/A

Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors:

Signatures		
Full names	Andrew Garard	Carole Mehigan

Position	Chair and Co-founder	Safeguarding Officer
Date	19/10/22	20/10/22

Appendix 1: SMBP's Statement of Purpose, Objectives and Values

Statement of Purpose, Objectives and Values

Purpose

SMBP's purpose is as set out in its Constitution:

"The Objects of the CIO are to advance the education of young people from low income backgrounds in particular but not exclusively by:

(1) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and

(2) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields."

Objectives

SMBP is dedicated to broadening access to the legal and accountancy professions by delivering work insight and skills training and ongoing coaching support to secondary state school students from low income backgrounds. This does not mean that only students who want to go into law and accounting are accepted on the programme. Ultimately, even if a participant decides that a career in law or accountancy is not for them, we consider the programme to have been successful in enabling that student to take informed decisions about their future and improving their understanding of business.

SMBP's objectives can be summarised as follows:

(1) break down psychological 'fitting in' barriers students may experience when entering the world of business by providing them with an opportunity to experience different working environments and meet the professionals within them;

(2) develop students' commercial awareness and skills in the following areas: communication, teamwork & leadership, creativity & problem solving, resilience & goal planning;

(3) arm students with multiple corporate brand names to create stand out Personal Statements and CVs;

(4) provide engaging business game and focussed work insight experiences to create anecdotes to enable students to confidently answer competency questions asked during university and job interviews; and

(5) assist students with each step of their career journey through online career mentoring on Personal Statement/CV creation, completion of application forms and interview preparation.

Values

SMBP aligns its values to the Charity Governance Code. This is a 'best practice' code set up by the Charity Governance Code Steering Group; a voluntary, cross charity sector collaboration. The Charity Commission acts as an observer to this group.

SMBP's values are as follows:

(1) SMBP's trustees are clear about SMBP's aims and ensure that these are being delivered effectively and sustainably. They provide strategic leadership in line with SMBP's aims and values.

(2) The trustees act with integrity; adopting values and creating a culture that helps achieve SMBP's charitable purposes. The board of trustees is aware of the importance of the public's confidence and trust in charities and trustees undertake their duties accordingly.

(3) The trustees make sure that their decision-making processes are informed, vigorous and timely.

(4) The trustees work as an effective team, using the appropriate balance of skills, experience, background and knowledge to take informed decisions.

(5) The trustees' approach to diversity supports SMBP's effectiveness, leadership and decision-making.

(6) The trustees lead SMBP in being transparent and accountable. SMBP is open in its work, unless there is good reason for it not to be.

CHARITY COMMISSION FOR ENGLAND AND WALES

Social Mobility Business Partnership			1174309		
Annual accounts for the period					
Period start date	1/1/21	To	12/31/21		

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
Incoming resources (Note 3)						
Income and endowments from:						
Donations and legacies	S01	214,002	3,875	-	217,877	230,853
Charitable activities	S02	-	-	-	-	-
Other trading activities	S03	-	-	-	-	-
Investments	S04	-	-		-	-
Separate material item of income	S05	-	-	-	-	-
Other	S06	-	-	-	-	-
Total	S07	214,002	3,875	-	217,877	230,853
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	720	-	-	720	501
Charitable activities	S09	180,382	3,875	-	184,257	203,134
Separate material item of expense	S10	-	-	-	-	-
Other	S11	-	-	-	-	-
Total	S12	181,102	3,875	-	184,977	203,635
Net income/(expenditure) before investment gains/(losses)	S13	32,900	-	-	32,900	27,218
Net gains/(losses) on investments	S14	-	-	-	-	-
Net income/(expenditure)	S15	32,900	-	-	32,900	27,218
Extraordinary items	S16	-	-	-	-	- 16,800
Transfers between funds	S17	-	-	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	32,900	-	-	32,900	10,418
Reconciliation of funds:						
Total funds brought forward	S21	170,252	-	-	170,252	159,834
Total funds carried forward	S22	203,152	-	-	203,152	170,252

Section B Balance sheet

	Guidance Notes	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £	Total last year £
Fixed assets		F01	F02	F03	F04	F05
Intangible assets (Note 15)	B01	-	-	-	-	-
Tangible assets (Note 14)	B02	-	-	-	-	-
Heritage assets (Note 16)	B03	-	-	-	-	-
Investments (Note 17)	B04	-	-	-	-	
Total fixed assets	B05	-	-	-	-	-
Current assets						
Stocks (Note 18)	B06	-	-	-	-	-
Debtors (Note 19)	B07	-	-	-	-	-
Investments (Note 17.4)	B08	-	-	-	-	-
Cash at bank and in hand (Note 24)	B09	206,741	-	-	206,741	179,682
Total current assets	B10	206,741	-	-	206,741	179,682
Creditors: amounts falling due within one year (Note 20)	B11	3,589	-	-	3,589	9,429
Net current assets/(liabilities)	B12	203,152	-	-	203,152	170,253
Total assets less current liabilities	B13	203,152	-	-	203,152	170,253
Creditors: amounts falling due after one year (Note 20)	B14	-	-	-	-	-
Provisions for liabilities	B15	-	-	-	-	-
Total net assets or liabilities	B16	203,152	-	-	203,152	170,253
Funds of the Charity						
Endowment funds (Note 27)	B17	-	-	-	-	-
Restricted income funds (Note 27)	B18		-	-	-	-
Unrestricted funds	B19	203,152	-	-	203,152	170,252
Revaluation reserve	B20				-	
Total funds	B21	203,152	-	-	203,152	170,252

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval dd/mm/yyyy

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

[redacted]

Report to the trustees/ members of	Charity Name: Social Mobility Business Partnerships
On accounts for the year ended 31/12/21	**Charity no (if any)** 1174309
Set out on pages	SOFA – N27.2 (remember to include the page numbers of additional sheets)
Responsibilities and basis of report	I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY. As the charity's trustees, 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 Trust'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	[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete* [ ] *if not applicable.* I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect: • the accounting records were not kept in accordance with section 130 of the Charities Act; or • the accounts did not accord with the accounting records; or • the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination. I have 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. * *Please delete the words in the brackets if they do not apply.*
Signed:	**Date:** 6 October, 2022
Name:	ANDREW BOUCHET
Relevant professional qualification(s) or body (if any):	ACA
Address:	15 Dealtry Road, Putney LONDON SW15 6NL

	Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	No issues noted.

SOCIAL MOBILITY BUSINESS PARTNERSHIP

England & Wales - Charity number 1174309

Accounts

SOCIAL MOBILITY BUSINESS PARTNERSHIP

Trustees' annual report (including Directors' report) for the period

From: 1st January 2020 to 31st December 2020

Charity name: Social Mobility Business Partnership

Charity registration number: 1174309

Company number: CE010808

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The objects of SMBP are to advance the education of young people from low income backgrounds in particular but not exclusively by: (a) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and (b) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields.
Summary of the main activities in relation to those purposes for the public benefit,in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	A volunteer-led charity, SMBP is a collaboration of over 160 commercial organisations, professional services firms and professional sports teams working across nineteen towns and cities in England, Scotland and Northern Ireland and Wales.

		All the SMBP Partners are committed to supporting Year 12 students from low income backgrounds in their pursuit of a career in business[1]. Since 2014, SMBP has grown from offering opportunities to 20 students in London, to over 700 student places across the UK in 2021. Students benefit from spending a day with four different businesses in a week, learning through interactive business games, and spend the fifth day at a professional sports club where they learn about the psychology of resilience. A SMBP Career Mentoring Platform (via https://smbp.org.uk/group-mentoring/) then supports them through their journey to a career by providing access to advice on the creation of Personal Statements, CVs and completion of application forms and guidance on how to prepare for interviews. In addition to the aforementioned website, student travel and Resilience Day costs, the other main area of expenditure is on staff, advisory costs and administration.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The guidance issued by the Charity Commission on public benefit has been circulated to Trustees and the Trustees have had regard to the same at all relevant times.

[1] Year 12 students in England and Wales, Year 13 students in Northern Ireland, S5 and S6 students in Scotland.

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	SMBP is not a grant making charity
Policy on social investment including program related investment	Para 1.38	SMBP does not engage in investment activity
Contribution made by volunteers	Para 1.38	SMBP is supported by over 700 volunteers across 20 clusters. Key roles are Cluster Head, Student Sourcing Lead and Resilience Lead, supported by volunteers from all our partners who help to deliver the programme on the day and chaperone students during transportation. The Cluster Head takes overall responsibility for project managing the cluster working closely with the Student Sourcing Lead and Resilience Lead. They manage and maintain relationships with all commercial partners and employee volunteers and arrange regular meetings to ensure they are on track to deliver an interactive and engaging day for the students and to prevent any duplication of material. Safeguarding is key to the welfare of students and Cluster Heads are responsible for ensuring that all partners have completed and submitted a health & safety assessment relevant to their premises. They also ensure DBS certificates are in place for a lead chaperone who volunteers to accompany students on long train or coach journeys during the programme.

		The Student Sourcing Lead is the main contact for law firms and education partners at recognised schools and colleges and will often visit schools and colleges to promote the scheme. Their role is to ensure selected students fit the criteria of the programme and will work closely with the brokerage / education contacts to ensure this is adhered to. They work with the cluster head to ensure all relevant forms are completed in a timely and regulatory manner. The Resilience Lead works with the sporting partner for each cluster to assist with the delivery of the SMBP resilience day. Each participating business partner within all of the 20 clusters could not run their SMBP day without the help of the three or more employees that volunteer their time to assist with the delivery of the day on their site. Where coaches or long group train journeys are arranged by SMBP for travel, employees also volunteer as chaperones to ensure students are accompanied, with one lead chaperone completing an enhanced DBS check.
Other		N/A

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Working with Year 12 state school students from low income backgrounds, the charity works to broaden access to business, with a focus on showcasing how commercial teams work seamlessly with their legal and finance colleagues to deliver business strategy. It is the first and only programme in the UK that enables students to see all three key elements of business in this way. Students attend a Work Insight and Skills week, spending a day at four different businesses and a fifth day at a professional sports club where students learn about the psychology of resilience and goal achievement models, supported by our delivery partner Cleartrack Performance. In total there are 20 clusters spread across the UK, supporting students from Belfast, Birmingham, Blackpool, Bradford, Brighton, Bristol, Dorset, Glasgow, Leeds, Greater London, Manchester, Norwich, Oldham, South Yorkshire and Reading. In 2021, in line with an ongoing commitment to increase the number of student placements across the UK, the Scheme aims to extend its programme to include students from Cardiff, Rugby, the North East and Cambridge and increase student placements in Belfast and Greater London. SMBP employs two full time members and one part time members of staff and is grateful to the 700 plus volunteers within the participating businesses, who deliver content on SMBP days or take responsibility for central functions under the direction of the SMBP team. All students who attend the Programme can register on SMBP's bespoke Career Mentoring Platform. Participating students can draw on the experience of business, legal and finance professionals for advice on writing impactful CVs and personal statements, completing university and job application forms and prepping for an interview. As well as guidance, students can opt to receive information and signposting to employment opportunities and recruitment events at our partner organisations.

		SMBP is affecting a sea change in the way work experience in the UK is delivered by creating a model which tackles the issue of lack of resource and budget to deliver meaningful employer experiences. SMBP was highlighted by Justine Greening at the launch of her social mobility pledge as a best practice example of collaboration and coordination. Barry Matthews, SMBP Founder, has also been central to the development of the pledge. Our full Impact Report can be found here: ***https://smbp.org.uk/impact/*** **Students who attended the 2020 Scheme and completed the Impact Survey concluded:** 99% said they would recommend the SMBP Programme to other students. 91% came away with relevant experience they can include on CVs and talk about in interviews. 91% have learnt about practical things they can do to ensure that I reach my career goals. 91% stated that the experience will strengthen their personal statement for university. 90% understand better how a business operates and what they are looking for in employees. 89% have an understanding of the qualifications needed to study law. 61% have an understanding of the qualifications needed to study accountancy. 85% felt motivated to ahieve their career goals. 91% had a better understanding of the different career opportunities in business. SMBP's Student Experience team is run by three alumni students on a volunteer basis. Each are responsible for different stages of a students' placement with us: The Head of Student Sourcing is in charge of all comms that go to students ahead of the SMBP week. It is vital all students feel prepared ahead of attending the SMBP week to avoid unnecessary student dropouts. This includes student onboarding comms, the SMBP Student

		App registration process and simple user guides designed to prepare students for the week e.g. How to get the most out of the SMBP Career Mentoring Platform The Head of Student Experience is responsible for the curation of the common core elements of a SMBP week (including the Induction session) and impact reporting They review the content and the impact survey results each year to ensure reoccurring student feedback is factored into the delivery of the following year. The Head of Student Alumni oversees our various touchpoints with students once they have completed the SMBP week. This includes a LinkedIn Network for students once they are over 18, "Recruitment Bites" which inform students of further SMBP partner opportunities (including paid internships and employment opportunities) and a Quarterly Newsletter.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	(see above)
Performance of fundraising activities against objectives set	Para 1.41	N/A Running costs met by corporate funding partners
Investment performance against objectives	Para 1.41	N/A

Other		N/A

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	As at 31.12.2020, the charity holds £174,682, in unrestricted funds, being our cash in bank. A further £5,000 is held in restricted funds, as deferred income relating to 2021 scheme donations. The charity has no other fixed or current assets. Apart from the aforementioned deferred income, the only liabilities the charity has is a £4,429 creditor to our pension provider and HMRC, which was settled within 30 days of year end (31.12.2020). The total income for the period was £230,853. The total expenditure was £220,435. The reserves of £170,252 amount to 77% of the total Year 3 spend and 81% of the forecast spend in Year 4. With a healthy cash position, we do not envisage any problems in meeting our expenses as they fall due.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	We will always aim to have £113,000 of funds in reserve. This level was chosen as it amounts to approximately half of the average annual funding requirements. All Tier 1 and Tier 2 Funders have expressed a nonbinding intent to fund for a minimum of five years. Should funders choose not to fund SMBP beyond year 5, it will be able to continue to operate for at least six months providing sufficient time to find further funding. The reserves policy will be reviewed annually to take into account any changing financial circumstances. Finances will be regularly monitored by the Head of Finance, and should they fall to the reserve level, The Board will be promptly notified.
Amount of reserves held	Para 1.22	£170,252

Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity's ability to continue as a going concern. Funding has been secured to cover all forecast expenses of the 2021 scheme. All partners and trustees are still on board. Key personnel remain in place, and our network of volunteers continue to support the charity.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	SMBP is based on the spirit of collaboration and the principle that all participating organisations give their time without charge. The running costs of the charity are met by funding from a number of organisations.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A The charity does not make any investments or social investments.
A description of the principal risks facing the charity	Para 1.46	N/A The charity financial risk is underpinned by its corporate funders and the financial reserves policy, as noted above.
Other		N/A

Structure, governance and management

Description of charitable trusts:		SMBP does not have any charitable trusts.
Type of governing document:	Para 1.25	SMBP is governed by its Constitution as published on the Charity Commission's website.
How is the charity constituted?	Para 1.25	The Charity is registered as a CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are generally selected from one of the 152 businesses that support SMBP, based on their expertise in running similar schemes and large-scale CSR projects.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	When a new trustee is voted in, the General Counsel will undertake the following process:
		• Send a form to the new trustee to collect information required for Charity Commission registration;
		• Register trustee with the Charity Commission;
		• Notify Head of Operations to conduct a DBS check for the trustee;
		• Send a copy of SMBP's Constitution to trustee; and
		• Send copies of the following policies:
		  ○ SMBP's Safeguarding Policy (along with link to guidance at https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees);
		  ○ SMBP's Criminal Finances Act Policy;
		  ○ SMBP's Data Protection Policy (internal);

		○ SMBP's Statement of Purpose, Objectives and Values; and ○ Charity Commission's 3 pieces of guidance on Public Benefit: (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588234/PB1_The_public_benefit_requirement.pdf, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/610943/PB2_Running_a_charity.pdf and https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/588307/PB3_Reporting.pdf SMBP also arranges an annual training session, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	SMBP has 14 Trustees; 12 from the following organisations: Osborne Clarke, Overture London, Provident Financial, Mishcon de Reya, Simply Business, Slaughter and May, Reed Smith, CMS Cameron McKenna Nabarro Olswang, Squire Patton Boggs, Clifford Chance, Burges Salmon and BT and two independent trustees. The charity employs a Programme Director (FTE), a Head of Operations (PTE) and an Senior Operations Executive (FTE). This employee team is supplemented by consultant support from the Lexjam Consulting (Principal Consultant of LJC being the Founder) and the following volunteer executive roles: Head of Resilience, Head of Finance, Head of Technology, Safeguarding Officer, General Counsel and the Student Experience team consisting of Head of Student Sourcing, Head of Student Experience and Head of Alumni

Relationship with any related parties	Para 1.51	SMBP works in collaboration with other charities to improve social mobility including the Sutton Trust and IntoUniversity. SMBP also partners with the regulatory bodies for the professions who co-author student materials for the SMBP Student App. They are: SRA; CILEx; Bar Standards Board; Faculty of Advocates; Law Society of Scotland; ICAEW; ICAS; and ACCA.
Other		**Charity Governance Code 2017** **https://www.charitygovernancecode.org/en** As noted above, SMBP arranges an annual training session for the trustees, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code. SMBP's Statement of Purpose, Objectives and Values that is followed by the Trustees is also based on the Code (See Appendix 1). **Charities (Protection and Social Investment) Act 2016** SMBP does not meet the threshold above which additional reporting is required under the Charities (Protection and Social Investment) Act 2016.

Reference and administrative details

Charity name	**Social Mobility Business Partnership**
Other name the charity uses	**SMBP**
Registered charity number	**1174309**
Charity's principal address	**Osbourne Clarke, One London Wall, London, EC2Y 5EB**

Names of the charity trustees who manage the charity

Trustee name	**Office (if any)**	**Dates acted if not for whole year**	**Name of person (or body) entitled to appoint trustee (if any)**
Andrew Garard	Chairman	18.08.2017 to current	
Russell Johnstone		30.01.2019 to current	
Joanne Theodoulou		26.09.2018 to current	
Robert Halton		24.05.2018 to current	
Carole Mehigan	Safeguarding Officer	24.01.2018 to current	
Robert Elvin		24.01.2018 to current	
Guy Norman		24.01.2018 to current	
Jamie White		24.01.2018 to current	
Dominic Robertson		01.06.2020 to current	
Ray Berg		18.08.2017 to current	

Kevin Gold		18.08.2017 to Current	
Sarah-Jane Macdonald		24.01.2018 to current	
Tanya Franics		09.06.2021 to current	
Robert Lawson		17.10.2019 to current	

Corporate trustees – names of the directors at the date the report was approved

N/A

Name of trustees holding title to property belonging to the charity

N/A

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Names and addresses of advisers (optional information)

Type of adviser	Name	Address
General Counsel	Shelley Bezalel	Osborne Clarke, One London Wall, London, EC2Y 5EB
Consultant	Isambard Innovation Limited trading as Lexjam Consuting	James House, 70 Chipstead Park, Sevenoaks, TN13 2SH
Head of Finance	Robert Henson	Osborne Clarke, One London Wall, London, EC2Y 5EB

Head of Technology	Annette Brown	Osborne Clarke, One London Wall, London, EC2Y 5EB

Name of chief executive or names of senior staff members (optional information)

Rose Firth (Head of Operations) and Jessica Organ (Programme Director)

Exemptions from disclosure

N/A

Other optional information

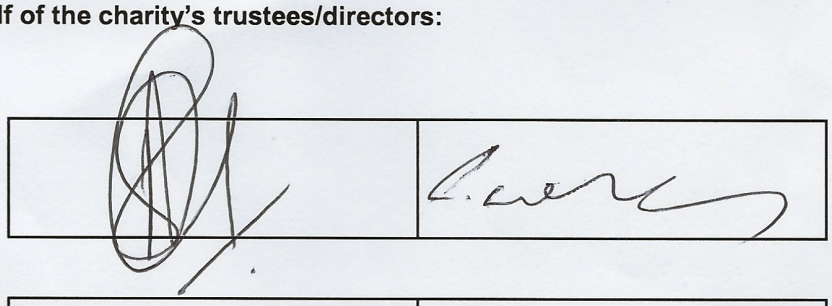
N/A

Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors:

Signatures		
Full names	Andrew Garard	Carole Mehigan
Position	Chair	Safeguarding Officer

Full names	Andrew Garard	Carole Mehigan
Position	Chair	Safeguarding Officer
Date	13/10/21	25/10/21

Appendix 1: SMBP's Statement of Purpose, Objectives and Values

Statement of Purpose, Objectives and Values

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(2) develop students' commercial awareness and skills in the following areas: interviewing, team working, relationship building, presenting, influencing, resilience, goal planning and negotiation;

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Values

SMBP aligns its values to the Charity Governance Code. This is a 'best practice' code set up by the Charity Governance Code Steering Group; a voluntary, cross charity sector collaboration. The Charity Commission acts as an observer to this group.

SMBP's values are as follows:

(1) SMBP's trustees are clear about SMBP's aims and ensure that these are being delivered effectively and sustainably. They provide strategic leadership in line with SMBP's aims and values.

(2) The trustees act with integrity; adopting values and creating a culture that helps achieve SMBP's charitable purposes. The board of trustees is aware of the importance of the public's confidence and trust in charities and trustees undertake their duties accordingly.

(3) The trustees make sure that their decision-making processes are informed, vigorous and timely.

(4) The trustees work as an effective team, using the appropriate balance of skills, experience, background and knowledge to take informed decisions.

(5) The trustees' approach to diversity supports SMBP's effectiveness, leadership and decision-making.

(6) The trustees lead SMBP in being transparent and accountable. SMBP is open in its work, unless there is good reason for it not to be.

CHARITY COMMISSION FOR ENGLAND AND WALES

Social Mobility Business Partnership			1174309	
Annual accounts for the period				
Period start date	**01/01/2020**	**To**	**12/31/2020**	

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
Incoming resources (Note 3)						
Income and endowments from:						
Donations and legacies	S01	228,126	2,728	-	230,853	239,530
Charitable activities	S02	-	-	-	-	-
Other trading activities	S03	-	-	-	-	18,181
Investments	S04	-	-		-	-
Separate material item of income	S05	-	-	-	-	-
Other	S06	-	-	-	-	-
Total	S07	228,126	2,728	-	230,853	257,710
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	501	-	-	501	6,295
Charitable activities	S09	200,406	2,728	-	203,134	185,231
Separate material item of expense	S10	-	-	-	-	-
Other	S11	-	-	-	-	-
Total	S12	200,908	2,728	-	203,635	191,526
Net income/(expenditure) before investment gains/(losses)	S13	27,218	-	-	27,218	66,184
Net gains/(losses) on investments	S14	-	-	-	-	-
Net income/(expenditure)	S15	27,218	-	-	27,218	66,184
Extraordinary items	S16	- 16,800	-	-	- 16,800	-
Transfers between funds	S17	-	-	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	10,418	-	-	10,418	66,184
Reconciliation of funds:						
Total funds brought forward	S21	159,834	-	-	159,834	93,650
Total funds carried forward	S22	170,252	-	-	170,252	159,834

Section B Balance sheet

	Guidance Notes	Unrestricted funds £	Restricted income funds £	Endowment funds £
		F01	F02	F03
Fixed assets				
Intangible assets (Note 15)	B01	-	-	-
Tangible assets (Note 14)	B02	-	-	-
Heritage assets (Note 16)	B03	-	-	-
Investments (Note 17)	B04	-	-	-
Total fixed assets	B05	-	-	-
Current assets				
Stocks (Note 18)	B06	-	-	-
Debtors (Note 19)	B07	-	-	-
Investments (Note 17.4)	B08	-	-	-
Cash at bank and in hand (Note 24)	B09	174,682	5,000	-
Total current assets	B10	174,682	5,000	-
Creditors: amounts falling due within one year (Note 20)	B11	4,429	5,000	-
Net current assets/(liabilities)	B12	170,252	-	-
Total assets less current liabilities	B13	170,252	-	-
Creditors: amounts falling due after one year (Note 20)	B14	-	-	-
Provisions for liabilities	B15	-	-	-
Total net assets or liabilities	B16	170,252	-	-
Funds of the Charity				
Endowment funds (Note 27)	B17	-	-	-
Restricted income funds (Note 27)	B18		-	-
Unrestricted funds	B19	170,252	-	-
Revaluation reserve	B20			
Total funds	B21	170,252	-	-

Signed by one or two trustees on behalf of all the trustees

Signature	Print I

[redacted]

Total this year £	Total last year £
F04	F05
-	-
-	-
-	-
-	
-	-

-	-
-	-
-	-
179,682	210,802
179,682	210,802

9,429	50,967

170,252	159,834

170,252	159,834

-	-
-	-

170,252	159,834

-	-
-	-
170,252	159,834
-	
170,252	159,834

Name	Date of approval dd/mm/yyyy

Section C Notes to the accounts

Note 1 **Basis of preparation**

***This section should be completed by all charities**.*

1.1 Basis of accounting

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

The accounts have been prepared in accordance with:

• and with*	✓	the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
• and with*	✓	the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)

• and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.*	

* -Tick as appropriate

1.2 Going concern

If there are material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern, please provide the following details or state "Not applicable", if appropriate:

An explanation as to those factors that support the conclusion that the charity is a going concern;	***Funding secured for the 2020 scheme. Partner organisations still on board. Volunteers and employees in place to continue charitable activities.***
Disclosure of any uncertainties that make the going concern assumption doubtful;	***Not Applicable***
Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.	***Not Applicable***

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note { }.

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

(i) the nature of the change in accounting policy;	***Not Applicable***
(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and	***Not Applicable***
(iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS 102 SORP.	***Not Applicable***

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

(i) the nature of any changes;	***Not Applicable***
(ii) the effect of the change on income and expense or assets and liabilities for the current period; and	***Not Applicable***
(iii) where practicable, the effect of the change in one or more future periods.	***Not Applicable***

1.5 Material prior year errors

No material prior year error have been identified in the reporting period (3.47 FRS 102 SORP).

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

(i) the nature of the prior period error;	***Not Applicable***
(ii) for each prior period presented in the accounts, the amount of the correction for each account line item affected; and	***Not Applicable***
(iii) the amount of the correction at the beginning of the earliest prior period presented in the accounts.	***Not Applicable***

Section C

Note 2 Accounting policies

Please complete this note when first reporting under FRS2102.
presented, if all are applicable.

2.1 RECONCILIATION WITH PREVIOUS GE PRACTICE

Please provide a description of the nature of each change in accounting policy	**No Change in accounting p**

Reconcilation of funds per previous GAAP to funds dete

	Start of period	End of period
	£	£
Fund balances as previously stated		
Adjustments:		
Fund balance as restated		

Reconcilation of net income/(net expenditure) per previ FRS 102

	End of period
	£
Net income/(expenditure) as previously stated	
Adjustments:	
Previous period net income/(expenditure) as restated	

Notes to the accounts

Section 35 of FRS102, requires 3 reconciliations to be

ENERALLY ACCEPTED ACCOUNTING

olicy

rmined under FRS 102

ious GAAP to net income/(net expenditure) under

Note 2 Accounting policies

2.2 INCOME

This standard list of accounting policies has been applied b
different or additional policy has been adopted then this is

Recognition of income	These are included in the Stat • the charity becomes ent · it is more likely than not • the monetary value can
Offsetting	There has been no offsetting permitted by the FRS 102 SOI
Grants and donations	Grants and donations are only criteria are met (5.10 to 5.12
Legacies	In the case of performance re that the charity has provided only occurs when the perform Legacies are included in the S grant of probate, the executo estate and any conditions att charity or have been met.
Government grants	The charity has received gove
Tax reclaims on donations and gifts	Gift Aid receivable is included Any Gift Aid amount recovere treated as an addition to the terms of the appeal have spe
Contractual income and performance related grants	This is only included in the So services or met the performa
Donated goods	Donated goods are measured exchanged) unless impractica The cost of any stock of good the fair value of those gifts at receipt. In the reporting perio as an expense at the carrying Donated goods for resale are expected proceeds from sale from other trading activities' sheet. On its sale the value o activities' and the proceeds fr activities'. Goods donated for on-going u and included in the SoFA as ir

	Gifts in kind for use by the ch when receivable.
Donated services and facilities	Donated services and facilitie the gift to the charity provide
	Donated services and facilitie with an equivalent amount re the SOFA.
Support costs	The charity has incurred expe
Volunteer help	The value of any voluntary he in the trustees' annual report
Income from interest, royalties and dividends	This is included in the accoun be measured reliably.
Income from membership subscriptions	Membership subscriptions rec and Legacies.
	Membership subscriptions wh benefits are recognised as inc income from charitable activit
Settlement of insurance claims	Insurance claims are only incl criteria are met (5.10 to 5.12 in the SoFA.
Investment gains and losses	This includes any realised or u any gain or loss resulting from year.

2.3 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised whe constructive obligation comm the obligation can be measur
Governance and support costs	Support costs have been alloc Governance costs comprise a compliance with regulation ar
	Support costs include central categories on a basis consiste by floor areas, or per capita, s
Grants with performance conditions	Where the charity gives a gra service or output to be provid recipient of the grant has pro
Grants payable without performance conditions	Where there are no condition realistically avoid the commit recognised.
Redundancy cost	The charity made no redunda

Deferred income	No material item of deferred i
Creditors	The charity has creditors whic discounts
Provisions for liabilities	A liability is measured on recc measured at the best estimat reporting date
Basic financial instruments	The charity accounts for basic paragraph 10.7 FRS102 SORP 11.19, FRS102 SORP.

2.4 ASSETS

Tangible fixed assets for use by charity	These are capitalised if they c
	They are valued at cost.
	The depreciation rates and m
Intangible fixed assets	The charity has intangible fixe physical substance but are id or legal rights. The amortisat
	They are valued at cost.
Heritage assets	The charity has heritage asse scientific, technological, geop maintained principally for the rates and methods used as di
	They are valued at cost.
Investments	Fixed asset investments in qu valued at initially at cost and end. The same treatment is a measured reliably in which ca
	Investments held for resale or maturity date of less than 1 y
Stocks and work in progress	Stocks held for sale as part of realisable value.
	Goods or services provided as based on the service potentia
	Work in progress is valued at
Debtors	Debtors (including trade debt settlement amount after any they are measured at the cas
Current asset	The charity has has investme equivalents with a maturity d

Current asset investments

equivalents with a maturity d
equivalents with a maturity d
to meet short term cash comr

They are valued at fair value

POLICIES ADOPTED ADDITIONAL TO OR DIFFERENT FROM THOSE ABOVE

tes to the accounts (cont)

y the charity except for those ticked "No" or "N/a". Where a detailed in the box below.

	Yes	No	N/a
tement of Financial Activities (SoFA) when: itled to the resources; that the trustees will receive the resources; and be measured with sufficient reliability.	✓	✓	✓
of assets and liabilities, or income and expenses, unless required or RP or FRS 102.	✓	✓	✓
y included in the SoFA when the general income recognition FRS102 SORP).	✓	✓	✓
lated grants, income must only be recognised to the extent the specified goods or services as entitlement to the grant ıance related conditions are met (5.16 FRS 102 SORP).	✓	✓	✓
SOFA when receipt is probable, that is, when there has been rs have established that there are sufficient assets in the ached to the legacy are either within the control of the	✓	✓	✓
ernment grants in the reporting period	✓	✓	✓
in income when there is a valid declaration from the donor. ed on a donation is considered to be part of that gift and is same fund as the initial donation unless the donor or the cified otherwise.	✓	✓	✓
FA once the charity has provided the related goods or nce related conditions.	✓	✓	✓
at fair value (the amount for which the asset could be l to do so.	✓	✓	✓
s donated for distribution to beneficiaries is deemed to be the time of their receipt and they are recognised on od in which the stocks are distributed, they are recognised amount of the stocks at distribution.	✓	✓	✓
measured at fair value on initial recognition, which is the less the expected costs of sale, and recognised in 'Income with the corresponding stock recognised in the balance f stock is charged against 'Income from other trading om sale are also recognised as 'Income from other trading	✓	✓	✓
ıse by the charity are recognised as tangible fixed assets ıcoming resources when receivable.	✓	✓	✓

	Yes	No	N/a
arity are included in the SoFA as income from donations	✓	✓	✓
s are included in the SOFA when received at the value of d the value of the gift can be measured reliably.	✓	✓	✓
s that are consumed immediately are recognised as income cognised as an expense under the appropriate heading in	✓	✓	✓
nditure on support costs.	✓	✓	✓
lp received is not included in the accounts but is described .	✓	✓	✓
ts when receipt is probable and the amount receivable can	✓	✓	✓
ceived in the nature of a gift are recognised in Donations	✓	✓	✓
ich gives a member the right to buy services or other come earned from the provision of goods and services as ties.	✓	✓	✓
uded in the SoFA when the general income recognition FRS102 SORP) and are included as an item of other income	✓	✓	✓
unrealised gains or losses on the sale of investments and n revaluing investments to market value at the end of the	✓	✓	✓
re it is more likely than not that there is a legal or itting the charity to pay out resources and the amount of ed with reasonable certainty.	✓	✓	✓
cated between governance costs and other support. ll costs involving public accountability of the charity and its nd good practice.	✓	✓	✓
functions and have been allocated to activity cost ent with the use of resources, eg allocating property costs staff costs by the time spent and other costs by their usage.	✓	✓	✓
nt with conditions for its payment being a specific level of ed, such grants are only recognised in the SoFA once the vided the specified service or output.	✓	✓	✓
s attaching to the grant that enables the donor charity to ment, a liability for the full funding obligation must be	✓	✓	✓
ncy payments during the reporting period.	✓	✓	✓

ncome has been included in the accounts.

Yes	No	N/a
✓	✓	✓

ch are measured at settlement amounts less any trade

Yes	No	N/a
✓	✓	✓

ognition at its historical cost and then subsequently
e of the amount required to settle the obligation at the

Yes	No	N/a
✓	✓	✓

financial instruments on initial recognition as per
. Subsequent measurement is as per paragraphs 11.17 to

Yes	No	N/a
✓	✓	✓

can be used for more than one year, and cost at least

Yes	No	N/a
✓	✓	✓

ethods used are disclosed in note 9.2.

ed assets, that is, non-monetary assets that do not have
entifiable and are controlled by the charity through custody
ion rates and methods used are disclosed in note 9.5

Yes	No	N/a
✓	✓	✓

Yes	No	N/a
✓	✓	✓

ts, that is, non-monetary assets with historic, artistic,
hysical or environmental qualities that are held and
ir contribution to knowledge and culture. The depreciation
sclosed in note 9.6.1.4.

Yes	No	N/a
✓	✓	✓

Yes	No	N/a
✓	✓	✓

oted shares, traded bonds and similar investments are
subsequently at fair value (their market value) at the year
applied to unlisted investments unless fair value cannot be
se it is measured at cost less impairment.

Yes	No	N/a
✓	✓	✓

r pending their sale and cash and cash equivalents with a
ear are treated as current asset investments

Yes	No	N/a
✓	✓	✓

non-charitable trade are measured at the lower or cost or net

Yes	No	N/a
✓	✓	✓

s part of a charitable activity are measured at net realisable value
l provided by items of stock.

Yes	No	N/a
✓	✓	✓

cost less any foreseeable loss that is likely to occur on the contract.

Yes	No	N/a
✓	✓	✓

ors and loans receivable) are measured on initial recognition at
trade discounts or amount advanced by the charity. Subsequently,
h or other consideration expected to be received.

Yes	No	N/a
✓	✓	✓

nts which it holds for resale or pending their sale and cash and cash
ate less than one year. These include cash on deposit and cash

Yes	No	N/a

✓	✓	✓

except where they qualify as basic financial instruments.

Yes	No	N/a
✓	✓	✓

Section C Notes to the accounts

Note 3 Analysis of income

	Analysis	Unrestricted funds	Restricted income funds	Endowment funds
Donations and legacies:	Donations and gifts	225,213	2,728	-
	Gift Aid	2,913	-	-
	Legacies	-	-	-
	General grants provided by government/other charities	-	-	-
	Membership subscriptions and sponsorships which are in substance donations	-	-	-
	Donated goods, facilities and services	-	-	-
	Other	-	-	-
	Total	228,126	2,728	-
Charitable activities:		-	-	-
		-	-	-
		-	-	-
	Other	-	-	-
	Total	-	-	-
Other trading activities:	Fundraiser	-	-	-
		-	-	-
		-	-	-
	Other	-	-	-
	Total	-	-	-
Income from investments:	Interest income	-	-	-
	Dividend income	-	-	-
	Rental and leasing income	-	-	-
	Other	-	-	-
	Total	-	-	-
Separate material item of income:		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Total	-	-	-
Other:	Conversion of endowment funds into income	-	-	-
	Gain on disposal of a tangible fixed asset held for charity's own use	-	-	-
	Gain on disposal of a programme related investment	-	-	-
	Royalties from the exploitation of intellectual property rights	-	-	-
	Other	-	-	-
	Total	-	-	-

TOTAL INCOME	228,126	2,728	-

Other information:

All income in the prior year was unrestricted except for: (please provide description and amounts)	£2,728 in donations which were specif
Where any endowment fund is converted into income in the reporting period, please give the reason for the conversion.	Not Applicable
Within the income items above the following items are material: (please disclose the nature, amount and any prior year amounts)	All lines are material

(cont)

Total funds £	Prior year £
227,940	234,530
2,913	5,000
-	-
-	-
-	
-	-
-	
230,853	239,530

-	-
-	-
-	-
-	-
-	-

-	18,181
-	-
-	-
-	-
-	18,181

-	-
-	-
-	-
-	-
-	-

-	-
-	-
-	-
-	-
-	-

-	-
-	-
-	-
-	-
-	-
-	-
-	-

230,853	257,710

fically for student travel.

Section C Notes to the accounts

Note 4 Analysis of receipts of government grants

	Description
Government grant 1	Not Applicable, no grants received
Government grant 2	
Government grant 3	
Other	
	Total

Please provide details of any unfulfilled conditions and other contingencies attaching to grants that have been recognised in income.	Not Applicable, no grants received
Please give details of other forms of government assistance from which the charity has directly benefited.	Not Applicable, no grants received

(cont)

This year £	Last year £
-	-
-	-
-	-
-	-
-	-

Section C Notes to the accounts

Note 5 Donated goods, facilities and services

Seconded staff
Use of property
Other

Please provide details of the accounting policy for the recognition and valuation of donated goods, facilities and services.	We do not attribute a value to time that unpaid volunteers contibute to the charity, thus it is not recognised in the accounts. Nor is the use of property.
Please provide details of any unfulfilled conditions and other contingencies attaching to resources from donated goods and services not recognised in income.	
Please give details of other forms of other donated goods and services not recognised in the accounts, eg contribution of unpaid volunteers.	

(cont)

This year £	Last year £
-	-
-	-
-	-
-	-

Section C Notes to the accounts

Note 6 Analysis of expenditure

	Analysis	Unrestricted funds	Restricted income funds	Endowment funds
Expenditure on raising funds:	Incurred seeking donations	501	-	-
	Incurred seeking legacies	-	-	-
	Incurred seeking grants			
	Operating membership schemes and social lotteries			
	Staging fundraising events			
	Fudraising agents			
	Operating charity shops			
	Operating a trading company undertaking non-charitable trading activity			
	Advertising, marketing, direct mail and publicity	-	-	-
	Start up costs incurred in generating new source of future income	-	-	-
	Database development costs	-	-	-
	Other trading activities			
	Investment management costs:	-	-	-
	Portfolio management costs	-	-	-
	Cost of obtaining investment advice	-	-	-
	Investment administration costs	-	-	-
	Intellectual property licencing costs	-	-	-
	Rent collection, property repairs and maintenance charges	-	-	-
		-	-	-
	Total expenditure on raising funds	501	-	-
Expenditure on charitable activities	Staff Costs	124,128	-	-
	Student Travel and Catering		726	-
	Website Costs	11,233	2,001	-
	Materials		-	-
	Admin costs	59,043	-	-
	Resiliance Day costs	6,003	-	-

	Total expenditure on charitable activities	200,406	2,728	-
Separate material item of expense		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Total	-	-	-
Other				
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Total other expenditure	-	-	-
TOTAL EXPENDITURE		200,908	2,728	-

Other information:

Analysis of expenditure on charitable activities

Activity or programme	**Activities undertaken directly**	**Grant funding of activities**	**Support Costs**
	£	**£**	**£**
Activity 1			
Activity 2			
Other			
Total			

Prior year expenditure on charitable activities can be analysed as follows:

Not Applicable

Within the expenditure items above the following items are material: (please disclose the nature, amount and any prior year amounts)

All items are material

(cont)

Total funds £	Prior year £
501	6,295
-	-
-	-
-	-
-	-
-	
-	-
-	-
-	-
-	-
-	-
-	-
501	6,295

124,128	124,491
726	13,992
13,234	5,435
-	4,767
59,043	28,544
6,003	8,002

203,134	185,231

-	-
-	-
-	-
-	-
-	-

-	-
-	-
-	-
-	-
-	-
-	-

203,635	191,526

Total this year	***Total prior year***
£	**£**

Section C Notes to the accounts

Note 7 Extraordinary items

Please explain the nature of each extraordinary item occurring in the period

	Description
Extraordinary item 1	One off costs incurred developing an online career mentoring platform with Mentor Xchange. This allowed the schemes to support the increasing number of students that participate in the SMBP
Extraordinary item 2	
Extraordinary item 3	
Extraordinary item 4	
Total extrordinary items	

(c

/.

This year £	Last year £
- 16,800	-
-	-
-	-
-	-
-	-
- 16,800	-

Section C Notes to the accounts

Note 8 Funds received as agent

8.1 Please complete this note if the charity has agreed to administer the funds of another entity as its agent. Note: If a charity is acting as an agent, it should not recognise the income in the Statement of Financial Activities or the Balance Sheet.

Description/name of party	Related party (Yes or No)	Amount received		Amount paid out		Balance held at period end	
		This year	Last year	This year	Last year	This year	Last year
		£	£	£	£	£	£
		-	-	-	-	-	-
		-	-	-	-	-	-
		-	-	-	-	-	-
		-	-	-	-	-	-
		-	-	-	-	-	-
	Total	-	-	-	-	-	-

8.2 Where a consortia or similar arrangement exists whereby 2 or more charities co-operate to achieve economies in the purchase of goods or services, please discose details of any balances outstanding between any participating members.

Description/name of party	Balance held at period end	
	This year	Last year
	£	£
	-	-
	-	-
	-	-
	-	-
	-	-
Total	-	-

Section C Notes to the accounts

Note 9 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost (examples)	Raising funds £	Activity 1 £	Activity 2 £	Activity 3 £
Governance	-	-		-
	-	-		-
	-	-		-
	-	-		-
Other	-	-		-
Total	-	-		-

Please provide details of the accounting policy adopted for the apportionment of costs between activities and any estimation techniques used to calculate their apportionment.

[redacted]

Grand total £	Basis of allocation (Describe method)
-	
-	
-	
-	
-	
-	

Section C Notes to the accounts

Note 10 Details of certain items of expenditure

10.1 Fees for examination of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner. If nothing was paid please enter '0' in the appropriate box(es).

Independent examiner's fees	
Assurance services other than audit or independent examination	
Tax advisory fees	
Other fees (for example: financial advice, consultancy, accountancy services) paid to the independent examiner	



This year £	Last year £
0	0
0	0
0	0
0	0

Section C Notes to the accounts

Note 11 Paid employees

Please complete this note if the charity has any employees.

11.1 Staff Costs

	This year £
Salaries and wages	113,580
Social security costs	8,053
Pension costs (defined contribution scheme)	2,494
Other employee benefits	-
Total staff costs	124,128

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party

Not Applicable

Please give details of the number of employees whose total employee benefits (excl pension costs) fell within each band of £10,000 from £60,000 upwards. If there are transactions, please enter 'true' in the box provided.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000

1

Band	Number of employees
£60,000 to £69,999	1
£70,000 to £79,999	0
£80,000 to £89,999	0
£90,000 to £99,999	0
£100,000 to £109,999	0

Please provide the total amount paid to key management personnel (includes trustees and senior management) for their services to the charity

The Scheme Director was paid £61,800 via payroll the CEO & Founder on a consultant

11.2 Average head count in the year

	This year Number
The parts of the charity in which the employees work	
Fundraising	-
Charitable Activities	3
Governance	-
Other	-

Total	3

11.3 Ex-gratia payments to employees and others (excluding trustees)
Please complete if an ex-gratia payment is made.

Please explain the nature of the payment	
Please state the legal authority or reason for making the payment	
Please state the amount of the payment (or value of any waiver of a right to an asset)	

11.4 Redundancy payments
Please complete if any redundancy or termination payment is made in the period.

Total amount of payment	
The nature of the payment (cash, asset etc.)	
The extent of redundancy funding at the balance sheet date	
Please state the accounting policy for any redundancy or termination payments	

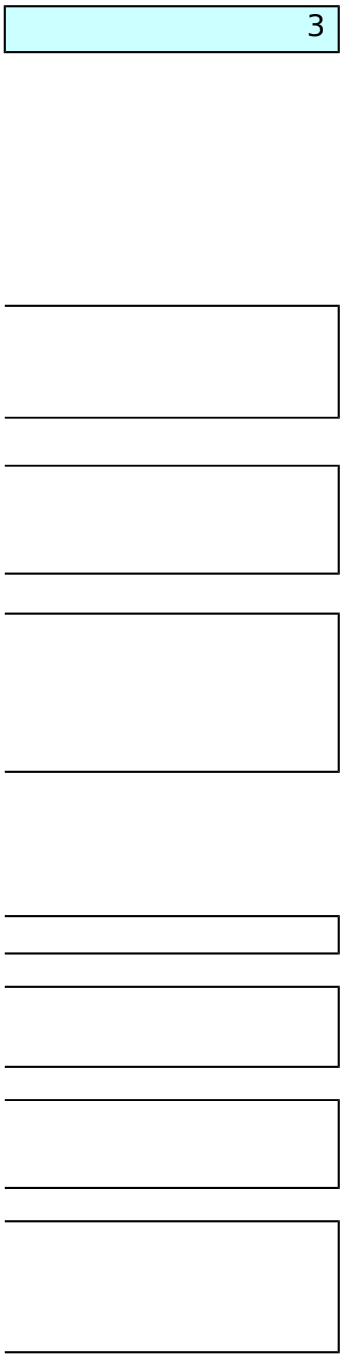
(cont)

Last year £
113,229
9,174
2,088
-
124,491

luding employer
no such

. £44,800 was paid to
basis.

Last year Number
-
3
-
-


3

Section C Notes to the accounts

Note 12 Defined contribution pension scheme or defined benefit accounted for as a defined contribution scheme.

12.1 Please complete this note if a defined contribution pension scheme is operate

Amount of contributions recognised in the SOFA as an expense	
Please explain the basis for allocating the liability and expense of defined contribution pension scheme between activities and between restricted and unrestricted funds.	**Auto-Enrollment Employee and Employer per are deducted through payroll. The Employer deductions only are shown as an expense in correcsponding entry as a liability on the bal balance sheet liability is drawn down in the f when the contributions are paid to our pensi Pension.**

12.2 Please complete this section where the charity participates in a defined benefi is unable to ascertain its share of the underlying assets and liabilities.

Please confirm that altough the scheme is accounted for as a defined contribution plan, it is a defined benefit plan.	
Please provide such information as is available about the plan's surplus or deficit and the implications, if any, for the reporting charity	

12.3 Please complete this section where the charity participates in a multi-employe pension plan that is accounted for as a defined contribution plan.

Describe the extent to which the charity can be liable to the plan for other entities' obligations under the terms and conditions of the multi-employer plan	

(cont)

t scheme

d.

	2494.08
nsion contributions pension the SOFA, with the ance sheet. The ollowing month on provider Smart	

it pension plan but

r defined benefit

Section C Notes to the accounts

Note 13 Grantmaking

Please complete this note if the charity made any grants or donations wh part of the charitable activities undertaken.

13.1 Analysis of grants paid (included in cost of charitable activities)

Analysis	Grants to institutions	Grants to individuals
Activity or project 1		
Activity or project 2		
Activity or project 3		
Activity or project 4		
Total	-	-

Please enter "Nil" if the charity does not identify and/or allocate suppor

13.2 Grants made to institutions

My charity has made grants to particular institutions that are material in the context of its grantmaking. Details of the institution supported, purpose of the grant and total paid to each institution is available on the charity's web site.

Names of institution	Purp

Total grants to institutions in reporting period

Other unanalysed grants

TOTAL GRANTS PAID

(cont)

hich in aggregate form a material

Support costs	Total
£	£
-	-
-	-
-	-
-	**-**

t costs.

Yes	***Please provide details of charity's URL.***
No	***Provide details below***

pose	**Total amount of grants paid £**
	-
	-
	-
	-
	-
	-
	-
	-
	-
	-
	-
	-
	-

Section C Notes to the accounts

Note 14 Tangible fixed assets

Please complete this note if the charity has any tangible fixed assets

14.1 Cost or valuation

	Freehold land & buildings £	Other land & buildings £	Plant, machinery and motor vehicles £	Fixtures, fittings and equipment £	Total £
At the beginning of the year	-	-	-	-	-
Additions	-	-	-	-	-
Revaluations	-	-	-	-	-
Disposals	-	-	-	-	-
Transfers *	-	-	-	-	-
At end of the year	-	-	-	-	-

14.2 Depreciation and impairments

****Basis**	SL or RB	SL or RB	SL or RB	SL or RB	SL or RB
**** Rate**					
At beginning of the year	-	-	-	-	-
Disposals	-	-	-	-	-
Depreciation	-	-	-	-	-
Impairment	-	-	-	-	-
Transfers*	-	-	-	-	-
At end of the year	-	-	-	-	-

14.3 Net book value

Net book value at the beginning of the year	-	-	-	-	-
Net book value at the end of the year	-	-	-	-	-

14.4 Impairment

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.	

14.5 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation	
the name of independent valuer, if applicable	
the methods applied and significant assumptions	
the carrying amount that would have been recognised had the assets been carried under the cost model.	

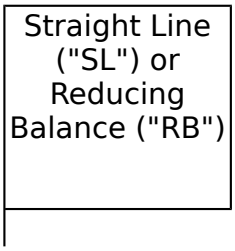
14.6 Other disclosures

(i) Please state the amount of borrowing costs, if any, capitalised in the construction of tangible fixed assets and the capitalisation rate used	
(ii) Please provide the amount of contractual commitments for the acquisition of tangible fixed assets.	
(iii) Details of the existence and carrying amounts of property, plant and equipment to which the charity has restricted title or that are pledged as security for liabilities.	

** The "transfers" row is for movements between fixed asset categories.*

*** Please indicate the method of depreciation by deleting the method not applicable (SL = straight*

(cont)



Section C Notes to the accounts

Note 15 Intangible assets

Please complete this note if the charity has any intangible assets

15.1 Cost or valuation

	Research & development £	Patents and trademarks £	Other £	Total £
At beginning of the year	-	-	-	-
Additions	-	-	-	-
Disposals	-	-	-	-
Revaluations	-	-	-	-
Transfers *	-	-	-	-
At end of the year	-	-	-	-

15.2 Amortisation and impairments

**Basis	SL or RB	SL or RB	SL or RB	SL or RB	Straight Line ("SL") or Reducing Balance ("RB")
** Rate					
At beginning of the year	-	-	-	-	
Disposals	-	-	-	-	
Amortisation	-	-	-	-	
Impairment	-	-	-	-	
Transfers*	-	-	-	-	
At end of year	-	-	-	-	

15.3 Net book value

Nat book value at the beginning of the year	-	-	-	-
Net book value at the end of the year	-	-	-	-

15.4 Accounting policy

Please disclose the accounting policy for intangible fixed assets including:

Reasons for choosing amortisation rates	
Policies for the recognition of any capital development	

15.5 Impairment

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.	

15.6 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation	
the name of independent valuer, if applicable	
the methods applied	
the carrying amount that would have been recognised had the assets been carried under the cost model.	

15.7 Other disclosures

(i) If your intangible asset was acquired by way of grant, provide value on initial recognition and carrying amount of the asset.	
(ii) Details of the carrying amounts of any intangible assets to which the charity has restricted title or that are pledged as security for liabilities.	
(iii) Please provide the amount of contractual commitments for the acquisition of intangible assets.	
(iv) State the amount of research and development expenditure recognised as expenditure in the year.	
(vi) Please detail the headings in the SOFA in which a charge for amortisation of intangible assets is included.	
(vii) For any material intangible assets, please provide a description, its carrying amount and any remaining amortisation period.	

** The "transfers" row is for movements between fixed asset categories.*

*** Please indicate the method of depreciation by deleting the method not applicable (SL = straight line; RB = reducing balance). Also please indicate the rate of depreciation: for straight line, what is the anticipated life of the asset (in years); for reducing balance, what is the percentage annual deduction*

Section C Notes to the accounts

Note 16 Heritage assets

Please complete this note if the charity has heritage assets

16.1 General disclosures for all charities holding heritage assets

(i) Explain the nature and scale of heritage assets held.	
(ii) Explain the policy for the acquisition, preservation, management and disposal of heritage assets.	

16.2 Cost or valuation

	Heritage asset 1 £	Heritage asset 2 £	Heritage asset 3 £
At beginning of the year	-	-	-
Additions	-	-	-
Disposals	-	-	-
Revaluations	-	-	-
Transfers *	-	-	-
At end of the year	-	-	-

16.3 Depreciation and impairments

****Basis**			
**** Rate**			
At beginning of the year	-	-	-
Disposals	-	-	-
Depreciation	-	-	-
Impairment	-	-	-
Transfers*	-	-	-
At end of year	-	-	-

16.4 Net book value

Nat book value at the beginning of the year	-	-	-
Net book value at the end of the year	-	-	-

16.5 Impairment

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.	

16.6 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation	
the name of independent valuer, if applicable	
qualifications of independent valuer	
the methods applied and significant assumptions	
any significant limitations on the valuation	

16.7 Analysis of heritage assets by class or group distinguishing those at cost

Carrying amount at the beginning of the period
Additions
Disposals
Depreciation/impairment
Revaluation
Carrying amount at the end of period

16.8 Heritage assets (where heritage assets are not recoignised on the balanc

(i) Explain the reason why heritage assets have not been recognised on the balance sheet.	
(ii) Describe the significance and nature of heritage assets.	
(iii) Disclose information that is helpful in assessing the value of heritage assets.	
(iv) Explain the reason why it is not practicable to obtain a valuation of heritage assets.	

16.9 Five year summary of heritage assets transactions

	2015	2014	2013
	£	£	£
Purchases			
Group A	-	-	-
Group B	-	-	-
Group C	-		
Other	-		
Donations			
Group A	-	-	-
Group B	-	-	-
Group C	-	-	-
Other	-	-	-
Total additions	**-**	**-**	**-**
Charge for impairment			
Group A	-	-	-
Group B	-	-	-
Group C	-	-	-
Other	-	-	-
Total charge for impairment	**-**	**-**	**-**
Disposals			
Group A - carrying amount	-	-	-
Group B - carrying amount	-	-	-
Group C	-	-	-
Other	-	-	-

Total disposals	**-**	**-**	**-**

(cont)

Heritage asset 4 £	Total £
-	-
-	-
-	-
-	-
-	-
-	-

		Straight Line ("SL") or Reducing Balance ("RB")

-	-
-	-
-	-
-	-
-	-
-	-

-	-
-	-

and those at valuation

At valuation Group A £	At cost Group B £	Total £
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-

e sheet)

2012	2011
£	£
-	-
-	-
-	-
-	-
-	-
-	-
-	**-**
-	-
-	-
-	-
-	-
-	**-**
-	-
-	-
-	-
-	-

-	-

Section C Notes to the accounts

Note 17 Investment assets

Please complete this note if the charity has any investment assets.

17.1 Fixed assets investments (please provide for each class of investment)

	Cash & cash equivalents	Listed investments	Investment properties	Social investments
Carrying (fair) value at beginning of period	-	-	-	-
Add: additions to investments during period*	-	-	-	-
Less: disposals at carrying value	-	-	-	-
Less: impairments	-	-	-	-
Add: Reversal of impairments	-	-	-	-
Add/(deduct): transfer in/(out) in the period	-	-	-	-
Add/(deduct): net gain/(loss) on revaluation	-	-	-	-
Carrying (fair) value at end of year	-	-	-	-

***Please specify additions resulting from acquisitions through business combinations, if any.**	

Please note that Fair Value in this context is the amount for which an asset could be knowlegable and willing parties in an arm's length transaction. For traded securities value of the security quoted on the London Stock Exchange Daily Official List or equi assets where there is no market price on a traded market, it is the trustees' or value fair value.

17.2 Please provide a breakdown of investments shown above agreeing with balance sheet row B04 differentiating between those held at fair value and th at cost less impairment.

Analysis of investments	
	Fair value at year end
	£
Cash or cash equivalents	-
Listed investments	-

Investment properties	-
Social investments	-
Other investments	-
Total	-
Grand total (Fair value at year end+Cost less impairment)	

17.3 If your charity holds investment properties, please complete the followir

(i) Explain the methods and significant assumptions in determining the fair value of investment property held by the charity	
(ii) Name or independent valuer, if applicable, and relevant qualifications	
(iii) Provide details of any restrictions on the ability to realise investment property or on the remittance of income or disposal proceeds	
(iv) Explain any contractual obligations for the purchase, construction or development of investment property or for repairs, maintenance or enhancements	

17.4 Please provide a breakdown of current asset investments, if applicable, balance sheet.

Analysis of current asset investments	This year
	£
Cash or cash equivalents	-
Listed investments	-
Investment properties	-
Social investments	-
Other investments	-
Total	-

17.5 Guarantees

Please provide details and amount of any guarantee made to or on behalf of a third party	
Name of the entity or entities benefitting from those guarantees	
Please explain how the guarantee furthers the charity's aims	

17.6 Concessionary loans

	Description
Amount of concessionary loans made (*Multiple loans made may be disclosed in aggregate provided that such aggregation does not obsure significant information*).	
Total	
	Description
Amount of concessionary loans received *(Multiple loans received may be disclosed in aggregate provided that such aggregation does not obsure significant information).*	
Total	

Terms and conditions eg interest rate, security provided	
Value of any concessionary loans which have been committed but not taken up at the reporting date	
Amounts payable within 1 year	
Amounts payable after more than 1 year	
Amounts receivable within 1 year	
Amounts receivable after more than 1 year	

17.7 Additional information

Please provide information about the significance of investments to the charity's financial position or performance eg. terms and conditions of loans or the use of hedging to manage financial risk.	
For all investments measured at fair value, the basis for determining the value, including any assumptions applied when using a valuation technique.	
Where a charity has provided financial assets as a form of security, the carrying amount of the financial asset pledged as security and the terms and conditions relating to its pledge.	

(cont)

Other	Total
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-

exchanged between s, the fair value is the ivalent. For other ers' best estimate of

the
ıose held

Cost less impairment
£
-
-

-
-
-
-

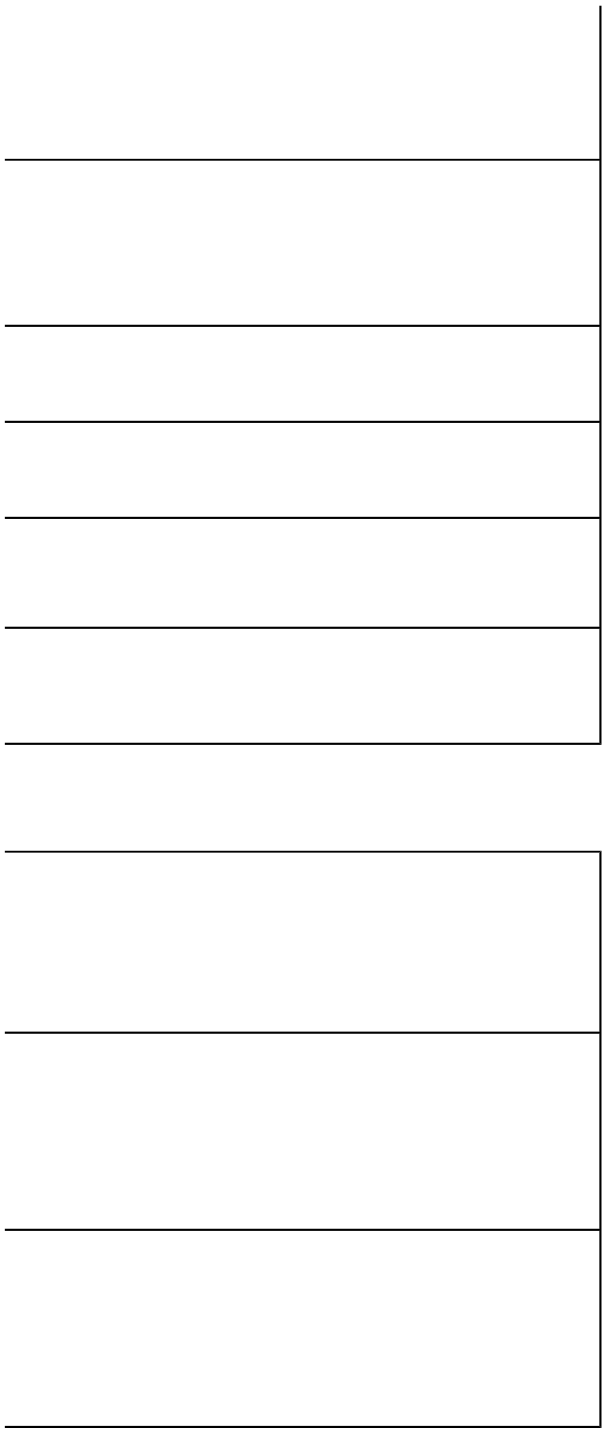
ıg note:

agreeing with the

Last year
£
-
-
-
-
-
-

	This year £	Last year £

	This year £	Last year £



Section C Notes to the accounts

Note 18 Stocks

Please complete this note if the charity holds any stock items

18.1 Please state the carrying amount of stock and work in progress analysed be activities.

	Stock		Donated goods	
	For distribution	For resale	For distribution	For resale
	£	£	£	£
Charitable activities:				
Opening	-	-	-	-
Added in period	-	-	-	-
Expensed in period	-	-	-	-
Impaired	-	-	-	-
Closing	**-**	**-**	**-**	**-**
Other trading activities:				
Opening	-	-	-	-
Added in period	-	-	-	-
Expensed in period	-	-	-	-
Impaired	-	-	-	-
Closing	**-**	**-**	**-**	**-**
Other:				
Opening	-	-	-	-
Added in period	-	-	-	-
Expensed in period	-	-	-	-
Impaired	-	-	-	-
Closing	**-**	**-**	**-**	**-**
Total this year	-	-	-	-
Total previous year	-	-	-	-

18.2 Please specify the carrying amount of any stocks pledged as security for liabilities	

(cont)

tween

Work in progress
£
-
-
-
-
-
-
-
-
-
-
-
-
-
-
-
-
-
-



Section C Notes to the accounts

Note 19 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

19.1 Analysis of debtors

Trade debtors	
Prepayments and accrued income	
Other debtors	
Total	

Please complete 19.2 where a material debtor is recoverable more than a year

19.2 Analysis of debtors recoverable in more than 1 year (included in debtor

Trade debtors	
Prepayments and accrued income	
Other debtors	
Total	

(cont)

This year £	Last year £
-	-
-	-
-	-
-	-

after the reporting date.

s above)

This year £	Last year £
-	-
-	-
-	-
-	-
-	-

Section C Notes to the accounts

Note 20 Creditors and accruals

Please complete this note if the charity has any creditors or accruals.

20.1 Analysis of creditors

	Amounts falling due within one year	
	This year £	**Last year £**
Accruals for grants payable	-	-
Bank loans and overdrafts	-	-
Trade creditors	-	-
Payments received on account for contracts or performance-related grants	-	-
Accruals and deferred income	5,000	50,000
Taxation and social security	3,458	-
Other creditors	971	967
Total	9,429	50,967

20.2 Deferred income

Please complete this note if the charity has deferred income.

Please explain the reasons why income is deferred.

The £5,000 in deferred income relates to a donation made specifically towards income will be recognised in the 2021 SOFA as income

Movement in deferred income account

Balance at the start of the reporting period	
Amounts added in current period	
Amounts released to income from previous periods	
Balance at the end of the reporting period	

(cont)

Amounts falling due after more than one year	
This year £	**Last year £**
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-

the 2021 scheme. This

This year £	Last year £
50,000	85,000
5,000	50,000
- 50,000	- 85,000
5,000	50,000

Section C Notes to the accounts

Note 21 Provisions for liabilities and charges

Please complete this note if you have included in charity expenditure any prov made when the charity has a liability of uncertain timing or amount.

21.1 Please provide:

- a brief description of any obligations on the balance sheet and the expected amount and timing of resulting payments;	***No provisions for liabilitie***
- an indication of the uncertainties about the amount or timing of those outflows; and	
- the amount of any expected reimbursement, stating the amount of any asset that has been recognised for that expected reimbursement.	

21.2 Movements in recognised provisions and funding commitment during the

Balance at the start of the reporting period	
Amounts added in current period	
Amounts charged against the provision in the current period	
Unused amounts reversed during the period	
Balance at the end of the reporting period	

21.3 For any funding commitment that is not recognised as a liability or provision, provide details of commitment made, the time frame of that commitment, any performance-related conditions and details of how the commitment will be funded (with contracts for capital expenditure separately identified).	
21.4 Where unrestricted funds have been designated to a fund commitment, please disclose the nature of any amounts designated and the likely timing of that expenditure.	

(cont)

isions. A provision is

s

period

This year £	Last year £
-	-
-	-
-	-
-	-
-	-

Section C Notes to the accounts

Note 22 Other disclosures for debtors, creditors and other basic financi

22.1 Please provide information about the significance of financial instruments (eg. debtors, creditors, investments etc) to the charity's financial position or performance, for example, the terms and conditions of loans or the use of hedging to manage financial risk.	
22.2 If the charity has provided financial assets as a form of security, the carrying amount of the financial assets pledged as security and the terms and conitions related to its pledge should be given here.	

(cont)

ial instruments



Section C Notes to the accounts

Note 23 Contingent liabilities and contingent assets

23.1 Contingent liabilities

Where the charity has contingent liabililities, please complete the following se possibility of their existence is remote.

Description of item including its legal nature. Please describe any security provided in connection to the liability.	Estimate of fi

23.2 Contingent assets

Where the charity has contingent assets, please complete the following sectio probable

Description of item	Estimate of fi

23.4 Other disclosures for contingent assets and/or liabilities

Please provide the following information where practicable:

Explain any uncertainties relating to the amount or timing of settlement; and the possibilty of any reimbursement	
Where it is not practical to make one or more of these disclosures, please state this fact	

(cont)

ction unless the

nancial effect

n when their existence is

nancial effect

Section C Notes to the accounts

Note 24 Cash at bank and in hand

Short term cash investments (less than 3 months maturity date)	
Short term deposits	
Cash at bank and on hand	
Other	
Total	

(cont)

This year £	Last year £
-	-
-	-
179,682	210,802
-	-
179,682	210,802

Section C Notes to the accounts

Note 25 Fair value of assets and liabilities

25.1 Please provide details of the charity's exposure to credit risk (the risk of incurring a loss due to a debtor not paying what is owed) , liquidity risk (the risk of not being able to meet short term financial demands) and market risk (the risk that the value of an investment will fall due to changes in the market) arising from financial instruments to which the charity is exposed at the end of the reporting period and explain how the charity manages those risks.

No credit risk, as no debtor at ye
market risk, as the charity does
Liquidity risk extremely low. Cas
exceeds the full year expenses.

25.2 Please give details of the amount of change in the fair value of basic financial instruments (debtors, creditors, investments (see section 11, FRS 102 SORP)) measured at fair value through the SoFA that is attributable to changes in credit risk.

(cont)

ear end. No exposure to
not hold any investments.
sh in bank at end of year

Section C Notes to the accounts

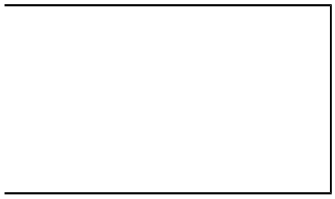
Note 26 Events after the end of the reporting period

Please complete this note events (not requiring adjustment to the accounts) h
the end of the reporting period but before the accounts are authorised which r
that arose after the end of the reporting period.

Please provide details of the nature of the event	
Provide an estimate of the financial effect of the event or a statement that such an estimate cannot be made	

(cont)

ave occurred after
elate to conditions





Section C Notes to the accounts (cont)

Note 27 Charity funds

27.1 Details of material funds held and movements during the CURRENT reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure f figure below should reconcile to 'Total funds' in the blanace sheet.

**** Key: PE - permanent endowment funds; EE - expendible endowment funds; R - restricted income funds, including special t unrestricted funds***

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
Other funds	**N/a**	**N/a**	-	-	-
		Total Funds	-	-	-

[redacted]

*or '**Other funds**'. The '**Total funds**'*

rusts, of the charity; and U -

Transfers £	Gains and losses £	Fund balances carried forward £
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-

Section C Notes to the accounts (cont)

Note 27 Charity funds (cont)

27.2 Details of material funds held and movements during the PREVIOUS reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure f figure below should reconcile to 'Total funds' in the blanace sheet.

**** Key: PE - permanent endowment funds; EE - expendible endowment funds; R - restricted income funds, including special t unrestricted funds***

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
			-	-	-
Other funds	**N/a**	**N/a**	-	-	-
		Total Funds	-	-	-

[redacted]

*or '**Other funds**'. The '**Total funds**'*

rusts, of the charity; and U -

Transfers £	Gains and losses £	Fund balances carried forward £
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-

Section C Notes to the accounts

Note 27 Charity funds (cont)

27.3 Transfers between funds

	Reason for transfer and where endowment is con income, legal power for its conversion
Between unrestricted and restricted funds	
Between endowment and restricted funds	
Between endowment and unrestricted funds	

27.4 Designated funds

Planned use	Purpose of the designation

(cont)

verted to	Amount

	Amount

Section C Notes to the accounts

Note 28 Transactions with trustees and related parties

If the charity has any transactions with related parties (other than the trustee expens details of such transactions should be provided in this note. If there are no transactio in the box or "False" if there are transactions to report.

28.1 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits employment with their charity or a related entity (True or False)

In the period the charity has paid trustees remuneration and benefits. Please give th for, any remuneration or other benefits paid to a trustee by the charity or any institut

Name of trustee	Legal authority (eg order, governing document)	Amounts pa	
		This ye	
		Remuneration	Pension contribution
		£	£

Please give details of why remuneration or other employment benefits were paid.

Where an ex gratia payment has been made to a trustee, provide an explanation of the nature of the payment.

28.2 Trustees' expenses

If the charity has paid trustees expenses for fulfilling their duties, details of such tra this note. If there are no transactions to report, please enter "True" in the box below report, please enter "False".

No trustee expenses have been incurred (True or False)

Type of expenses reimbursed	This
	£

Travel	
Subsistence	
Accommodation	
Other (please specify):	
TOTAL	

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity

28.3 Transaction(s) with related parties

Please give details of any transaction undertaken by (or on behalf of) the charity in wh interest, including where funds have been held as agent for related parties. If there a enter 'true' in the box provided.

There have been no related party transactions in the reporting period (True or False)

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	Amount	Balance at period end
			£	£

In relation to the transactions above, please provide the terms and conditions, including any security and the nature of any payment (consideration) to be provided in settlement.

For any related party, please provide details of any guarantees given or received.

(cont)

ses explained in guidance notes)
ons to report, please enter "True"

from an | **1**

e amount of, and legal authority
ion or company connected with it.

aid or benefit value

ear		**Last year**
Redundancy (including loss of office)/ex gratia	**Other**	**TOTAL**
	£	**£**

nsactions should be provided in
. If there are transactions to

year	**Last year**
£	**£**

hich a related party has a material
ıre no such transactions, please

Provision for bad debts at period end	Amounts written off during reporting period
£	£

ote 29 Additional Disclosures

he following are significant matters which are not covered in other notes and need to be included o provide a proper understanding of the accounts. If there is insufficient room here, please add a eparate sheet.

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name Social Mobility Business Partnership		
On accounts for the year ended	31 December, 2020	**Charity no (if any)**	1174309
Set out on pages	3-37 (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and basis of report

As the charity's trustees, 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 Trust'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

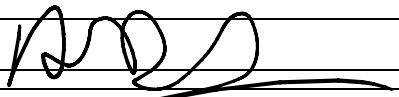
[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete* [ ] *if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

I have 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.

* *Please delete the words in the brackets if they do not apply.*

Signed:		**Date:**	21 September, 2021
Name:	Andrew Boucher		
Relevant professional qualification(s) or body	ACA		

(if any):	
Address:	15 Dealtry Road
	Putney
	London SW15 6NL

Section B	**Disclosure**
	Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	No issues noted