

CODE YOUR FUTURE

England & Wales · Charity number 1174929

Details

Status Registered

Legal form CIO

Registered 2017-10-02

Register [View on the Charity Commission register](#)

Contact

Address Code Your Future
4th Floor
Silverstream House
45 Fitzroy Street
Fitzrovia
London

Phone 0333 339 5250

Email contact@codeyourfuture.io

Website <https://codeyourfuture.io/>

Activities

Objects: TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT IN SUCH PARTS OF THE WORLD AS THE TRUSTEES SHALL DECIDE BY PROVIDING ACTIVITIES AND SUPPORT WHICH DEVELOP AN INDIVIDUAL'S CAPABILITIES, COMPETENCES, UNDERSTANDING AND EMPLOYABILITY, IN PARTICULAR BUT NOT EXCLUSIVELY, BY PROVIDING IT AND SOFTWARE DEVELOPMENT COURSES, PROFESSIONAL MENTORING AND EMPLOYABILITY ADVICE TO BENEFICIARIES WITH THE AIM OF FACILITATING THEIR INTEGRATION INTO A PROFESSIONAL WORK ENVIRONMENT.FOR THE PURPOSES OF THIS CLAUSE "BENEFICIARIES" ARE DEFINED AS PERSONS GRANTED REFUGEE STATUS AND PERSONSSEEKING ASYLUM AND PERSONS WHOSE INCOME IS BELOW 60% OF THE MEDIAN HOUSEHOLD INCOME, BASED ON THESURVEY OF INCOME POVERTY IN THE UK CALLED HOUSEHOLDS BELOW AVERAGE INCOME (HBAI).

Activities: We offer a 6-month training program to help every single refugee and disadvantaged person with the dream of becoming a software developer

Classification

- **How:** Makes Grants To Individuals, Provides Other Finance, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, Other Defined Groups, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,152,314	£1,005,399	£951,896	13
2023-12-31	£1,157,755	£1,319,309	£804,981	17
2022-12-31	£1,509,417	£1,193,733	£966,535	13
2021-12-31	£960,775	£577,003	£653,308	12
2020-12-31	£599,564	£439,405	£269,536	5

Trustees

Name	Role	Appointed
Joy Maitland MBE	Chair	2024-10-14
Barath Vignarajah		2024-10-14
Christopher Bond		2025-01-14
Daniela Maria Sozzi		2025-01-14
Rosemary Hitchcock		2026-06-09
Rustum Rau		2026-06-09
STEPHEN GRANT		2017-04-10
Syed Raza		2025-10-15

CODE YOUR FUTURE

England & Wales - Charity number 1174929

Accounts

Charity no. 1174929
OSCR no. SCO50753

Code Your Future
Report and Audited Financial Statements
31 December 2024

Code Your Future

Reference and administrative details

For the year ended 31 December 2024

Charity number	1174929																		
OSCR number	SCO50753																		
Registered office and operational address	4th Floor Silverstream House 45 Fitzroy Street Fitzrovia London W1T 6EB																		
Trustees	The trustees who served during the year and up to the date of this report were as follows: <table><tr><td>Joy Maitland - Chair</td><td>appointed 14 October 2024</td></tr><tr><td>Christopher Bond</td><td>appointed 14 January 2025</td></tr><tr><td>Stephen Grant</td><td></td></tr><tr><td>Ieva Kajokaite</td><td>resigned 24 December 2024</td></tr><tr><td>Christian Miccio</td><td>resigned 24 December 2024</td></tr><tr><td>Christina O'Beirne</td><td>resigned 24 June 2024</td></tr><tr><td>Daniela Sozzi</td><td>appointed 14 January 2025</td></tr><tr><td>Barath Vignarajah</td><td>appointed 14 October 2024</td></tr><tr><td>Christopher Whalley</td><td>appointed 14 January 2025</td></tr></table>	Joy Maitland - Chair	appointed 14 October 2024	Christopher Bond	appointed 14 January 2025	Stephen Grant		Ieva Kajokaite	resigned 24 December 2024	Christian Miccio	resigned 24 December 2024	Christina O'Beirne	resigned 24 June 2024	Daniela Sozzi	appointed 14 January 2025	Barath Vignarajah	appointed 14 October 2024	Christopher Whalley	appointed 14 January 2025
Joy Maitland - Chair	appointed 14 October 2024																		
Christopher Bond	appointed 14 January 2025																		
Stephen Grant																			
Ieva Kajokaite	resigned 24 December 2024																		
Christian Miccio	resigned 24 December 2024																		
Christina O'Beirne	resigned 24 June 2024																		
Daniela Sozzi	appointed 14 January 2025																		
Barath Vignarajah	appointed 14 October 2024																		
Christopher Whalley	appointed 14 January 2025																		
Senior management personnel	Germán Bencchi - Founder/CEO Liliana Bermudes - Chief Strategy Officer Alec McCrindle - Director of Community and Marketing (part-time), Safeguarding Officer Daniel Wagner Hall - Director of Education Karen Klein - Director of Product & Professional Development Sally McGrath - Director of Programme																		
Bankers	HSBC Bank PLC 1 Centenary Square Birmingham B1 1HQ																		
Solicitors	Travers Smith 10 Snow Hill London EC1A 2AL																		
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD																		

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure, Governance and Management

Constitution

Code Your Future (CYF) is a Charitable Incorporated Organisation (CIO) established in England. Its charitable object is to advance education for the public benefit by providing IT and software development courses, professional mentoring and employability advice primarily to refugees, asylum seekers, and persons with income below 60% of the median household income, with the aim of facilitating their integration into professional work environments.

Governing document

The organisation operates under a CIO constitution where the only voting members are its trustees. This document outlines the organisation's objects, powers, governance structure, decision-making processes, and financial management. It includes provisions for trustee appointment, meetings, conflicts of interest, record-keeping, and dissolution procedures in compliance with the Charities Act 2011.

Trustee recruitment and appointment

The CIO requires between 3 and 12 charity trustees. New trustees are appointed by resolution at trustee meetings for three-year terms. When selecting individuals, existing trustees must consider the skills, knowledge and experience needed for effective administration. Trustees must be natural persons aged at least 16, with at least one trustee being 18 or older. The first trustees were appointed for specified terms between 2-4 years.

Induction and training of trustees

New trustees receive a copy of the current constitution and the CIO's latest Trustees' Annual Report and statement of accounts before or upon their appointment. This ensures they understand the organisation's governance framework and financial position from the start of their tenure.

2024 Organisational structure

Members of Staff	Full-time	Part-time
	10	5

Roles	C-Level	Director	Mid-level	Junior
	2	4	5	4

Remuneration policy

There is a salary band system that aligns with the levels of seniority and accountability within the organisation, whose levels are benchmarked against similar-sized charities.

Salaries are determined and reviewed considering factors such as the organisation's annual income, financial sustainability projections and the scope of responsibilities for each role.

Updates reflect changes in industry standards, cost of living, and the evolving needs of the organisation.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Decision-making process

The Board of Trustees provides strategic direction and fiduciary oversight. It's responsible for ensuring the organisation's activities and operations comply with all relevant legal and regulatory requirements. The Board is accountable for the charity's financial management and long-term sustainability. The diverse professional backgrounds of our trustees includes leaders in professional development, tech, engineering, consulting, and law. This ensures a robust and well-rounded skill set to guide our initiative.

The executive leadership manages the day-to-day delivery of the charity's mission, which includes the implementation of strategic plans, managing the organisation's operations, and overseeing the training and development of our employees.

The Board and executive team work collaboratively to drive the charity's progress. Regular reporting and open communication between the two groups foster a culture of transparency and shared accountability.

Through this governance structure, we leverage the strategic guidance of the Board while empowering our executive team to make timely decisions and effectively manage the charity's activities.

Risk management

The trustees regularly review the major risks to which the charity is exposed, including financial, operational, reputational, and strategic risks. Systems and procedures have been established to manage these risks, including internal controls, safeguarding training, and ongoing performance monitoring. The impact of economic uncertainty and tech-sector volatility has been identified as a key risk, and mitigation strategies include diversification of funding sources and curriculum adaptability.

Related parties and key partnerships

Capgemini

Capgemini has been our strategic partner since 2019, supporting CYF's work across England. In 2024, 138 Capgemini employees volunteered, supporting the teaching and mentoring of CYF trainees. To date, 92 graduates have become employees at Capgemini in several business units and roles.

Slack

The partnership with Slack established in 2023 was renewed in 2024 and, together, we have developed a world-class systems engineering curriculum. The programme delivered in partnership with Slack, saw 100% of participants gain employment in 2024.

Hg Foundation

In 2024, we established a 3-year partnership with Hg Foundation, a grant-giving charity focused on improving tech education and skills. With The Hg Foundation's partnership over the next 3 years, CYF will be expanding communities to three new cities across the UK by 2027. Part of the grant will also contribute funding and support with data and impact measurement, and scoping out an independent evaluation.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Objectives and activities

Aims and purpose:

Code Your Future aims to advance education by providing IT and software development courses, professional mentoring and employability advice to its beneficiaries. The organisation focuses on developing individuals' capabilities, competencies, understanding, and employability, with the ultimate goal of facilitating their integration into professional work environments.

Legal purposes and public benefit statement

The organisation's legal purposes are charitable as defined by law, specifically focusing on the advancement of education for public benefit. The constitution explicitly states that beneficiaries include persons granted refugee status, persons seeking asylum, and individuals whose income falls below 60% of the median household income (based on the Households Below Average Income survey). The constitution also includes provisions ensuring compliance with charity law across the UK, stating that nothing in the constitution shall authorise applications of property for purposes that are not charitable according to the relevant legislation in Scotland and Northern Ireland. The trustees have had due regard to the Charity Commission's guidance on public benefit.

Strategies to achieve objectives

CYF has implemented several initiatives to meet our core objectives of connecting diverse talent with quality opportunities and building sustainable partnerships across the corporate landscape, these include:

Corporate partnership development

We offer tailored partnership and recruitment packages to companies actively seeking to diversify their talent pipelines. These packages include prioritised access to our talent pool and customised recruitment support. By structuring these partnerships around measurable hiring outcomes, we ensure mutual benefit and sustainable engagement.

Mentorship community cultivation

We are building a thriving professional community centred on quality mentorship. This community serves as both a development resource for our trainees and a network of advocates within target organisations. We've implemented a mentorship programme to maintain high-quality guidance for participants.

Community mentorship

We are leveraging our professional community to develop quality corporate leads, creating direct pathways for introducing our talent to potential employers. This approach includes facilitating networking events, organising targeted introductions, and maintaining an active corporate engagement programme that highlights our talent's capabilities and readiness.

Strategic lead generation

We are strategically prioritising grants from corporate sources interested in developing diversity hiring pipelines. This approach aligns our funding sources with our mission objectives, creating a virtuous cycle where grant activities directly support our talent placement goals while providing corporate partners with measurable diversity outcomes.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Adaptive training

We continually update our training curriculum to meet the evolving demands of the skilled market. This process involves regular industry consultation, skills gap analysis, and trend monitoring to ensure our programme remains relevant and valuable. By maintaining this dynamic approach to curriculum development, we prepare our talent for both current market needs and emerging opportunities.

Criteria for measuring success

Our criteria for measuring success includes:

- a) **employment outcomes:** the percentage of graduates who secure tech-related jobs or internships within a specified timeframe after completing our courses;
- b) **programme completion rates:** we track the number of participants who complete our courses, and
- c) **education advancement:** we monitor the number of participants who progress to full-time university studies in tech-related fields.

Significant activities

Training

We offer a part-time comprehensive programme designed to help people develop digital and professional skills, leading to a job in tech after completion. The programme is structured by courses to be taken alongside people's commitments, such as work, parenting, etc. The preparation work is done online, and complementary in-person sessions happen on Saturdays.

The following courses took place in 2024:

Basic Online Skills - 3 weeks: designed to enhance smartphone skills for individuals with basic device knowledge. Participants will learn essential functionalities like browsing, searching, using apps, managing social media, and exploring digital banking and shopping;

Intro to Digital (ITD) - 4 weeks: the hybrid course introduces individuals to the fundamentals of digital technology, incorporating generative AI tools; and

Intro to Programming (ITP) - 12 weeks: focuses on core programming concepts, including data structures, algorithms, testing, UI design, object-oriented programming (OOP) principles, and Git.

Employability Support

As part of our offer, we continue to support our graduates until they are ready to secure a job. We help them with CV writing, interview skills, and targeted role preparation. Additionally, we match them with job opportunities within our recruitment partner network and the broader community.

Achievements and performance

Key activities and achievements

In early 2024, we initiated discussions about delivering more focused and efficient learning through shorter, high-impact courses. Our end goal was to increase the level of what we teach to reflect the new job market by teaching more fundamental, transferable skills and doing so more effectively.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Therefore, from May to August 2024, we started an essential change in our curriculum, which led to a whole redesign of our courses' structure. In June 2024, we launched the redesign project with volunteers assembling the new, separate courses. These courses included modifications to ITD and the design of ITP, Piscine, and SDC programs, which are described below.

In September, we launched the redesigned programme, starting with the new ITD, and in October 2024, we kicked off the first ITP. Towards the end of that ITP (December 2024), we made significant edits to the first few weeks of ITP.

The updates were led by our Director of Programme, together with a group of eight tech professionals, all of whom are longstanding volunteers in our Curriculum team. External partners and curriculum specialists also contributed with feedback and invaluable input.

The implemented changes allowed CYF to break up the course into shorter ones that run more frequently, making it easier:

- for learners to retry the course if needed, or give up if appropriate;
- encourage people to retry or give up (there are now lower stakes to this);
- to assess people and give feedback at various stages;
- open up alternative outcomes other than becoming a software engineer; and
- to follow courses independently, people can study on their own at home, e.g. if they aren't near one of our regions.

Courses description

Introduction to Digital (4 weeks)

- practical administrative skills, including AI utilisation and spreadsheet development;
- foundational coding with HTML/CSS for basic front-end development; and
- complementary Saturday in-person workshops available.

Introduction to Programming (16 weeks)

- data-centric curriculum covering structure, flow development, and testing methodologies;
- technical skills development in JavaScript, SQL and Python; and
- regional in-person delivery across all locations.

Piscine (3 weeks)

- intensive in-person training focused on individual and collaborative software development; and
- serves as a qualification gateway for advanced studies.

Software Development Course (16 weeks)

- advanced software engineering principles: abstraction, patterns, complexity, and logic; and
- available to successful Piscine graduates.

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Report of the trustees

For the year ended 31 December 2024

Milestones and benchmarks

This year, Code Your Future continued to scale its social and economic impact through inclusive tech education and community-driven delivery:

Impact area	Key metric (2024)
Total learners supported	520 individuals across 6 UK regions and South Africa
Graduate job placements	31 secured roles in tech or digital sectors
Volunteer contribution	400+ volunteers joined our community
Cities reached	7 cities including Glasgow, Birmingham, Cape Town
New courses launched	3 redesigned modular programmes rolled out
Cumulative job placements	300+ since inception

These results underscore CYF's growing ability to connect underrepresented talent with career opportunities in the tech ecosystem, while strengthening community networks through mentorship and volunteerism.

Volunteer contributions

CYF is a volunteer-led organisation that relies on the support of professionals who kindly share their time and skills with our community. They are at the forefront of delivering our technical and mentorship programmes in our six regions in the UK and South Africa.

Our volunteers know about the organisation mainly through word of mouth, and actively search for volunteering opportunities in tech, happening both via social media and internet search. In 2024, more than 400 volunteers, in remote and in-person roles, joined our organisation.

Our trainees rely on continuous guidance each year to facilitate content, mentor, provide feedback, manage projects, review CVs, conduct mock interviews, offer code reviews, and organise events.

London

From January to August 2024, volunteers facilitated the Portfolio Module and employability sessions, assisting graduates with job applications and providing ongoing motivation to secure tech roles. Additionally, we hosted six volunteer-led Basic Online Skills workshops in 2024.

North West

Between January and August 2024, volunteers supported trainees in completing the second half of the Software Development Programme, progressing from JavaScript to the Launch Module. In September 2024, we held our final demo in Birmingham, featuring teams from both North West and West Midlands communities. Our volunteers assisted with the logistical organisation of this event. Furthermore, in August 2024, volunteers organised an in-person recruitment event to address the need for additional volunteers in the region for our new programme.

West Midlands

Similar to Manchester, the volunteers in Birmingham assisted trainees throughout the first three quarters of the year, helping them develop the technical skills necessary to complete the course. Additionally, they organised a networking event to provide trainees and graduates with professional support in their tech job search. As mentioned previously, in September 2024, volunteers assisted with the logistical coordination of the graduation demo for our community members.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Scotland

In Glasgow, volunteers supported the Portfolio Module from January to May and subsequently facilitated employability sessions for trainees after they had completed their portfolios. In June 2024, volunteers partnered with Code Division to organise a networking event and mini job fair, providing a platform for trainees to showcase their demos at an in-person event in central Glasgow. Volunteers also represented us at events such as Turing Fest, held in July, to recruit additional volunteers.

Sheffield

As our newest region, Sheffield formally commenced operations in the second half of 2024, hosting a Basic Online Skills course, followed by our first Intro to Digital course. Volunteers played a vital role in delivering the Saturday sessions.

South Africa

In February 2024, South Africa secured a venue partnership with Mustadafin, another NGO focusing on food distribution and skills training. The region hosted multiple BOS courses. The volunteers have since hosted multiple in-person classes at this venue as well as a Community event in October 2024 to advertise the CYF Software Development Programme.

Remote volunteer-led activities

During the first half of 2024, our remote volunteers contributed to various roles within Code Your Future products, facilitated online employability sessions, and provided online support. However, as detailed below, the nature of remote contributions has evolved during the rest of 2024.

Volunteer contributions across all regions from September 2024

We have adapted our programme and restructured our volunteer teams in response to the evolving tech industry landscape. The Software Development Course has been divided into four progressive courses, allowing us to create specialised volunteer teams based on professional experience and availability. Our courses now start simultaneously in all six regions, with new cohorts beginning every other month. Consequently, we continually recruit, form, and empower volunteer teams to support each cohort.

In addition to in-person regional support, we have introduced online opportunities for volunteers unable to participate in person. These include code reviews, pair programming, participation in our ITD/ITP Slack workspaces, online support for midweek ITD sessions, course progression checks, and assistance with remote Saturday sessions.

Investment and fundraising performance

External factors affecting performance

The past year presented significant external challenges that impacted our operational environment and performance metrics. The labour market underwent substantial changes, with technology sector layoffs creating a surplus of available talent while simultaneously reducing traditional funding sources. Junior recruitment slowed considerably as emerging technologies altered hiring volumes and patterns across our sector.

UK labour productivity continued its downward trajectory, presenting additional obstacles to organisational efficiency during a period already marked by global political and economic uncertainty. These combined factors required strategic adjustments to our operational approach and resource allocation, while reinforcing the importance of our mission during challenging economic times.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Environmental sustainability

While Code Your Future's activities have a relatively low environmental footprint, we are mindful of our responsibility to reduce our impact wherever possible. In 2024, we took the following steps:

- **hybrid programme delivery:** continued to offer blended learning formats, reducing travel requirements for staff, trainees, and volunteers;
- **sustainable venues:** prioritised venue partnerships with shared community centres and co-working spaces that follow energy efficiency or zero-waste practices;
- **digital-first operations:** increased use of cloud collaboration tools to limit printing, minimise waste, and support remote delivery across all regions; and
- **equipment reuse:** distributed refurbished laptops and IT equipment, avoiding unnecessary purchases and supporting a circular tech economy.

We are exploring the inclusion of sustainability objectives in future strategy cycles and welcome the opportunity to align with partner organisations on shared environmental goals.

Financial review

Financial performance summary

The consolidated financial statements for the year to 31 December 2024 are for Code Your Future and its wholly-owned trading subsidiary, CodeYourFuture Labs Ltd.

For the year to 31 December 2024, funds raised from grants, donations and partnerships amount to £1,152,314 (2023: £1,157,755), of which unrestricted income was £841,673 (2023: £968,601) and £310,641 was restricted income (2023: £189,154).

CodeYourFuture Labs Ltd contributed £232,576 (2023: £359,992) to unrestricted funds. CodeYourFuture Labs Ltd donates all its profits to Code Your Future, as per a deed of covenant.

During the year, £142,521 of income and expenditure was recorded relating to the value of gifts in kind donated to the charity throughout the year. These gifts comprised office and venue spaces donated for trainee, volunteer, and staff co-working and classes, as well as IT equipment, software, and licences, compared to £228,049 in 2023. Were 2023 gifts in kind revised from fair market value to align with SORP requirements of the amount Code Your Future would be willing to pay for these gifts if they were not donated and had to be paid for; this revised value would be comparable to the 2024 gift in kind value.

Expenditure during the year was £1,005,399 (2023: £1,319,309), representing a reduction from 2023. Staff costs (£177k reduction from 2023) are also reflected in the decrease in average staff numbers in 2024, where we had 13 employees compared to 17 in 2023. There were also some reductions in income and expenditure relating to the method of valuing gifts in kind in 2024 to bring it in line with SORP requirements, as mentioned above.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

£797,901 of expenditure was spent on charitable activities (2023: £1,071,578), as savings were realised in areas such as staff costs, IT costs, and rent valuations. There were some temporary savings in trainee expense reimbursement due to programme changes, but they are expected to rise again in 2025. £207,498 was spent on fundraising (2023: £247,731). Support and governance costs of £160,524 (2023: £191,273) were apportioned and are included within the values for charitable activities and fundraising expenditure.

At the end of the year, the charity held £951,896 (2023: £804,981) of funds, of which £683,066 related to unrestricted funds (2023: £520,314). These funds are available for the trustees to use in accordance with the charity's objectives.

£268,830 (2023: £284,667) related to restricted funds, which are designated for specific purposes as stipulated by the donors. All restricted funds are expected to be spent in 2025.

To streamline its administrative burden and optimise its overheads, Code Your Future plans to simplify its group structure starting in 2025 by integrating the activities of its wholly owned subsidiary, CodeYourFuture Labs Ltd, into the charity. A review found that all CodeYourFuture Labs Ltd's activities are primarily for the purpose of trading, directly supporting the charity's objectives. The plan is to bring these activities and income streams into Code Your Future CIO, make CodeYourFuture Labs Ltd dormant, register the charity for VAT, and transfer existing contracts from CodeYourFuture Labs Ltd to the charity.

Going concern statement

The trustees have assessed the charity's ability to continue as a going concern and have a reasonable expectation that the charity has adequate resources to continue its operational activities for the foreseeable future, being at least 12 months from the date these financial statements were approved. In making this assessment, the trustees have considered the charity's current financial position, its plans, and potential risks and uncertainties. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reserves policy

Total Funds at Year-End: £951,896

Breakdown of restricted, unrestricted and designated funds

Restricted:	£268,830
Unrestricted (general):	£683,066
Unrestricted (designated):	£nil

Plans for reserve utilisation

The current reserve policy is set at £300k. However, this policy is due to be revised, discussed and updated by the trustees during the course of 2025, to better align with the charity's activities and future operating plans.

During 2024, the charity opted not to invest its surplus reserves in high-risk investment vehicles, instead holding these funds in low-risk, interest-bearing accounts designed to mitigate the impact of inflation. Recognising the need to optimise the long-term value and sustainability of its resources, the Board of Trustees intends to evaluate the most appropriate investment options for excess cash in 2025, aligning this assessment with the broader review of the charity's strategy and operational plans.

Fundraising

This section outlines how Code Your Future approaches fundraising in accordance with the Charities (Protection and Social Investment) Act 2016.

(a) The approach taken by CYF to activities for fundraising

Our fundraising activities primarily focus on generating voluntary income through various methods. These include online donations (via our website button) and a small number of corporate fundraising events. A portion of our voluntary income is also raised through campaigns and events organised by individuals and partners who fundraise on our behalf, often using platforms like JustGiving. We do not employ professional fundraisers or commercial participants for these activities; all direct fundraising is managed in-house, with support provided to those fundraising on our behalf. While grants and income from corporate services form a significant portion of our overall funding, this report section focuses specifically on fundraising from the public, which accounts for 3% of our income.

(b) Whether the charity or any person acting on behalf of the charity was subject to any voluntary scheme or standard for regulating fundraising:

CYF is not currently registered with the Fundraising Regulator and is not formally subject to any mandatory or voluntary fundraising regulation scheme. However, we are committed to ethical fundraising practices and adhere to the principles outlined in the Code of Fundraising Practice in all our activities. We place a strong emphasis on responsible behaviour when fundraising, processing personal data in compliance with GDPR, and handling donations with care.

(c) Any failure to comply with a scheme or standard mentioned under paragraph (b):

As we are not formally part of a voluntary fundraising scheme, we have not experienced any instances of non-compliance with such a scheme.

(d) Whether the charity monitored activities carried on by any person on behalf of the charity for fundraising, and, if so, how it did so:

Yes, we monitor the activities of individuals and partners who fundraise on our behalf, such as those using platforms like JustGiving. These individuals include volunteers, members of the public, and staff from partner companies. Although the amounts raised through these individual efforts are typically small, we provide support and guidance, including branding guidelines, which are delivered through our partners where applicable. We also monitor their fundraising pages to ensure that the messaging aligns with our values and mission.

(e) The number of complaints received by the charity or a person acting on its behalf about activities for fundraising:

The charity has a formal complaints procedure in place, and any concerns regarding fundraising activities can be directed to the CEO or Board of Trustees for prompt investigation. We are pleased to report that we received no complaints about our fundraising activities in the last financial year.

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Report of the trustees

For the year ended 31 December 2024

(f) What the charity has done to protect vulnerable people and other members of the public from certain behaviour in the course of fundraising:

Safeguarding vulnerable people and the public is a priority in all our activities, including fundraising. We are committed to ensuring that our fundraising does not involve unreasonable intrusions on privacy, unreasonably persistent approaches, or undue pressure to give. Our approach to mitigating these risks includes:

- **targeted fundraising:** we deliberately minimise direct fundraising activities towards the general public and do not target low-income or vulnerable individuals. Our limited direct appeals are primarily aimed at high-net-worth individuals and corporations;
- **safeguarding:** We provide internal safeguarding training for our staff and volunteers to help them understand how to identify and protect vulnerable people across all our work, which informs our interactions in fundraising contexts;
- **policies and procedures:** we have a Code of Conduct, Safeguarding Policy, and Complaints Policy that underpin our commitment to treating everyone with respect and protecting vulnerable individuals; and
- **monitoring and feedback:** we regularly monitor our community and fundraising efforts, and encourage individuals to raise any concerns regarding the mishandling or potential vulnerability of others.

By focusing our limited fundraising efforts and embedding safeguarding principles, we strive to ensure that our fundraising is conducted in a respectful and safe manner.

Lessons learned and future strategy

As we reflect on our journey thus far, we've gained valuable insights that are shaping our path forward. These lessons have helped us understand how to enhance our impact and ensure long-term sustainability.

Deepen strategic partnerships

Our experience has shown that transactional relationships with employers yield limited results. Moving forward, we want to prioritise and cultivate deeper and more collaborative partnerships. By co-designing recruitment pathways, offering exclusive access to our talent pool, and providing ongoing support during the onboarding process, we aim to create direct hiring pipelines that benefit both our graduates and partner organisations.

Integration of our professional community

We've recognised our professional community as a core asset that drives success across multiple dimensions of our work. Our strategy involves further integrating this community into all aspects of our operations — from providing quality mentorship to our trainees, offering critical feedback on curriculum development, generating valuable corporate leads, and even unlocking new funding opportunities.

Diversify and secure funding streams

The importance of financial resilience has become increasingly apparent. We are actively pursuing a broader range of funding beyond corporate grants, exploring impact investment opportunities, government funding sources, and developing earned revenue models that align with our mission. This diversified approach to funding will provide greater stability, reducing reliance on any single source while enabling us to scale our operations and extend our reach to more communities.

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Report of the trustees

For the year ended 31 December 2024

Implement agile and data-driven curriculum iteration

The rapid pace of technological change demands a more responsive approach to curriculum development. We are formalising a system for agile curriculum updates based on real-time market data and direct employer feedback. This structured yet flexible framework will ensure our training programmes remain highly relevant, equipping our participants with the skills most valued in the current marketplace while anticipating emerging needs.

Sharpen the value proposition for employers

In a competitive hiring market, we learned that articulating our unique value has proven essential. We are refining how we communicate the tangible benefits of hiring from our programmes, using data and success stories to quantify the advantages of our diverse, well-mentored talent pool to strengthen our position as a valuable talent pipeline.

Build resilience and adaptability

Perhaps our most significant lesson has been the importance of organisational flexibility in the face of uncertainty. We are intentionally embedding resilience and adaptability into all operational aspects, from programme delivery models to partnership structures. This approach will enable us to navigate future economic fluctuations and technological disruptions effectively, ensuring our continued ability to serve both our participants and employer partners regardless of external conditions.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity are not required to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Code Your Future

Report of the trustees

For the year ended 31 December 2024

Auditors

Godfrey Wilson Limited were appointed as auditors to the group and parent charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 3 July 2025 and signed on their behalf by



Stephen Grant - Trustee

Independent auditors' report

To the trustees of

Code Your Future

Opinion

We have audited the financial statements of Code Your Future (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 December 2024 which comprise the consolidated statement of financial activities, consolidated and parent charity balance sheets, consolidated statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and the Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 6 & 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 7 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Independent auditors' report

To the trustees of

Code Your Future

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report

To the trustees of

Code Your Future

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Independent auditors' report

To the trustees of

Code Your Future

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008, and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Godfrey Wilson Limited

Date: 4 July 2025

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Godfrey Wilson Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Code Your Future

Consolidated statement of financial activities

For the year ended 31 December 2024

	Note	Restricted £	Unrestricted £	2024 Total £	2023 Total £
Income from:					
Donations	3	-	306,818	306,818	297,555
Charitable activities	4	310,641	401,025	711,666	676,644
Other trading activities	5	-	126,918	126,918	180,870
Investments		-	6,912	6,912	2,686
Total income		<u>310,641</u>	<u>841,673</u>	<u>1,152,314</u>	<u>1,157,755</u>
Expenditure on:					
Raising funds		-	207,498	207,498	247,731
Charitable activities		<u>326,478</u>	<u>471,423</u>	<u>797,901</u>	<u>1,071,578</u>
Total expenditure	6	<u>326,478</u>	<u>678,921</u>	<u>1,005,399</u>	<u>1,319,309</u>
Net income / (expenditure) and movement in funds	7	(15,837)	162,752	146,915	(161,554)
Reconciliation of funds:					
Total funds brought forward		<u>284,667</u>	<u>520,314</u>	<u>804,981</u>	<u>966,535</u>
Total funds carried forward		<u><u>268,830</u></u>	<u><u>683,066</u></u>	<u><u>951,896</u></u>	<u><u>804,981</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the accounts.

Code Your Future

Consolidated balance sheets

As at 31 December 2024

	Note	The group 2024 £	The group 2023 £	The charity 2024 £	The charity 2023 £
Fixed assets					
Tangible assets	10	792	1,221	792	1,221
Investments	11	-	-	100	100
		<u>792</u>	<u>1,221</u>	<u>892</u>	<u>1,321</u>
Current assets					
Debtors	14	149,549	27,886	512,779	326,480
Cash at bank and in hand		<u>1,121,355</u>	<u>1,113,049</u>	<u>513,123</u>	<u>539,144</u>
		1,270,904	1,140,935	1,025,902	865,624
Liabilities					
Creditors: amounts falling due within 1 year	15	<u>319,800</u>	<u>337,175</u>	<u>74,898</u>	<u>61,964</u>
Net current assets		<u>951,104</u>	<u>803,760</u>	<u>951,004</u>	<u>803,660</u>
Net assets	17	<u>951,896</u>	<u>804,981</u>	<u>951,896</u>	<u>804,981</u>
Funds	18				
Restricted funds		268,830	284,667	268,830	284,667
Unrestricted funds		<u>683,066</u>	<u>520,314</u>	<u>683,066</u>	<u>520,314</u>
Total charity funds		<u>951,896</u>	<u>804,981</u>	<u>951,896</u>	<u>804,981</u>

Approved by the trustees on 3 July 2025 and signed on their behalf by



Stephen Grant - Trustee

Code Your Future**Consolidated statement of cash flows****For the year ended 31 December 2024**

	2024	2023
	£	£
Cash used in operating activities:		
Net movement in funds	146,915	(161,554)
Adjustments for:		
Depreciation charges	429	823
Interest from investments	(6,912)	(2,686)
Decrease / (increase) in debtors	(121,663)	43,855
Increase / (decrease) in creditors	(17,375)	186,749
Net cash provided by operating activities	<u>1,394</u>	<u>67,187</u>
Cash flows from investing activities:		
Interest from investments	<u>6,912</u>	<u>2,686</u>
Net cash provided by / (used in) investing activities	<u>6,912</u>	<u>2,686</u>
Increase in cash and cash equivalents in the year	8,306	69,873
Cash and cash equivalents at the beginning of the year	<u>1,113,049</u>	<u>1,043,176</u>
Cash and cash equivalents at the end of the year	<u><u>1,121,355</u></u>	<u><u>1,113,049</u></u>

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

Code Your Future

Notes to the financial statements

For the year ended 31 December 2024

1. Accounting policies

a) General information and basis of preparation

Code Your Future is a Charitable Incorporated Organisation registered in England and Wales. The registered office address is 4th floor, Silverstream House, 45 Fitzroy Street, Fitzrovia, London, W1T 6EB.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Code Your Future meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Group accounts

These financial statements consolidate the results of the charity and its wholly-owned (controlled) subsidiary on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities has not been presented for the charity.

c) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

d) Income

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

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

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

e) Donated services and facilities

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

Notes to the financial statements

For the year ended 31 December 2024

1. Accounting policies (continued)

e) Donated services and facilities (continued)

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

f) Interest receivable

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

g) Funds accounting

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

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

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

i) Allocation of support costs

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

	2024	2023
Raising funds	32.3%	29.1%
Charitable activities	67.7%	70.9%

j) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	5 years
Office equipment	5 years

Items of equipment are capitalised at the discretion of trustees.

Notes to the financial statements

For the year ended 31 December 2024

1. Accounting policies (continued)

k) Investments in subsidiary undertakings

Investments in subsidiaries are measured at cost less impairment.

l) Debtors

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

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors

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

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

p) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

q) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

r) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are gifts in kind as described in note 1(e) above and below.

Notes to the financial statements

For the year ended 31 December 2024

1. Accounting policies (continued)

r) Accounting estimates and key judgements (continued)

Donated services and facilities:

The trustees have exercised judgement in relation to the recognition of donated goods and services in the year ended 31 December 2024, and note that the value recognised has a material effect on the financial statements.

In accordance with the Charities SORP, the trustees must recognise such gifts at their value to the charity, based on the amount the charity would pay in the open market for a comparable item offering similar benefit.

The trustees note that donated goods and services received during the year largely relate to donated office space and IT software. During the year the charity reviewed its estimation techniques for valuing gifts in kind. It was noted that IT software provides a significant benefit to the charity and its beneficiaries and that this was made possible through a strong relationship with the IT providers. The charity has previously recognised this support at its premium cost, having been the price that would have been paid for an item of *equivalent benefit*. However, it was determined that this should be reduced this year in consideration of lower cost and free alternatives which the charity would use if this premium support was not available to it. This estimation technique will be implemented prospectively, and has no bearing on the prior year comparative.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	2023 Total £
Income from:			
Donations	-	297,555	297,555
Charitable activities	189,154	487,490	676,644
Other trading activities	-	180,870	180,870
Investments	-	2,686	2,686
Total income	189,154	968,601	1,157,755
Expenditure on:			
Raising funds	-	247,731	247,731
Charitable activities	371,624	699,954	1,071,578
Total expenditure	371,624	947,685	1,319,309
Net income / (expenditure)	(182,470)	20,916	(161,554)
Transfers between funds	2,653	(2,653)	-
Net movement in funds	(179,817)	18,263	(161,554)

Notes to the financial statements

For the year ended 31 December 2024

3. Income from donations

	2024	2023
	Total	Total
	£	£
Grants	136,046	37,146
Gifts in kind*	142,521	228,049
Donations	28,251	32,360
Total income from donations	306,818	297,555

All income from donations was unrestricted in the current and prior year.

*Gifts in kind comprises:

	2024	2023
	Total	Total
	£	£
Venue hire	35,589	24,398
Office consumables and equipment	21,732	1,613
IT software ^	10,000	90,795
Rent	75,200	99,300
Travel	-	11,943
	142,521	228,049

^ As described further in note 1(r), during the year the charity reviewed its estimation techniques for valuing gifts in kind. As a result, it has revised its estimates for IT support based on lower cost and free alternatives that it would have utilised had premium support not been available. Had IT support been recognised at its premium market value this year, its cost would have been estimated at £275,002.

Code Your Future

Notes to the financial statements

For the year ended 31 December 2024

4. Income from charitable activities

	Restricted £	Unrestricted £	2024 Total £
Grants	310,641	-	310,641
Course delivery	-	401,025	401,025
Total income from charitable activities	310,641	401,025	711,666

Prior period comparative:

	Restricted £	Unrestricted £	2023 Total £
Grants	189,154	55,790	244,944
Course delivery	-	431,700	431,700
Total income from charitable activities	189,154	487,490	676,644

5. Income from other trading activities

	2024 Total £	2023 Total £
Recruitment fees	126,918	180,870

All income from other trading was unrestricted in the current and prior year.

Code Your Future

Notes to the financial statements

For the year ended 31 December 2024

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	2024 Total £
Staff costs (note 8)	152,229	375,204	119,183	646,616
Freelance staff	-	46,910	-	46,910
Other staff costs	-	-	1,797	1,797
Fellowship expenses	-	26,700	-	26,700
Course expenses	-	83,827	-	83,827
Franchise costs	-	16,210	-	16,210
Travel	-	14,027	-	14,027
Events	-	4,795	-	4,795
Depreciation	-	-	429	429
Rent and rates	-	80,418	-	80,418
Office costs	-	-	5,113	5,113
Advertising and marketing	3,381	-	-	3,381
Insurance	-	-	6,603	6,603
Legal and professional	-	-	116	116
Audit and accountancy	-	-	21,917	21,917
Bank fees	-	-	2,422	2,422
IT and telephone	-	41,174	50	41,224
Subscriptions	-	-	5,150	5,150
FX (gains) / losses	-	-	(2,256)	(2,256)
Sub-total	155,610	689,265	160,524	1,005,399
Allocation of support and governance costs	<u>51,888</u>	<u>108,636</u>	<u>(160,524)</u>	<u>-</u>
Total expenditure	<u>207,498</u>	<u>797,901</u>	<u>-</u>	<u>1,005,399</u>

Total governance costs were £13,225 (2023: £12,250).

Code Your Future

Notes to the financial statements

For the year ended 31 December 2024

6. Total expenditure (continued)

Prior period comparative	Raising funds	Charitable activities	Support and governance costs	2023 Total
	£	£	£	£
Staff costs (note 8)	181,226	530,137	112,219	823,582
Freelance staff	-	41,715	-	41,715
Other staff costs	-	1,649	1,647	3,296
Fellowship expenses	-	8,000	-	8,000
Course expenses	-	65,322	-	65,322
Franchise costs	-	16,638	-	16,638
Travel	-	35,150	-	35,150
Events	-	26,011	-	26,011
Depreciation	-	-	823	823
Rent and rates	-	114,503	-	114,503
Office costs	-	-	5,589	5,589
Advertising and marketing	10,768	-	-	10,768
Insurance	-	-	3,864	3,864
Legal and professional	-	-	3,009	3,009
Audit and accountancy	-	-	24,859	24,859
Bank fees	-	-	2,560	2,560
IT and telephone	-	96,917	1,947	98,864
Subscriptions	-	-	1,966	1,966
Irrecoverable VAT	-	-	8,702	8,702
FX (gains) / losses	-	-	22,473	22,473
Corporation tax payable	-	-	1,615	1,615
Sub-total	191,994	936,042	191,273	1,319,309
Allocation of support and governance costs	55,737	135,536	(191,273)	-
Total expenditure	247,731	1,071,578	-	1,319,309

Notes to the financial statements

For the year ended 31 December 2024

7. Net movement in funds

This is stated after charging:

	2024 £	2023 £
Depreciation	429	823
Operating lease payments	Nil	Nil
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	Nil
Auditors' remuneration (excluding VAT):		
▪ Statutory audit	13,225	12,250
▪ Other services	672	Nil
	<u>13,897</u>	<u>12,250</u>

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements. Our auditors have also provided payroll services to the charity during the year.

8. Staff costs and numbers

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	571,490	734,876
Social security costs	57,574	72,350
Pension costs	13,364	16,356
Redundancy	4,188	-
	<u>646,616</u>	<u>823,582</u>

	2024 No.	2023 No.
Employees earning more than £60,000 during the year:		

Between £60,000 and £70,000	<u>2</u>	<u>1</u>
-----------------------------	----------	----------

The key management personnel of the charity comprise the Trustees and Chief Executive Officer. The total employee benefits of the key management personnel were £74,696 (2023: £74,036).

	2024 No.	2023 No.
Average number of employees	<u>13</u>	<u>17</u>

Notes to the financial statements

For the year ended 31 December 2024

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The subsidiary company distributes any profits to the charity and has not incurred a corporation tax charge in the year. In the prior year a corporation tax charge of £1,615 was incurred which is included within creditors in note 15.

10. Tangible fixed assets

The charity and the group	Office equipment £	Computer equipment £	Total £
Cost			
At 1 January 2024 and at 31 December 2024	<u>1,973</u>	<u>2,143</u>	<u>4,116</u>
Depreciation			
At 1 January 2024	1,973	922	2,895
Charge for the year	<u>-</u>	<u>429</u>	<u>429</u>
At 31 December 2024	<u>1,973</u>	<u>1,351</u>	<u>3,324</u>
Net book value			
At 31 December 2024	<u>-</u>	<u>792</u>	<u>792</u>
At 31 December 2023	<u>-</u>	<u>1,221</u>	<u>1,221</u>

11. Investments

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Investment in subsidiary company	<u>-</u>	<u>-</u>	<u>100</u>	<u>100</u>

The investment represents 100% of the ordinary share capital of CodeYourFuture Labs limited, a company registered in England and Wales (no. 13232479), whose principle activity is to carry out trading activities in support of the charity. A summary of the financial results and position of CodeYourFuture Labs Limited is given in note 12.

Code Your Future

Notes to the financial statements

For the year ended 31 December 2024

12. Subsidiary undertakings

CodeYourFuture Labs Limited

The consolidated financial statements include the results of CodeYourFuture Labs Limited, the trading arm of the charity which undertakes student programmes and recruitment of trainees.

	2024 £	2023 £
Turnover	527,943	564,770
Administrative expenses	(301,848)	(199,475)
Other operating income	-	604
Operating profit	226,095	365,899
Interest receivable	6,481	2,166
Profit on ordinary activities	232,576	368,065
Corporation tax	-	(1,615)
Profit for financial year after taxation	232,576	366,450
<i>Changes in equity:</i>		
Total retained profit / (losses) brought forward	-	(6,458)
Total comprehensive income for the year	232,576	366,450
Gift aid distribution to parent charity	(232,576)	(359,992)
Total retained profit / (loss) carried forward	-	-

The aggregate of the assets, liabilities and funds was:

	2024 £	2023 £
Assets	655,022	574,061
Liabilities	(654,922)	(573,961)
Funds	100	100

13. Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2024 £	2023 £
Gross income	1,062,991	950,208
Results for the year	146,915	(168,012)

Notes to the financial statements

For the year ended 31 December 2024

14. Debtors

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	32,222	24,980	1,430	24,980
Amounts owed by group undertakings	-	-	410,020	298,750
Prepayments	-	266	-	110
Other debtors	117,327	2,640	101,329	2,640
	<u>149,549</u>	<u>27,886</u>	<u>512,779</u>	<u>326,480</u>

15. Creditors : amounts due within 1 year

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	1,937	4,423	1,873	1,063
Accruals	21,030	44,519	15,088	39,419
Other creditors	96,833	86,618	57,937	21,482
Deferred income (see note 16)	200,000	200,000	-	-
Corporation tax payable	-	1,615	-	-
	<u>319,800</u>	<u>337,175</u>	<u>74,898</u>	<u>61,964</u>

16. Deferred income

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
At 1 January 2024	200,000	100,000	-	-
Deferred during the year	200,000	200,000	-	-
Released during the year	(200,000)	(100,000)	-	-
At 31 December 2024	<u>200,000</u>	<u>200,000</u>	<u>-</u>	<u>-</u>

Deferred income relates to contract income received in advance of the provision of services.

Notes to the financial statements

For the year ended 31 December 2024

17. Analysis of group net assets between funds

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	-	792	792
Current assets	268,830	1,002,074	1,270,904
Current liabilities	-	(319,800)	(319,800)
Net assets at 31 December 2024	268,830	683,066	951,896
Prior year comparative			
	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	-	1,221	1,221
Current assets	284,667	856,268	1,140,935
Current liabilities	-	(337,175)	(337,175)
Net assets at 31 December 2023	284,667	520,314	804,981

Notes to the financial statements

For the year ended 31 December 2024

18. Movements in funds

	At 1 January 2024 £	Income £	Expenditure £	Transfers between funds £	At 31 December 2024 £
Restricted funds					
Maingot	15,000	-	(12,225)	-	2,775
Motorola	28,432	-	(28,432)	-	-
Cast - Deloitte	-	3,445	(3,445)	-	-
Google AI CPI	-	29,049	-	-	29,049
HG Foundation	-	197,144	(29,099)	-	168,045
Santander	51,578	-	(28,568)	-	23,010
Motorola 24	-	45,951	-	-	45,951
SkyScanner	-	35,052	(35,052)	-	-
TENT	4,335	-	(4,335)	-	-
Salesforce	179,376	-	(179,376)	-	-
Benesys	5,946	-	(5,946)	-	-
Total restricted funds	284,667	310,641	(326,478)	-	268,830
Unrestricted funds					
General funds	520,314	841,673	(678,921)	-	683,066
Total unrestricted funds	520,314	841,673	(678,921)	-	683,066
Total funds	804,981	1,152,314	(1,005,399)	-	951,896

Purposes of restricted funds

Maingot	To offer an employment experience to four of our CYF graduates and one senior developer for three months.
Motorola	To build our communities in the North, pay trainee expenses and staff/admin costs.
Cast - Deloitte	The grant is intended to free up either the capacity of the digital lead, so they can fully participate in the programme, or to be used to support CYF to undertake user research.
Google AI CPI	The Google AI Opportunity Fund is to be used to deliver AI learning to current learners and cohorts face to face within classes. This is an additional element of learning added to CYF programme.
HG Foundation	In 2024, we established a 3-year partnership with HG Foundation, a grant-giving charity focused on improving tech education and skills. With The HG Foundation' partnership over the next 3 years, CYF will be expanding communities to three new cities across the UK by 2027. Part of the grant will also contribute funding and support with data and impact measurement, and scoping out an independent evaluation.

Notes to the financial statements

For the year ended 31 December 2024

18. Movements in funds (continued)

Purposes of restricted funds (continued)

Santander	CYF will support beneficiaries to address barriers including financial, digital and social exclusion.
Motorola 24	To help with Portfolio Module, concentrating on West Midlands region, providing trainees with essential expenses beyond the main Software Development Course so they can fully immerse themselves in the module. For in-person spaces where our community can work together. Funds from this grant will enable us to pursue a space for networking events and job fairs to connect more employers with our community. We will host networking events at this venue to connect trainees with potential employers.
SkyScanner	To help fund female tuition, programme and learning costs along with female trainee expenses
TENT	To mentor refugee women.
Salesforce	Establish an accelerator programme to train refugees and asylum seekers for high-paid, tech roles.
Benesys	To fund tuitions of preferably Afghanistan refugees.

Prior year comparative

	At 1 January 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 December 2023 £
Restricted funds					
Maingot	-	15,000	-	-	15,000
Motorola	-	43,206	(14,774)	-	28,432
WMCA	(12,534)	-	-	12,534	-
Workday	8,356	80,948	(89,304)	-	-
Co-op	5,000	-	-	(5,000)	-
Santander	59,449	50,000	(57,871)	-	51,578
NTTF	4,881	-	-	(4,881)	-
TENT	4,431	-	(96)	-	4,335
Salesforce	384,947	-	(205,571)	-	179,376
Benesys	9,954	-	(4,008)	-	5,946
Total restricted funds	464,484	189,154	(371,624)	2,653	284,667
Unrestricted funds					
General funds	502,051	968,601	(947,685)	(2,653)	520,314
Total unrestricted funds	502,051	968,601	(947,685)	(2,653)	520,314
Total funds	966,535	1,157,755	(1,319,309)	-	804,981

Code Your Future

Notes to the financial statements

For the year ended 31 December 2024

19. Related party transactions

Code Your Future (CYF) is the parent charity of CodeYourFuture Labs Limited (CYF Labs). During the year CYF Labs made donations totalling £232,576 (2023: £359,992) to CYF. At the year end the balance due from CYF Labs to CYF was £410,020 (2023: £298,750). Also in the year, CYF recharged expenditure of £212,524 to CYF Labs, in respect of staff time and other costs incurred on behalf of Labs (2023: £nil).

Stephen Grant, a trustee, is also a director of Cititec Group Limited (Cititec). During the year Cititec allowed CYF use of office space free of charge. This has been included as a gift in kind, with £26,000 (2023: £52,000) being recognised as income and expenditure in the year. No amounts were outstanding at year end in the current or prior period.

CODE YOUR FUTURE

England & Wales - Charity number 1174929

Accounts

Charity no. 1174929
OSCR no. SCO50753

Code Your Future
Report and Audited Financial Statements
31 December 2023

Code Your Future

Reference and administrative details

For the year ended 31 December 2023

Charity number	1174929
OSCR number	SCO50753
Registered office and operational address	c/o Cititec 69 Wilson Street London EC2A 2BB
Trustees	The trustees who served during the year and up to the date of this report were as follows: Christina O'Beirne resigned 24 June 2024 Stephen Grant Christian Miccio Ieva Kajokaite
Bankers	HSBC Bank PLC 28 Borough High St Southwark SE1 1YB
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Code Your Future

Report of the trustees

For the year ended 31 December 2023

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

1) Message from the trustees

Code Your Future (CYF) launched its first cohort in London seven years ago, and since then, the organisation hasn't stopped evolving, innovating and expanding. The creation of a safe and thriving environment for people coming from challenging socio-economic backgrounds was the guiding light to many improvements. CYF's teams pressed on Safeguarding and Code of Conduct, including raising community awareness on those subjects and streamlining processes and policies.

In addition, the ongoing and accelerating transformation in the technology industry reached CYF and presented opportunities to improve community foundations and deepen trust among its members. We also believe the movement deepened the opportunity for the community to connect, reconnect and innovate together.

Our mission of improving people's lives through vocational training and employment keeps evolving and adapting according to the industry's new standards. Focused on diversity and inclusion goals, we'll continue working towards a sustainable, impactful and positive community movement.

We also experienced important learnings in 2023 that helped the organisation redesign processes and rethink its structure for the upcoming years. We had to prioritise initiatives that demonstrate the most substantial and sustainable benefits for our beneficiaries. We've learned the importance of flexibility in our strategies, allowing us to adapt to a changing market and different job opportunities for our trainees. Moving forward, we are committed to leveraging these lessons to ensure every resource is allocated to its best effect, focusing on a programme that aligns closely with our core mission and shows the greatest potential for long-term positive change in our community.

2) Executive summary

As Code Your Future reached its seventh year in 2023, our community celebrated significant achievements. Four cohorts started, and six cohorts completed the Software Development course across all regions.

On the training side, the immersive engineering programme, CYF+, focused on advanced CYF developers, completed its first pilot phase with Slack. All graduates who participated in the programme were offered permanent roles before their placement finished.

Throughout the year, the CYF Syllabus Team rewrote the entire curriculum and developed a new curriculum platform and FOSS (Free and Open Source Software) project. This team also led the implementation of the flipped classroom model; an approach that empowers trainees to take centre stage in their learning journey, moving away from passive participation.

Furthermore, we expanded the Digital Literacy Programme (DLP). We welcomed a DLP Programme Manager who led the community delivering nine cohorts, including some in partnership with external organisations. In addition, we expanded the programme to Cape Town, as CYF South Africa launched its first DLP group.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

For community-building, 2023 was a milestone in the organisation's history. Cohorts met in person for their weekly workshops for the whole year. We were grateful to count on the support of venue partners who trust our community to organise activities in their offices. We also organised our first Job Fair in London, bringing partners and companies together to host workshops while they watched our new developers present their final projects.

In 2023, we launched the Community Safety Team to clarify our procedures in this area. Drawing on experiences from previous years, we updated our Code of Conduct and the Volunteer Agreement, ensuring more accessible language and clearer processes. We also invested in additional Safeguarding training for staff members to ensure the team has the relevant knowledge to deal with Safeguarding concerns.

As a way of ensuring alignment with CYF's values and principles, we added an extra layer to volunteers onboarding into the community. This way, new joiners could understand our model and also reflect on Code of Conduct and ways of working.

In this respect, we developed a new complaints process, using lessons from previous experiences. This new complaints process will aid the Community Safety Team in handling complaints, ensuring the correct time and resources are dedicated to closing cases in a timely manner.

Finally, we happily welcomed a new Digital Literacy Programme Manager and a new Finance Manager into the team.

3) Objectives and activities

CYF's main objective is to create a safe space that train and empowers refugees, asylum seekers, displaced migrants, and low-income individuals to enter the tech industry.

Our approach involves leveraging grassroots communities to provide free and comprehensive technical and soft skills training. Our courses are designed to equip participants with both the technical proficiency and employability skills necessary for a successful career transition.

To assess our success, we consider:

- **employment outcomes:** we measure the percentage of graduates who secure tech-related jobs or internships within a specified timeframe after completing our courses;
- **programme completion rates:** we track the number of participants who successfully complete our training programs; and
- **education advancement:** we monitor the number of participants who progress to full-time university studies in tech-related fields.

The funding coming from sponsorships, grants and donations helped our community to successfully support hundreds of individuals in transitioning from unemployment or low-paying jobs to promising careers over the past seven years. This ensures that we remain focused on our mission while continually improving our impact and reach.

4) Our model

Our trainees

Our trainees come from diverse backgrounds facing challenges in accessing relevant training, and employment. Their experience with the programme is overwhelmingly positive, inspiring many graduates to become volunteers, and fostering a supportive cycle within our community.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

We actively collaborate with local NGOs, community groups, and the Department for Work and Pensions (DWP) to reach individuals who can benefit from our programme, and have the potential to become a trainee. Also, many of our trainees find us through word-of-mouth referrals based on positive recommendations from our alumni and volunteers.

CYF's programme is tailored for individuals without any coding background, enabling us to concentrate on their untapped potential. As part of our selection process, applicants demonstrate their capabilities and enthusiasm by undertaking our self-guided intro to the digital course. This course serves as a starting point, introducing candidates to programming fundamentals and helping them develop a stable base from which they can develop new skills.

Our courses

- **Digital Literacy Programme (DLP):** this three-week training removes barriers for individuals to participate in basic smartphone and internet skills learning, focused on the essentials to access information, services, and connections. Participants gain hands-on practice completing vital online applications for online tools, e-commerce stores and jobs. Also, they learn how to access health, government, education and employment information online;
- **Software Development Course (SDC):** the 8-month programme is part-time, vocational and practical. We teach functional programming with React, Jest, Postgres, Node, and Express. We press hard on agile, teamwork, conflict management, and self-study. We drill with Codewars problems and Codility tech tests for discipline and fluency, and encourage self-directed passion projects for creativity and innovation; and
- **CYF+:** the 12-week programme is a different model where we select some trainees out of the main programme and put them forward for fellowship stipends and work placements with a partner, so they can study full-time. CYF+ is a systems engineering programme to prepare some very high-performing trainees for highly paid, FAANG+ type roles, called CYF+ Immersive Engineering.

Employment journey

One of our key indicators of success is the rate of our graduates' progression into employment in tech. We are committed to working with them for as long as they want our support in securing jobs.

We support our trainees with CV writing, interview skills, and targeted role preparation. Also, we match them to job opportunities within our recruitment partner network and the wider community. The success of our Employment Programme is the reflection of over 240 graduates securing jobs at companies like Capgemini, Deloitte, Financial Times, J.P. Morgan, the BBC and more. In 2023, we have placed CYF developers in companies like Centrica and Lloyds.

However, under a distinctly job-constrained market and substantial shifts in the tech industry, we have redesigned our employment support approach. Firstly, we have developed a Portfolio Module which encourages graduates to work together in teams and build projects. This has helped graduates gain more skills and experience while keeping the community together to support each other. Alongside our job application support, it has led to our graduates having stronger profiles and more experience whilst applying for jobs.

Secondly, we've paused the launch of new cohorts until the current one hits 50% of employment; which has allowed our community to spend more resources supporting job hunters.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

Partnerships

Our mission of helping people to start a career in tech is only achievable if we have allies that will enable us to reach the end goal. Partnering organisations are the essential pillar to the success and sustainability of our programmes.

In 2023, we thanked Capgemini and Slack for their renewed sponsorship commitment to the organisation. Until the end of the year, Capgemini was the main sponsor of our Software Development programmes in London, North West and West Midlands. Slack was the funder of our advanced engineering programme, CYF+. Both companies also employed CYF graduates at the end of their courses and had volunteering teams.

Apart from sponsors, we have worked closely with active donors, such as Bregal Milestones and Twillio, who were also eager to engage their teams to support our trainees' career development journey. Employees from both companies joined a corporate volunteering programme when they shared their experience in sessions with our trainees and grads, which directly helped to enhance CYF's developers' projects and skills.

Social mobility through employment is our ultimate goal, so we are thankful to more than twenty companies who hired CYF developers in 2023.

5) Our courses in 2023

Digital Literacy Programme

DLP had an impactful year in 2023, by expanding access to critical digital skills training for underserved communities. Some of the key goals were to increase the programme's reach and accessibility through partnerships, language offerings, and international expansion.

We delivered nine cohorts of the 3-week digital skills curriculum, which included two sponsored programmes and four in collaboration with community organisations providing venues and outreach support. Additionally, to promote inclusivity we piloted cohorts in Afghan Dari and Spanish, and the first international DLP cohort launched in South Africa, setting the stage for further international courses in 2024.

Furthermore, we enhanced the programme's quality, relevance and sustainability. We started the process of aligning the curriculum with the European Digital Competence Framework (DigComp) to ensure trainees develop transferable skills mapped to defined competency areas. We redefined the Entry and Exit assessments, learner surveys and data management processes to better measure progress and gather insights for continuous improvement.

In London, partnerships played a vital role, with 14 referral organisations raising awareness and 13 active volunteers facilitating cohorts. Going forward, the team are working on a strategy to successfully bring the programme to other regions. Considering the foundation established in 2023, the DLP is poised to scale its initiatives and impact in the year ahead.

CYF Software Development Programme

Tech Education

It was an eventful year for Tech Education. We published our new Software Development curriculum, and volunteers already started its next iteration. Also, our Head of Teaching and Learning led the flipped classroom implementation.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

The development of our tech syllabus was a collaborative effort involving dedicated volunteer trainers and mentors who are experienced professionals in the field. Based on their first-hand knowledge of the industry demands, combined with the guidance of our Tech team, we have crafted a high-quality web development syllabus comparable to leading coding bootcamps. Additionally, our diverse group of experienced industry volunteers contributes optional modules that expand the software engineering prospects for our alumni.

The effectiveness of our programme is reflected in the career paths pursued by our graduates. Common first job roles for CYF graduates include Full Stack Developer, Front End Developer, Cloud/DevOps Engineer, Quality Engineer, Product Manager, and UX/UI Designer.

These diverse opportunities showcase the potential of our trainees upon completion of the programme.

On CYF+ side, we saw our fellows graduating and starting their work placement on Slack, with continuing support and coaching from the CYF+ team. The developers presented the programme in London and San Francisco with a fireside chat with the CTO of Slack and wonderful support from the Slack team, and also later on in the year at SRECon in Dublin, the premier conference in reliability engineering. Towards the end of the year, CYF+ fellows were offered permanent roles, and CYF+ was certified as a Digital Public Good.

Professional Development and Employability

Our holistic training includes a comprehensive Professional Development curriculum and Employment Support activities. Both are designed by industry professionals and integrated into our technical programme.

The first targets the enhancement of soft skills such as communication, teamwork, problem-solving and time management. The content is focused on trainees understanding the theory before the class and then experiencing it with exercises such as role plays and discussions, to be able to internalise the learning.

The Employment Support activities embed the practice of CV writing and tailoring, and mock interviews.

Community Building

CYF is formed by volunteers and trainees, who take part in our programmes, but also often contribute by choosing to volunteer after graduation. They take our values to many organisations, and, as a result, CYF becomes a bridge between underrepresented groups and the tech sector, giving opportunities for both to learn from each other.

The goal of our community-building efforts is to provide safe spaces for everyone to connect, learn, and grow. Our grassroots approach fosters an inclusive and welcoming environment for our community members.

In 2023, we expanded this spirit of community by welcoming external speakers and hosting meetups with broader participation. Additionally, we conducted several events where we celebrated our diversity such as Refugee Week events, migration summits, International Women's Day, Mental Health Week and cultural celebrations such as Persian New Year and Hibaq Day.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

From the partnerships side, we connected with organisations to conduct events to share our mission with an external audience, which included some activities part of the London Tech Week. We also hosted our first Job fair in London, where we had 6 companies sharing our mission.

CYF Products

In 2023, the CYF Tech Products had five teams formed by more than 30 trainees/graduates and a group of volunteers who collaborated to develop features for digital products utilised within the organisation, including our CRM and the trainee and volunteer application processes.

Groups of trainees and graduates volunteered as Junior Software Developers (75%), Junior Devops Engineers (9%), Manual Testers (9%) or Scrum Master/Product Owner (6%) within the team contributing to the roadmap defined by Product Owners. They also develop important professional skills, such as communication, working in a team and agile practices.

CYF+

In 2023 we graduated our first, tiny, class of CYF+. This immersive engineering programme, developed by a wonderful team of around 20 volunteers from top tech companies, involves guided independent study and a work placement. The CYF+ curriculum is a series of primers, problems, and projects (mainly in Go) developing core software engineering skills, with a strong emphasis on distributed systems, testing, troubleshooting and code review. The course is designed as "untaught", with substantial code review, personal development coaching, and office hours instead of classes, closer to professional practice.

The core offering of CYF+ is to de-risk hiring high-potential junior engineers from diverse and disadvantaged backgrounds into high-impact jobs. Our first partner, Slack, worked closely with us throughout the pilot development. Our first CYF+ Fellows began their work placement in Demand Engineering at Slack in February 2023 and were offered permanent roles before their placement finished.

Barriers to entry

Numerous barriers stand in the way of individuals facing social and economic challenges in accessing training, and lowering those obstacles is part of our mission. Hence, we want to ensure that all trainees have the resources they need to succeed in their career journey.

- **Free:** finance is one of the main barriers to accessing training and education, so our programmes are completely free of cost to all participants;
- **Flexible, part-time learning:** to ensure our trainees can learn and finish the programme alongside their existing commitments, we offer flexibility by mixing remote learning during the week with part-time in-person classes during the weekend;
- **Childcare:** for many in difficult circumstances - but especially women - childcare responsibilities prevent access to training and educational opportunities, career development and employment. Covering the cost of childcare helps us support more women to get into tech. In 2023, 100% of people we supported with childcare were women. We are committed to reducing the gender gap in tech;
- **Laptops and internet:** to launch a career in tech, people need access to the right tools and infrastructure. We provide devices and internet connectivity to those who need them;
- **Travel:** in order to enable access to our training, we support trainees with travel costs to our events and classes. In 2023, 89% of people we supported with travel to classes were living below the poverty line; and

Code Your Future

Report of the trustees

For the year ended 31 December 2023

- **Inclusivity:** we bring together a diverse community of trainees, volunteers, alumni and partners, creating a welcoming and inclusive environment and encouraging collective learning. Our community helps motivated trainees get on board and stay on track, no matter their background.

6) Our volunteers

As a volunteer-led organisation, we could not be more thankful to over 500 individuals who, across 2023, kindly shared their time and skills with our community, engaging with all of our five teams across our four regions in the UK and in South Africa.

They supported aspiring developers with technical and professional mentorship, emotional resilience and endless encouragement.

Volunteers are at the forefront of our community, and our trainees rely on their continuous guidance each year to run courses, mentor, give feedback, facilitate projects, review CVs, do mock interviews, give code reviews, manage projects, and organise events.

Furthermore, volunteers connected us to new partners, ensuring our organisation is sustainable and helping our regions to accomplish their mission.

Thoughts from our volunteers

Why did you decide to volunteer at CYF?

"I was a CYF student so, I wanted to give back to the community what the community gave me and more, and help others."

"I wanted to contribute my time and skills towards a worthwhile cause and in particular looking to support the Glasgow refugee community. CYF was an ideal fit for me."

"I changed careers into tech and it has changed my life, so I want to help others do the same."

What would you like to achieve by volunteering?

"Supporting members of the local community to thrive, sharing my skills towards a purpose that feels meaningful to me. Learning more about the tech industry."

"I wanted to be a part of something that drives real change. A real solution to help end the cycle of poverty on a grass roots level."

"Seeing more females in the tech industry is very satisfying for me! Reducing the gender gap in tech is a long road ahead but we're getting there slowly but surely!"

Volunteer story from Cape Town

Zachée

When Zachée joined CYF, he wanted to make an impact in the real world. He also had an interest in learning about it.

"I was hoping to meet new people and make friends, sharpen my social skills, interact with people from diverse backgrounds," he says.

Being a part of the Tech Education team means being responsible for a lot of budding careers. *"I'm a Tech Edu lead,"* Zachée says. *"I lead classes on Saturdays and help trainees learn to code, which helps them to land a job in tech."*

Code Your Future

Report of the trustees

For the year ended 31 December 2023

When he first joined CYF, he had some initial doubts if he had the right technical skills. He didn't have to worry. Any professional developer can volunteer at CYF in the Tech Education team (and if you don't know how to code, there are also mentoring and professional development roles).

Zachée's desire to give back to the community and make a difference in the lives of others pushed him forward. And the support from the organisation helped too.

"There are always people in the community who are ready to help you whenever you need or have a question."

This provided great memories, as well as learning opportunities for Zachée.

Not only has the friendly environment of CYF boosted his confidence, but it has led to a standout moment in Zachée's journey:

"There are lots of good memories, it's hard to pick one, but when I visited Scotland, I sat with a group of 5 trainees from 5 different countries. I was very inspired to hear their stories, how they came to the UK, their lives in their countries, and how what we do as CYF has transformed their lives. I felt like coding also unites people from different backgrounds."

In terms of what he's learnt from his experience, this is what he has to say:

"I have developed valuable skills: Volunteering with CYF is a great way to develop my own skills and expertise in web development and teaching. By working with students from diverse backgrounds and with varying levels of experience, I got the opportunity to hone my communication, problem-solving, and leadership skills, as well as learn from other volunteers and mentors, and stay up to date with the latest trends and technologies in the tech industry."

Zachée believes that the best way to understand concepts is through explaining them to someone else, borrowing from the Roman philosopher, Seneca, who stated, *"While we teach, we learn."*

The Tech Education team are blessed to have Zachée as part of their team, where he quickly established himself as a core team member.

His story is an encouragement to all who are willing to contribute their time and skills to making a positive, long-term difference in the lives of others.

Thoughts from our volunteers

What do you like about your experience volunteering at CYF?

"The community that we create, not just between the volunteers but with the trainees as well, is one of support, commitment and no judgement. It's comfortable and fun to be a part of the CYF community, not to mention the opportunity for international exposure within CYF as well."

"We all want to belong to something significant. I belong to an amazing community that supports me in all areas of life."

"I like that I'm giving back to the community and help more people to break into the tech field."

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Volunteer story from London

Shadi

For Shadi, graduating Code Your Future (CYF) was life-changing. Now, as an alumni volunteering with CYF, she's dedicated to making a positive impact on current trainees' lives and helping them achieve their dream jobs.

"I'm very passionate about making a positive impact on trainees' lives and helping others achieve their dream job," Shadi says. "Because I know how some of the trainees are struggling in their lives and I really enjoy if I can support them through their journey."

Shadi hopes her involvement furthers an important personal goal: *"Seeing more females in the tech industry is very satisfying for me! Reducing the gender gap in tech is a long road ahead but we're getting there slowly but surely!"*

Shadi supports CYF and its students in her volunteer role in a myriad of ways. *"I answer trainees' technical questions, make sure classes are running smoothly, find volunteers at the company I work for and connect them to CYF,"* she explains. *"I get involved in organising classes, attend Saturday sessions as a teaching assistant, and do pull request reviews."*

For Shadi, the experience has been deeply rewarding on a personal level too. *"CYF has been helping me a lot to increase my self-confidence! I also don't feel lonely in the tech world anymore. Meeting lots of kind and amazing people at CYF is a privilege."*

Some of her most cherished memories are the little wins. *"When I help trainees to debug their code or sort out issues with their coursework, I get lots of kind messages,"* she recalls. *"It's very rewarding to see their happiness!"*

Shadi's advice for anyone considering volunteering with CYF is simple: Do it! *"Being a part of the CYF community is fantastic! There is lots of kindness and support. It's amazing, isn't it?"*

Thanks to dedicated alumni like Shadi, Code Your Future can continue empowering people from underrepresented backgrounds to join the digital economy.

Thoughts from our volunteers

How volunteering at CYF helped your growth?

"CYF is a fountain of diversity in all aspects and helping people and getting to know them better has been amazing for my personal growth and capacity to put myself in the shoes of others."

"My confidence in public speaking, presenting, admin, etc. was very basic to non-existent. The volunteer program equipped me to reach new levels in the areas mentioned above.... As a direct result, I'm comfortable taking on any challenge in these areas."

"My confidence has definitely improved while I've been supporting the trainees in developing their own confidence. Watching them grow has given me the insight into how much of a positive influence I can have on others and has given me more faith in my own abilities."

Volunteer story from the Tech Products Team

Jon

Jon has been an outstanding volunteer for Code Your Future for several years, helping many grads hone their product delivery skills on their way to starting careers in tech.

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Jon has also helped Code Your Future's Tech Product team create several products that serve social good.

Jon first encountered CYF while working as a consultant, *"We had an 'office hours' session with the Impossible Team, CYF and HumanKind."* he says, *"It was really interesting to hear about the (CYF) programme. I got in touch shortly after and have been volunteering ever since."*

Jon's decision to join CYF was driven by a desire to give back. *"I wanted to share the skills I'd developed in software development and product engineering to help other people,"* he explains.

He also saw an opportunity to improve diversity in the industry, emphasising *"teams made up of people from a broad range of backgrounds are more fun to work on and create better products."*

At CYF, Jon works as part of the Tech Products team.

"We maintain and develop a number of products that are used internally at CYF. Our aim is to both provide the organisation with the tools it needs to deliver the service and give the team members real working experience that will help them in their job hunt," Jon says.

The Tech Products team at CYF primarily works with graduates of a web development course who are actively seeking employment. The team's responsibilities include maintaining and developing numerous products used internally within the organisation. Their dual goal is to equip the organisation with essential tools for service delivery while giving team members practical work experience to aid in their job search.

Tech leads like Jon play a crucial role in the team, guiding the design and development of the tools being created.

In a typical week, the team holds a meeting alternating between backlog refinement sessions and a combination of demonstrations and retrospectives.

Beyond these meetings, the tech lead's role primarily involves responding to queries on Slack, reviewing the work of developers on GitHub, and imparting advice on various aspects of the team's operations based on their professional experience.

Jon enjoys the support of the CYF community in his tasks, saying, *"We have a growing and very supportive community. I work mostly with our Director of Product, Karen Klein, and the other volunteers in the Tech Products team."*

One of Jon's standout moments as a CYF volunteer is seeing the direct impact of his work. *"It's always nice when folks I've worked with get to make their 'I got a job' posts! That's the overarching goal of the service and really makes me feel like I'm having a tangible impact in people's lives and the developer community at large."*

Beyond helping others, Jon's volunteer work has also led to personal growth and career advancements. *"It might seem like a minor thing, but I've definitely got better at using git!"* he says, adding, *"Volunteering with CYF gave me practical mentoring experience that helped me land an engineering management role."*

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When it comes to volunteering at CYF, Jon's advice is clear and encouraging: *"Give it a go! We have loads of different roles with different levels of time commitment, and whatever your expertise and experience, you'll get to work with and learn from a whole bunch of other lovely people."*

Jon particularly values the moments when the community comes together – *"conferences for the whole community and our recent summit for volunteers and leadership."*

Jon's experience serves as a beacon for potential volunteers, proving how contributing your time and skills can make a difference and lead to personal growth.

As Jon put it, *"The purpose of life is to contribute in some way to making things better."*

Jon is certainly making things better at Code Your Future.

Thoughts from our volunteers

What words of encouragement can you offer someone who is thinking of volunteering with CYF?

"It's amazing to be able to help people who can completely change their lives by starting a career in tech. Especially those who need it most."

"Just do it! There is a place for everyone at CYF but you have to have a passion for volunteering. You won't regret it. Seeing each trainee through to the end is the greatest reward of being part of this amazing organisation."

7) Our trainees

Trainee story from London

Deago

Personal challenges marked Deago's time before CYF. He recalls, *"I was on state welfare... losing the will to continue – everything began to feel pointless."*

Deago's circumstances reflect a reality many Code Your Future applicants face, where financial and other barriers prevent them from getting the skills they need to start careers in tech.

An agency introduced Deago to Code Your Future. He applied with a clear goal: *"Learn to code – explore the possibility of entering software development."*

With minimal coding experience, Deago was stepping into largely uncharted territory. Deago's path to developing professional tech skills was not easy.

"I put trust in the process – I drew upon my resilience, and I worked hard," he says.

"I became ill during the winter, and fell behind in my work – this made it more challenging to keep up with the pace of the course because I felt like I was always behind," he recalls.

Thanks to his resilience and Code Your Future's support system, Deago stayed on track.

"I rarely fell behind my milestones overall." he says, adding, *"I had a lot of support throughout"*.

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CYF's rigorous course demands more than just technical skills. *"It's up to [the trainees] to meet that demand,"* Deago states.

He learned to value his self-worth and capabilities, transforming his mindset from doubt to determination. *"Days feel more purposeful,"* he reflects.

Deago's weeks were a blend of coding, personal endeavours, classes, and socialising. The support of CYF's inclusive community often carries people through challenging periods.

"I didn't realise that there were so many people I could actually resonate with – I didn't realise that there was actually a space that I could be a part of.." Deago says.

CYF's Software Development course continued to challenge Deago, but he never gave up.

"There was a point where I felt like I was going to give up, but after coming so far it felt like a waste, and so I persevered, and made it to the final project."

CYF's buddy system and personal coaching were pivotal in Deago's journey. The support he received helped him stay on track in developing his technical and professional skills.

"The result was that I made it to the end – basically," he says simply.

Towards the end of the programme, Deago made an important discovery about himself, *"I learned that I am employable, and that most of my doubts and concerns were the result of being in the wrong environment"*.

Deago also grew more than his technical skills at CYF, *"I feel like my personality, and overall demeanour has changed significantly over the course of the time I have spent with CYF – I didn't realise just how bored, and unstimulated I had been prior."*

These realisations, coupled with a new perspective on his mental health, were transformative.

"CYF can offer all the support in the world, but if you don't believe in yourself-worth, aptitude, and capability, then you will not make it to the end – it's that simple."

The commencement of the final project was a defining moment for Deago. *"I realised... that I am capable of working in the tech-world,"* he shares. This realisation was a profound milestone in his journey.

CYF continued to support Deago even after he completed the course – mentors, an employability coach and extra sessions helped him prepare for his interviews.

After considerable effort and dedication, Deago's realisations were proved correct when he found a great job with Capgemini, a global IT consultancy.

For those considering joining CYF, Deago has a message: *"Believe in yourself, and trust the process."* His journey exemplifies how dedication, support, and self-belief can overcome challenges and lead to success.

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Thoughts from our trainees

What was happening in your life before CYF that made you decide to come to CYF?

"I was seeking a learning opportunity in software development. After careful thoughts about my next career move, my goal was to become a full stack developer and I didn't have funds to further my studies to learn the value skills CYF provides."

"I was without a job for long time and after some research I realised tech can be my area."

"I moved to Manchester and practically couldn't speak English, many times I didn't understand what people were saying on the street, I couldn't make friendships and everything was very difficult. I was very upset because I was a Civil Engineer in Brazil and when I moved to Manchester I got some jobs like Warehouse Operative... it was a heavy and tiring job, I sent hundreds of CVs trying to get a job like engineer but I never got an answer. I decided to put Engineering aside and start a new career in the IT area."

What did you hope to achieve by studying with Code Your Future?

"I really hoped to achieve to get my first role within the tech industry and my mindset here was never quit and always try my best."

"My goal was and is to finish my course, find a related job with a better income and in a more professional environment."

"I was to be able to find a good job in Tech. I want to prove that me as foreign can excel in a tech position if I get the right support and guidance."

Trainee story from Cape Town

Chandré

The path to a fulfilling career isn't always a straight line. For Chandré, it was a winding road - but one that led her to discover her true passion and unlock her potential with the help of Code Your Future (CYF).

Before joining CYF, Chandré had studied IT and development, but found herself stuck in a soul-crushing IT support role that left her feeling burnt out. *"IT support felt like factory work and had a bad corporate culture,"* she recalls. Despite her technical background, Chandré struggled to break into development work.

That all changed when Chandré discovered CYF. *"I was pleasantly surprised,"* she says. *"The Intro and fundamentals sessions reignited my love for coding and development."*

Determined to make the most of this second chance, Chandré threw herself into the CYF programme. While the journey wasn't always easy - she faced challenges like the pressure of group projects - Chandré persevered, buoyed by the support and encouragement of her peers and mentors.

"The mentorship I received at CYF was invaluable," Chandré shares. *"They helped me understand my worth in the job market and gave me the confidence to strive for better opportunities."*

That confidence paid off when Chandré landed her first development job after graduation. *"It was the first time I actually gave my best effort,"* she says. *"CYF helped me believe in myself and my abilities."*

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Now, Chandré is continuing to grow and learn in her new role, even pushing for industry certifications to keep her skills sharp. And she has a message for anyone else considering the CYF journey:

"Get ready for the ride of your life! It may not be easy, but if you're open to advice, willing to learn, and determined to keep going, you can achieve things you never thought possible. The support and community at CYF will lift you up when the challenges feel overwhelming."

Thoughts from our trainees

Was there a particular moment that made you realise you had reached your goal?

What did it feel like?

"When I was able to build an application with JS. And another time when I build a full-stack application."

"It wasn't until one week after I finished my course, I was working in my own project and I realised that I was coding and working as a full stack developer and I was amazed by my progress."

"When I graduated! And it felt amazing. And then when I got hired, that was even better."

How did people at CYF help you or guide you through while you took the course?

"To better my understanding I got great help from them. They not only helped my technical issues, but they also helped my emotional problems such as mentally, psychologically."

"Yes there was lots of guidance and help on hand from CYF staff and volunteers. They helped me with coursework issues right through to lending me a laptop to use when mine broke."

"I had a lot of help from the people at CYF, they always helped me with my difficulties, they were always available for questions and teaching content outside of class hours, they always told me that I could count on them if I needed anything."

Trainee story from the West Midlands

Saadia

Three years ago, Saadia moved to the UK with a heart full of dreams. *"I had a stable job back home, so I was confident that I wouldn't have any problems finding one here,"* she recalls. But the reality was quite different. Her qualifications didn't translate to job opportunities, and she was at a crossroads.

Saadia took a leap of faith towards her passion. *"I decided to switch to an area I am passionate about."*

Despite completing the Full Stack Web Development Bootcamp at the University of Birmingham, securing a job right after graduation proved challenging, especially as a new mother.

That's when a friend introduced her to Code Your Future (CYF) – a supportive community that became her beacon during this difficult time.

"A chance meeting with a successful CYF graduate convinced me to enrol as a trainee. I wanted to prove that as a foreigner, I too can excel in a tech position if I get the right support and guidance," Saadia shares.

While at CYF, she encountered the challenges of balancing coursework with motherhood.

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Her determination and tenacity helped her stay on track. *"I learned how to prioritise important tasks and commit to continuous learning,"* she says.

CYF offered childcare and a laptop to ensure she could focus on her learning. Saadia is grateful for this: *"CYF's continued support has been invaluable in helping me balance my professional and personal life."*

Saadia also credits her mentor, Dom, for helping her expand her knowledge and write cleaner code.

Saadia's growth at CYF went beyond coding. She learned valuable interview skills, such as the STAR methodology, and built her confidence. *"Before CYF, I didn't know how to highlight my personal skills. Now, I'm confident about them."*

"I improved my code-writing skills and became confident in voicing my ideas."

Mock interviews during the course proved to be a turning point for Saadia. *"Each feedback was better than the last one. That's when I realised I was getting closer to my goal. It was an incredible feeling,"* she recalls.

Saadia's reached her goal of starting a tech career in the UK by joining Code Your Future! She is now developing real life products for the organisation that are used on a daily basis, and working with a strong team of her peers.

Her advice to anyone considering joining CYF is: *"Maintain a growth mindset throughout your journey. Once you reach the end, you won't realise how much you've grown and improved."*

Thoughts from our trainees

What words of encouragement can you offer someone who is thinking of joining CYF?

"I would tell the person to be dedicated, patient and love what they are going to be learning at CYF."

"Go for it but give it your all, there's a lot to learn and a great community of volunteers always rooting for you and don't give up when it gets hard, take a break when you need and ask for help."

"If you're thinking about starting this course and you have this opportunity, grab this opportunity because I'm sure this course will exceed your expectations, the maturity you'll have in one year will certainly be much greater than what you've had in your entire life."

8) Impact

Programme overview

In 2023, we launched four new cohorts, welcoming over 100 trainees. In total, six cohorts, completed the Software Development course across all regions. These six cohorts gave us 163 course completers. Some of these cohorts started in 2022, others started and completed within 2023. As it stands, over 280 Code Your Future graduates are now in tech jobs.

We expanded and updated both our Technical and Professional Development content as well as our team.

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Challenges

Despite the challenging outlook of the job market, we continue to work with our trainees and graduates. Internally, we redirected resources to use it as an opportunity to redevelop our curriculum, build our teaching practice and expand in other areas. Two areas in particular saw great success - the Digital Literacy Programme and CYF+.

For our SDC trainees, we launched the Portfolio module to encourage and engage graduates, elevate skills, and prepare for renewed hiring. We found that when we have strong partnerships, we are in a great position to adapt to changing markets. We are really proud of the work we have done, in very difficult circumstances.

Regional performance

London (UK)

In January of 2023, we launched our 10th cohort of the Software Development Course, which began with 39 trainees, while continuing our 9th cohort concurrently. We also celebrated the graduation of 42 trainees from London 9 and 20 trainees from London 10, with 62 graduates completing the Software Development Course in total.

London volunteers built, updated and trialled new optional modules, enabling trainees to up-skill and follow diverse employment paths. These modules included Product Management, Front-End Development, Python and Cloud. Volunteers delivered portfolio modules to further support our graduates' job search. This module provides graduates with opportunities to work on projects that enhance their CVs and build valuable professional experience.

Thanks to the generous support of our office partners, including Cititec, Fourth, Slalom, Sainsburys, My Tutor, Microsoft, Zoopla, The Guardian, Papier, Queen Marys University of London, we were able to offer face-to-face Saturday classes and coworking space provided by Cititec on Fridays.

These helped our community to bond and thrive as trainees, mentors, and volunteers came together to work, study, and collaborate.

North West (UK)

In 2023, 34 NW5 cohort trainees completed the Software Development course, and 7 teams showcased their work. To further support their job search, we have added a Portfolio Module for those still seeking employment. This module provides them with opportunities to work on projects that enhance their CVs and build valuable professional experience.

Thanks to the continuous support of our venue partners, DF Capital and SeeSaw, we hosted in-person workshops during the weekends.

We launched our NW6 cohort in 2023 with 18 trainees. In this cohort, we also implemented a pilot volunteering programme called Cohort Founders, which was drawn on our community values. For that we recruited five volunteers to oversee trainee performance, organise classes, and deliver content, fostering a more collaborative learning environment.

Scotland (UK)

In 2023, the GLA6 cohort started with 28 trainees, with 17 trainees completing the programme. They demonstrated their technical and professional skills through four remarkable projects, of which three were undertaken for external NGOs. They were showcased by trainees at a demo day and networking event in collaboration with Barclay's Eagle Labs.

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Alongside Barclays Eagle Labs, GLA6 classes and events were hosted by organisations such as The Clutha Trust, Garnethill Multicultural Centre, and The Mitchell Library.

Volunteers and trainees represented CYF Scotland at tech events such as Turing Fest, Can Do Innovation Summit, The Scottish AI Summit, and The Uncode Conference. Our community actively engaged in networking and hosted booths at events and meetups like the Glasgow Caledonian University Social Innovation Fair and the Glasgow Tech Meetup.

By the end of 2023, we bid farewell to Caro, our Head of Scotland & Global Partnerships, grateful for her hard work fostering community and partnerships. The CYF Scotland community began organising the Portfolio module, eagerly anticipating the opportunity to develop real-life projects to enrich our graduates' portfolios.

West Midlands (UK)

In 2023, the WM4 cohort completed the Software Development course with 36 trainees. Cohort size was reconsidered, and WM5 was launched with 18 participants. In addition, we started a new venue partnership with Aston University, where Saturday workshops took place.

In September, a WM graduate represented our community at the global stage at the United Nations Headquarters, and several trainees and volunteers attended most events during Birmingham Tech Week, which is one of the most notable technology conferences in the country.

In the face of tech market difficulties, WM has demonstrated its adaptability and resilience. This year, five-course completers entered employment. To enhance the alumni's attractiveness to employers, five alumni participated in the region's first portfolio module. The team built an impressive technical project, setting a high standard for future WM iterations of the module.

Cape Town (South Africa)

In 2023, 14 trainees completed the software development course, and three external projects were developed for NGOs as part of the Launch Projects Module.

In a challenging job market, two graduates from the ZA2 cohort secured roles as Junior Software Developers, while another two graduates from the ZA1 cohort secured Junior Software Developers roles. One graduate secured a job in the non-tech sector and credits CYF's Personal Development component as the reason for their success in finding employment.

CYF ZA managed to host a few in-person classes at our office partner Cititec. In addition, CYF ZA held its first in-person graduation celebration, which was hosted at Cititec. A second graduation on a smaller scale was also hosted at EY Cape Town. CYF ZA continued to strengthen ties with its current partner (EY) as well as a new partner (Redstor, Deloitte).

DLP was also launched towards the end of 2023 in partnership with the NGO Beth Uriel-Men's Home and was a great success.

We also welcomed Shaun Thomas as the Full-time Programme Manager for the region.

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2023 summary

Digital Literacy Programme (DLP) trainees in 2023:	
Number of cohorts:	9 across the UK and South Africa
Total number of trainees:	128
Breakdown of DLP trainees across 2023	
Female trainees:	51%
Aged 40 or over:	36%
Refugee or asylum seekers:	65%
Trainees with annual household income below £12,000:	93%
Software Development Programme (SDP)	
Total number of SDPs started:	4
Total number of trainees starting SDC:	104
Cohort breakdown	London 10 Glasgow 6 North West 6 West Midlands 5
Breakdown of SDP trainees across 2023	
Trainees identifying as female, non-binary or trans:	45%
Aged 40 or over:	19%
Refugee or asylum seekers:	42%
Trainees living below the poverty line:	77%
People from minority ethnic backgrounds:	80%
Countries of origin:	65 different countries
Employment	
Number of course completers <i>6 cohorts completed in 2023, 4 of these started in 2022, 2 cohorts who started in 2023 will complete in 2024</i>	Number of people who completed the SDP in 2023: 163 Number of people who completers in 2023 who now have jobs: 33
Eligible graduates in employment or further education:	Total number of course completers as of end of 2023: 529 Number of completers in either employment or further education from eligible pool at the end of 2023: 285 Overall employment rate: 55%
Companies that hired our graduates:	Capgemini Centrica Lloyds Banking Group Slack The Civil Service
Volunteers	
Number of volunteers	544 across the year.

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Trainee support	
Total expenses paid:	In 2023 Code Your Future spent £55,513 on trainee expenses.
For:	Childcare £29,111 Travel £14,595 Internet £4,692 Meals during class £4,381 Other £276 CYF+ Expenses £2,458 Total £55,513
By region:	West Midlands - £13,563 Glasgow - £4,796 London - £24,484 North West - £9,478 DLP £734 CYF+ £2,458 Total £55,513

9) Partners, sponsors and donors

Grants

- NTTF - Inaugural Scottish Tech Ecosystem Fund;
- Salesforce;
- WMCA (as part of an ongoing partnership in the West Midlands);
- Motorola;
- SIMPLON; and
- The Maingot Trust.

Donors

- Duolingo;
- Twilio; and
- Skyscanner.

Recruitment partners

- 5 Capgemini Divisions:
 - C&CA (SK & ST);
 - CIS (RG);
 - DCX (AJ);
 - AMS (HE & DB); and
 - Business Services (AR B-G);
- Sopra Steria;
- BJSS;
- Lush;
- Yoti;
- JP Morgan;
- Lloyds;
- Overleaf;
- MVF; and
- Centrica.

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Sponsors

Capgemini

Capgemini has been our strategic partner since 2019, supporting CYF's work across England. Our award-winning partnership is built on a recognition of shared values and Capgemini's unwavering interest in being part of the Code Your Future community. In 2023, 299 Capgemini employees volunteered with Code Your Future delivering over 700 hours of volunteering. They supported the teaching and mentoring of trainees helping them prepare for careers in tech. Thanks to these amazing volunteers, trainees felt better prepared and more confident in their job applications and they reported a greater understanding of the types of job roles and career paths available. To date 93 graduates have gone on to work at Capgemini in an array of business units and roles, including Software Engineer, Cloud and DevOps, Power Platform, Cyber Security, Applications Consultant, Software Test Analyst, Associate Consultant and more.

Slack

Slack, now part of Salesforce, is a wonderful partner and friend. Together, we have developed a world-class systems engineering curriculum and presented our work at SRECon. CYF+, the programme delivered in partnership with Slack, had a 100% success rate in 2023.

Fundraising activities

Public individual donations are available through the CYF website and Benevity portal. The charity received no complaints in the year (2022: none) in relation to its fundraising practices.

10) Financial review

Financial position

During the year, funds raised from grants, donations and partnerships amount to £1,157,755. Of which, £1,071,578 was spent on charitable activities.

Expenditure of £1,319,309 exceeded income of £1,157,755 from donations, recruitment, sponsorship and partnerships. A net contribution of -£161,554 was recorded for 2023 resulting in a reduction of carried forward reserve funds.

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs and transfers was -£179,817, which was used to cover particular courses, also the expansion of our courses in UK regions and the Digital Literacy Programme. At the year end the charity held £284,667 of restricted funding left which will be used in 2024, £179,376 of these funds will come to an end in October 2024.

Staff costs have increased in 2023 with an average staff count for the year rising from 13 in 2022 to 17 in 2023. There is a reduction in freelance fees relating to finance staff costs now being salaried; instead of as freelance costs. Additional staff consisted of a new DLP Programme Manager who was appointed in the year.

During the year, £228,049 of income and expenditure was recorded relating to a fair market value of gifts in kind donated to the charity. These gifts were made up of office and venue spaces donated for trainee, volunteer and staff co working and classes, IT equipment, software and travel compared to £337,302 in the previous year 2022.

Face-to-face classes have continued throughout 2023 with £55,513 expenditure spent on reimbursement of trainees costs.

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In 2022, Code Your Future set up a franchise agreement with a South African partner via Code Your Future Labs Ltd to allow the expansion of the programme overseas. Code Your Future Labs Ltd continued to support the South African Franchise partner with £16,638 of spend in 2023.

In 2021, to enable CodeYourFuture to further its objectives and raise income from sponsorships and profitable trading activities, the charity set up a 100% owned VAT registered subsidiary, CodeYourFuture Labs Ltd, to donate any profits back to Code Your Future. Within 2022, £300,000 was donated to the Charity using this format. An additional £359,992 of profits were donated to the charity for 2023. This model continues to work well for the organisation and we plan on continuing with it into 2024.

Potential risks

CYF remains dedicated to its mission of supporting those most in need in securing employment within the technology industry. As we pursue this goal, we recognise and actively manage several key organisational risks:

- **Industry volatility:** the primary financial risk for our organisation lies in potential significant shifts within the tech sector that could result in reduced job opportunities for our graduates. To mitigate this, we continuously adapt our curriculum to meet evolving industry demands and new skill requirements. We also maintain strong relationships with a diverse range of tech companies to broaden employment opportunities for our graduates;
- **Funding sustainability:** we face the ongoing challenge of securing consistent funding. We are addressing this by diversifying our funding sources, including grants, corporate partnerships, and individual donations. We've also implemented a robust financial planning process to ensure efficient use of resources;
- **Operational capacity:** rapid growth in demand for our services could strain our operational capacity. To manage this, we are investing in our organisational infrastructure, including staff training and development, and exploring scalable program delivery models;
- **Cybersecurity:** given our focus on technology education, we recognise the importance of robust cybersecurity measures. We've implemented comprehensive data protection protocols to safeguard our organisation and our beneficiaries' information; and
- **Reputation management:** our reputation is crucial for attracting students, partners, and funders. We maintain transparent communication practices and have developed a crisis management plan to address any potential reputational issues promptly.

By proactively identifying and addressing these risks, CYF aims to ensure the long-term sustainability and effectiveness of our mission. We are committed to regular risk assessments and strategy adjustments to navigate the dynamic landscape of both the tech industry and the charitable sector.

Investment policy

Currently, all funds are held in instant access to current accounts. There are no other investments at present.

Reserves policy

Code Your Future had total reserves of £804,981 as at 31 December 2023. The trustees have drawn up a full reserves policy which can be found in Annex A.

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Grant making policy

Outside of general expenditure support for students on our courses, we offer fellowships to talented students most in need of support, to enable them to fully focus on the course. Students are interviewed to determine their levels of need.

11) Structure, governance and management

Trustees

The nature of the governing document:	Constitution
The charity is (or its trustees are) constituted as:	CIO
Methods used to recruit and appoint new charity trustees:	Recruitment is done by the Board of Trustees and Executive Team and election happens by existing trustees. By the end of 2023, no new members were appointed.

The trustees have had regard to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Staff

Organisational structure at 31 December 2023

Members of staff	Full-time	Part-time
16	11	5

Roles	C-level	Director	Mid-level	Juniors
	2	3	7	4

Remuneration

Our staff remuneration ensures we offer competitive and fair compensation to our employees. We benchmark our salary levels against similar-sized charities and organisations within our sector, taking into account factors such as the size of our annual income and the scope of responsibilities for each role.

We established a structured salary band system that aligns with the levels of seniority and accountability within our organisation. Salaries are reviewed on an annual basis to reflect changes in industry standards, cost of living, and the evolving needs of the charity.

We also provide a range of benefits to our staff, including pension contributions and professional development opportunities. Our aim is to offer a comprehensive remuneration package that attracts and retains talented individuals who are passionate about our mission and values.

Decision making

Our Board of Trustees provides strategic direction and fiduciary oversight. They are responsible for ensuring the organisation's activities and operations are compliant with all relevant legal and regulatory requirements. The Board also holds ultimate accountability for the charity's financial management and long-term sustainability.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

While the Board sets the overall strategic vision and policies, the day-to-day delivery of the charity's mission is delegated to our executive team and staff. The executive leadership is tasked with implementing the Board's strategic plans, managing the organisation's operations, and overseeing the training and development of our employees.

The Board and executive team work collaboratively to drive the charity's progress. The Board supports the executive leadership by providing expert advice, prompting critical questioning, and challenging assumptions to ensure the organisation remains on track to achieve its charitable objectives. Regular reporting and open communication between the two groups foster a culture of transparency and shared accountability.

Through this governance structure, we leverage the strategic guidance of the Board while empowering our executive team to make timely decisions and effectively manage the charity's activities.

ANNEX A: Reserves policy

A brief description of the charity, its beneficiaries and its funding streams:

Code Your Future (CYF) is a UK based non-profit organisation that trains some of the most deprived members of society to become web developers and helps them to find work in the tech industry.

CYF trainees are trained in web development by volunteers from the tech industry, putting a strong emphasis on collaboration and product development through tech projects.

The beneficiaries of the charity are trainees from disadvantaged backgrounds, however the work also benefits our volunteers who gain valuable experience.

Funding streams are a mixture of local authority grants, private sector sponsorship, donations and income from recruitment fees.

The rationale behind the reserves policy:

- The risk of unforeseen emergency or other unexpected need for funds, e.g. for finding 'seed-funding' for an urgent project;
- covering unforeseen day-to-day operational costs, e.g. employing temporary staff to cover a long-term sick absence;
- a source of income, e.g. a grant, not being renewed or being lower than promised. Funds might be needed to give the trustees time to take action if income falls below expectations;
- planned commitments, or designations, that cannot be met by future income alone, e.g. a significant project that requires the charity to provide 'matched funding'; and
- the need to fund short-term deficits in a cash budget e.g. delays in receiving promised grant or private funding.

Steps taken to establish the level of reserves:

The trustees have considered the current position of the charity and taken into account its relatively small size and the low complexity of its business model.

The level of reserves required:

Funds available in reserves at the end of December 2023 will cover gross pay for all salaried employees for 3 months (the average notice period for our staff). Keeping this amount in reserves, in addition to regular cashflow monitoring, will allow the charity to cover any shortfalls in funding or any later than expected payments.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

For 2024, the trustees decided to increase the reserves target to £300k, which would cover at least 3 months operating costs including staff, course and trainee costs as well as other overheads.

Within restricted funds there is £179k relating to Slack which will be spent by October 2024. All other restricted funds will be allocated in 2024. Unrestricted funds are £520k after deducting £337k of funds set aside to cover liabilities paid in 2024. At 31 December 2023 free reserves (defined as unrestricted net current assets) are £519k (2022: £500k).

What steps the charity will take to establish or maintain reserves at the agreed level:

The charity will closely monitor cashflow on a monthly basis to ensure that the reserves do not need to be spent. In addition, the charity will create a separate entry for the reserves in their books so that they are set aside and cannot be spent.

How and when the reserves policy will be reviewed:

The reserves policy will be kept constantly under review, and formally reviewed on an annual basis in the Q1 trustee meeting of each year.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity are not required to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Code Your Future

Report of the trustees

For the year ended 31 December 2023

Auditors

Godfrey Wilson Limited were appointed as auditors to the group and parent charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 24 September 2024 and signed on their behalf by



Stephen Grant - Trustee

Independent auditors' report

To the trustees of

Code Your Future

Opinion

We have audited the financial statements of Code Your Future (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 December 2023 which comprise the consolidated statement of financial activities, consolidated and parent charity balance sheets, consolidated statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and the Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 6 & 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 7 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Independent auditors' report

To the trustees of

Code Your Future

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent auditors' report

To the trustees of

Code Your Future

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Independent auditors' report

To the trustees of

Code Your Future

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008, and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Godfrey Wilson Limited

Date: 25 September 2024

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Godfrey Wilson Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Code Your Future

Consolidated statement of financial activities

For the year ended 31 December 2023

	Note	Restricted £	Unrestricted £	2023 Total £	Restated 2022 Total £
Income from:					
Donations and legacies	3	-	297,555	297,555	535,800
Charitable activities	4	189,154	487,490	676,644	867,368
Other trading activities	5	-	180,870	180,870	106,246
Investments		-	2,686	2,686	3
Total income		<u>189,154</u>	<u>968,601</u>	<u>1,157,755</u>	<u>1,509,417</u>
Expenditure on:					
Raising funds		-	247,731	247,731	201,388
Charitable activities		<u>371,624</u>	<u>699,954</u>	<u>1,071,578</u>	<u>992,345</u>
Total expenditure	6	<u>371,624</u>	<u>947,685</u>	<u>1,319,309</u>	<u>1,193,733</u>
Net income / (expenditure)		(182,470)	20,916	(161,554)	315,684
Transfers between funds		<u>2,653</u>	<u>(2,653)</u>	<u>-</u>	<u>-</u>
Net movement in funds	7	(179,817)	18,263	(161,554)	315,684
Reconciliation of funds:					
Total funds brought forward		<u>464,484</u>	<u>502,051</u>	<u>966,535</u>	<u>650,851</u>
Total funds carried forward		<u><u>284,667</u></u>	<u><u>520,314</u></u>	<u><u>804,981</u></u>	<u><u>966,535</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the accounts.

Prior period income and expenditure have been reclassified to reflect the requirements of the Charities SORP (FRS 102) and to be comparable with the current year. The restatements are purely reclassifications of income and expenditure and do not affect net income.

Code Your Future

Consolidated balance sheets

As at 31 December 2023

	Note	The group 2023 £	The group 2022 £	The charity 2023 £	Restated The charity 2022 £
Fixed assets					
Tangible assets	10	1,221	2,044	1,221	2,044
Investments	11	-	-	100	100
		<u>1,221</u>	<u>2,044</u>	<u>1,321</u>	<u>2,144</u>
Current assets					
Debtors	14	27,886	71,741	326,480	52,521
Cash at bank and in hand		<u>1,113,049</u>	<u>1,043,176</u>	<u>539,144</u>	<u>1,014,004</u>
		<u>1,140,935</u>	<u>1,114,917</u>	<u>865,624</u>	<u>1,066,525</u>
Liabilities					
Creditors: amounts falling due within 1 year	15	<u>337,175</u>	<u>150,426</u>	<u>61,964</u>	<u>95,676</u>
Net current assets		<u>803,760</u>	<u>964,491</u>	<u>803,660</u>	<u>970,849</u>
Net assets	17	<u>804,981</u>	<u>966,535</u>	<u>804,981</u>	<u>972,993</u>
Funds	18				
Restricted funds		284,667	464,484	284,667	464,484
Unrestricted funds		<u>520,314</u>	<u>502,051</u>	<u>520,314</u>	<u>508,509</u>
Total charity funds		<u>804,981</u>	<u>966,535</u>	<u>804,981</u>	<u>972,993</u>

Approved by the trustees on 24 September 2024 and signed on their behalf by



Stephen Grant - Trustee

Code Your Future**Consolidated statement of cash flows****For the year ended 31 December 2023**

	2023	2022
	£	£
Cash used in operating activities:		
Net movement in funds	(161,554)	315,684
Adjustments for:		
Depreciation charges	823	693
Dividends, interest and rents from investments	(2,686)	(3)
Decrease / (increase) in debtors	43,855	452,637
Increase / (decrease) in creditors	186,749	(366,176)
Net cash provided by operating activities	67,187	402,835
Cash flows from investing activities:		
Dividends, interest and rents from investments	2,686	3
Purchase of tangible fixed assets	-	(978)
Net cash provided by / (used in) investing activities	2,686	(975)
Increase in cash and cash equivalents in the year	69,873	401,860
Cash and cash equivalents at the beginning of the year	1,043,176	641,316
Cash and cash equivalents at the end of the year	1,113,049	1,043,176

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

Code Your Future

Notes to the financial statements

For the year ended 31 December 2023

1. Accounting policies

a) Basis of preparation

Code Your Future is a Charitable Incorporated Organisation registered in England and Wales. The registered office address is c/o Cititec, 69 Wilson Street, London, EC2A 2BB.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Code Your Future meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Group accounts

These financial statements consolidate the results of the charity and its wholly-owned (controlled) subsidiary on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities has not been presented for the charity.

c) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

d) Income

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

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

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

e) Donated services and facilities

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

Notes to the financial statements

For the year ended 31 December 2023

1. Accounting policies (continued)

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

f) Interest receivable

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

g) Funds accounting

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

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

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

i) Allocation of support costs

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

	2023	Restated 2022
Raising funds	29.1%	29.1%
Charitable activities	70.9%	70.9%

j) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	5 years
Office equipment	5 years

Items of equipment are capitalised at the discretion of trustees.

k) Investments in subsidiary undertakings

Investments in subsidiaries are measured at cost less impairment.

Notes to the financial statements

For the year ended 31 December 2023

1. Accounting policies (continued)

l) Debtors

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

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors

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

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

p) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

q) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

r) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are gifts in kind as described in note e above.

Notes to the financial statements

For the year ended 31 December 2023

2. Prior period comparatives: statement of financial activities (restated)

	Restricted £	Unrestricted £	2022 Total £
Income from:			
Donations and legacies	-	535,800	535,800
Charitable activities	504,968	362,400	867,368
Other trading activities	-	106,246	106,246
Investments	-	3	3
Total income	504,968	1,004,449	1,509,417
Expenditure on:			
Raising funds	-	201,388	201,388
Charitable activities	185,992	806,353	992,345
Total expenditure	185,992	1,007,741	1,193,733
Net income / (expenditure)	318,976	(3,292)	315,684
Transfers between funds	5,544	(5,544)	-
Net movement in funds	324,520	(8,836)	315,684

Notes to the financial statements

For the year ended 31 December 2023

3. Income from donations and legacies

	2023	Restated
	Total	2022
	£	Total
		£
Donations	32,360	69,348
Gifts in kind*	228,049	337,302
Grants	37,146	129,150
	<u>297,555</u>	<u>535,800</u>
Total income from donations and legacies	<u>297,555</u>	<u>535,800</u>

All income from donations and legacies was unrestricted in the current and prior year.

Prior year donations income has been restated to reclassify £362,400 of contract income as income from charitable activities.

*Gifts in kind comprises:

	2023	2022
	Total	Total
	£	£
Venue hire	24,398	-
Office consumables and equipment	1,613	4,000
IT software	90,795	189,974
Rent	99,300	126,800
Travel	11,943	-
Advertising and marketing	-	16,528
	<u>228,049</u>	<u>337,302</u>

Notes to the financial statements

For the year ended 31 December 2023

4. Income from charitable activities

	Restricted £	Unrestricted £	2023 Total £
Grants	189,154	55,790	244,944
Course delivery	-	431,700	431,700
Total income from charitable activities	189,154	487,490	676,644
Prior period comparative:			Restated 2022
	Restricted £	Unrestricted £	Total £
Grants	504,968	-	504,968
Course delivery	-	362,400	362,400
Total income from charitable activities	504,968	362,400	867,368

Prior year charitable activity income has been restated to include £362,400 of contract income which was previously included within donations income.

5. Income from other trading activities

	2023 Total £	2022 Total £
Recruitment fees	180,870	106,246

All income from other trading was unrestricted in the current and prior year.

Code Your Future

Notes to the financial statements

For the year ended 31 December 2023

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	2023 Total £
Staff costs (note 8)	181,226	530,137	112,219	823,582
Freelance staff	-	41,715	-	41,715
Other staff costs	-	1,649	1,647	3,296
Fellowship expenses	-	8,000	-	8,000
Course expenses	-	65,322	-	65,322
Franchise costs	-	16,638	-	16,638
Travel	-	35,150	-	35,150
Events	-	26,011	-	26,011
Depreciation	-	-	823	823
Rent and rates	-	114,503	-	114,503
Office costs	-	-	5,589	5,589
Advertising and marketing	10,768	-	-	10,768
Insurance	-	-	3,864	3,864
Legal and professional	-	-	3,009	3,009
Audit and accountancy	-	-	24,859	24,859
Bank fees	-	-	2,560	2,560
IT and telephone	-	96,917	1,947	98,864
Subscriptions	-	-	1,966	1,966
Irrecoverable VAT	-	-	8,702	8,702
FX gains / losses	-	-	22,473	22,473
Corporation tax payable	-	-	1,615	1,615
Sub-total	191,994	936,042	191,273	1,319,309
Allocation of support and governance costs	<u>55,737</u>	<u>135,536</u>	<u>(191,273)</u>	<u>-</u>
Total expenditure	<u>247,731</u>	<u>1,071,578</u>	<u>-</u>	<u>1,319,309</u>

Total governance costs were £12,250 (2022: £12,750).

Code Your Future

Notes to the financial statements

For the year ended 31 December 2023

6. Total expenditure (continued)

Prior period comparative (restated)	Raising funds £	Charitable activities £	Support and governance costs £	2022 Total £
Staff costs (note 8)	126,840	308,436	78,542	513,818
Freelance staff	-	86,124	-	86,124
Other staff costs	-	2,403	687	3,090
Fellowship expenses	-	28,000	-	28,000
Course expenses	-	78,079	-	78,079
Franchise costs	-	16,916	-	16,916
Travel	-	17,204	-	17,204
Depreciation	-	-	693	693
Rent and rates	-	139,430	-	139,430
Office costs	-	-	2,187	2,187
Advertising and marketing	32,580	-	-	32,580
Insurance	-	-	2,286	2,286
Legal and professional	-	-	12,091	12,091
Audit and accountancy	-	-	50,036	50,036
Bank fees	-	-	2,431	2,431
IT and telephone	-	213,699	461	214,160
Subscriptions	-	-	2,325	2,325
FX gains / losses	-	-	(7,717)	(7,717)
Sub-total	159,420	890,291	144,022	1,193,733
Allocation of support and governance costs	41,968	102,054	(144,022)	-
Total expenditure	201,388	992,345	-	1,193,733

Notes to the financial statements

For the year ended 31 December 2023

7. Net movement in funds

This is stated after charging:

	2023	2022
	£	£
Depreciation	823	693
Operating lease payments	Nil	Nil
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	Nil
Auditors' remuneration:		
▪ Statutory audit (excluding VAT)	<u>12,250</u>	<u>12,750</u>

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

8. Staff costs and numbers

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	734,876	458,642
Social security costs	72,350	44,489
Pension costs	<u>16,356</u>	<u>10,687</u>
	<u>823,582</u>	<u>513,818</u>

One employee earned between £60,000-£70,000 during the current and prior year.

The key management personnel of the charity comprise the Trustees and Chief Executive Officer. The total employee benefits of the key management personnel were £74,036 (2022: £74,044).

	2023	2022
	No.	No.
Average number of employees	<u>17</u>	<u>13</u>

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The subsidiary company distributes any profits to the charity and has incurred a minimal corporation tax charge of £1,615 in the year (2022: £nil) which is included within creditors in note 15.

10. Tangible fixed assets

The charity and the group	Office equipment £	Computer equipment £	Total £
Cost			
At 1 January 2023 and at 31 December 2023	<u>1,973</u>	<u>2,143</u>	<u>4,116</u>
Depreciation			
At 1 January 2023	1,579	493	2,072
Charge for the year	<u>394</u>	<u>429</u>	<u>823</u>
At 31 December 2023	<u>1,973</u>	<u>922</u>	<u>2,895</u>
Net book value			
At 31 December 2023	<u>-</u>	<u>1,221</u>	<u>1,221</u>
At 31 December 2022	<u>394</u>	<u>1,650</u>	<u>2,044</u>

11. Investments

	The group		The charity	
	2023	2022	2023	2022
	£	£	£	£
Investment in subsidiary company	<u>-</u>	<u>-</u>	<u>100</u>	<u>100</u>

The investment represents 100% of the ordinary share capital of CodeYourFuture Labs limited, a company registered in England and Wales (no. 13232479), whose principle activity is to carry out trading activities in support of the charity. A summary of the financial results and position of CodeYourFuture Labs Limited is given in note 12.

Code Your Future

Notes to the financial statements

For the year ended 31 December 2023

12. Subsidiary undertakings

CodeYourFuture Labs Limited

The consolidated financial statements include the results of CodeYourFuture Labs Limited, the trading arm of the charity which undertakes student programmes and recruitment of trainees.

	2023 £	2022 £
Turnover	564,770	406,871
Administrative expenses	(199,475)	(110,873)
Other operating income	604	-
Operating profit	365,899	295,998
Interest receivable	2,166	-
Profit / (loss) on ordinary activities	368,065	295,998
Corporation tax	(1,615)	-
Profit for financial year after taxation	366,450	295,998
<i>Changes in equity:</i>		
Total retained profit / (losses) brought forward	(6,458)	(2,457)
Total comprehensive income for the year	366,450	295,999
Gift aid distribution to parent charity	(359,992)	(300,000)
Total retained profit / (loss) carried forward	-	(6,458)

The aggregate of the assets, liabilities and funds was:

	2023 £	2022 £
Assets	574,061	107,707
Liabilities	(573,961)	(114,065)
Funds	100	(6,358)

13. Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2023 £	2022 £
Gross income	950,208	1,402,545
Results for the year	(168,012)	319,685

Notes to the financial statements

For the year ended 31 December 2023

14. Debtors

	The group		The charity	
	2023	2022	2023	2022
	£	£	£	£
Trade debtors	24,980	67,717	24,980	49,864
Amounts owed by group undertakings	-	-	298,750	-
Prepayments	266	492	110	153
Other debtors	2,640	3,532	2,640	2,504
	<u>27,886</u>	<u>71,741</u>	<u>326,480</u>	<u>52,521</u>

15. Creditors : amounts due within 1 year

	The group		The charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	4,423	7,054	1,063	1,239
Amounts owed to group undertakings	-	-	-	59,315
Accruals	44,519	22,512	39,419	14,262
Other creditors	86,618	20,860	21,482	20,860
Deferred income (see note 16)	200,000	100,000	-	-
Corporation tax payable	1,615	-	-	-
	<u>337,175</u>	<u>150,426</u>	<u>61,964</u>	<u>95,676</u>

Notes to the financial statements

For the year ended 31 December 2023

16. Deferred income

	The group		The charity	
	2023	2022	2023	2022
	£	£	£	£
At 1 January 2023	100,000	-	-	-
Deferred during the year	200,000	100,000	-	-
Released during the year	(100,000)	-	-	-
At 31 December 2023	<u>200,000</u>	<u>100,000</u>	<u>-</u>	<u>-</u>

Deferred income relates to contract income received in advance of the provision of services.

17. Analysis of group net assets between funds

	Restricted funds	General funds	Total funds
	£	£	£
Tangible fixed assets	-	1,221	1,221
Current assets	284,667	856,268	1,140,935
Current liabilities	-	(337,175)	(337,175)
Net assets at 31 December 2023	<u>284,667</u>	<u>520,314</u>	<u>804,981</u>
Prior year comparative			
	Restricted funds	General funds	Total funds
	£	£	£
Tangible fixed assets	395	1,649	2,044
Current assets	464,089	650,828	1,114,917
Current liabilities	-	(150,426)	(150,426)
Net assets at 31 December 2022	<u>464,484</u>	<u>502,051</u>	<u>966,535</u>

Notes to the financial statements

For the year ended 31 December 2023

18. Movements in funds

	At 1 January 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 December 2023 £
Restricted funds					
Maingot	-	15,000	-	-	15,000
Motorola	-	43,206	(14,774)	-	28,432
WMCA	(12,534)	-	-	12,534	-
Workday	8,356	80,948	(89,304)	-	-
Co-op	5,000	-	-	(5,000)	-
Santander	59,449	50,000	(57,871)	-	51,578
NTTF	4,881	-	-	(4,881)	-
TENT	4,431	-	(96)	-	4,335
Salesforce	384,947	-	(205,571)	-	179,376
Benesys	9,954	-	(4,008)	-	5,946
Total restricted funds	464,484	189,154	(371,624)	2,653	284,667
Unrestricted funds					
General funds	502,051	968,601	(947,685)	(2,653)	520,314
Total unrestricted funds	502,051	968,601	(947,685)	(2,653)	520,314
Total funds	966,535	1,157,755	(1,319,309)	-	804,981

Purposes of restricted funds

Maingot	Offer an employment experience to four of our CYF graduates and one senior developer for three months.
Motorola	Build our communities in the North. Pay trainee expenses and staff/admin costs.
Santander	Code Your Future will support beneficiaries to address barriers including financial, digital and social exclusion.
TENT	To mentor refugee women.
Salesforce	Establish an accelerator program to train refugees and asylum seekers for high-paid, tech roles.
Benesys	To fund 2 x tuitions of preferably Afghanistan refugees.

Transfers

Transfers relate to qualifying restricted expenditure incurred in CodeYourFuture Labs Limited during the prior year which had not been allocated against the respective funds. Other transfers relate to the topping up of restricted funds in deficit by general funds.

Notes to the financial statements

For the year ended 31 December 2023

18. Movements in funds (continued)

Prior year comparative

	At 1 January 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 December 2022 £
Restricted funds					
WMCA	3,695	(16,229)	-	-	(12,534)
Workday	53,450	-	(45,094)	-	8,356
Co-op	5,000	-	-	-	5,000
Santander	100,000	-	(40,551)	-	59,449
NTTF	1,324	74,397	(70,840)	-	4,881
AMIF/SIMPLON	(33,136)	22,968	684	9,484	-
AMNIA	1,512	-	(1,512)	-	-
Birmingham Open Media	3,940	-	-	(3,940)	-
TENT	4,203	-	228	-	4,431
Salesforce	-	413,832	(28,885)	-	384,947
Benesys	(24)	10,000	(22)	-	9,954
Total restricted funds	139,964	504,968	(185,992)	5,544	464,484
Unrestricted funds					
General funds	510,887	1,004,449	(1,007,741)	(5,544)	502,051
Total unrestricted funds	510,887	1,004,449	(1,007,741)	(5,544)	502,051
Total funds	650,851	1,509,417	(1,193,733)	-	966,535

19. Related party transactions

Code Your Future (CYF) is the parent charity of CodeYourFuture Labs Limited (CYF Labs). During the year CYF Labs made donations totalling £359,992 (2022: £300,000) to CYF. At the year end the balance due from CYF Labs to CYF was £298,750 (2022: CYF owed to CYF Labs £59,315).

Stephen Grant, a trustee, is also a director of Cititec Group Limited (Cititec). During the year the year Cititec allowed CYF use of office space free of charge. This has been included as a gift in kind, with £52,000 (2022: £52,000) being recognised as income and expenditure in the year. No amounts were outstanding at year end in the current or prior period.

20. Prior year restatement

Balance sheet restatement

Prior year charity only restricted funds have been restated to recognise a late adjustment raised in the prior year that was not reflected in the final accounts. As a result of the restatement, restricted funds have increased by £38,074 and unrestricted funds have decreased by the same amount at 31 December 2022. There has been no impact on total income or expenditure recognised in the prior year, or to the group balance sheet.

CODE YOUR FUTURE

England & Wales - Charity number 1174929

Accounts

CODE YOUR FUTURE

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

CODE YOUR FUTURE

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CODE YOUR FUTURE

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Trustees	C Miccio S Grant I Kajokaite C I O'Beirne
Charity registered number	1174929
Principal office	c/o Cititec 69 Wilson Street London EC2A 2BB
Independent auditors	MHA Statutory Auditor Moorgate House 201 Silbury Boulevard Milton Keynes Buckinghamshire MK9 1LZ

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2022. The financial statements have been prepared in accordance with the accounting policies set out in note 2 to the financial statements and comply with the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019) and the Charities Act 2011.

1. MESSAGE FROM THE TRUSTEES

Short overview of the year

CodeYourFuture's (CYF) vision is for a thriving community of learners and volunteers, providing the most disadvantaged with opportunities to study and grow professionally and personally.

In 2022 the return of in-person activities meant we could focus more on community building and introduce innovative programmes, expanding the scope of our offering to the people at the heart of our vision.

We were able to support CYF in helping over 150 people start their learning journey, improving their lives through acquiring new skills and finding a supportive community. We managed to keep the employment rate of our graduates above 70%, with the North West of England reaching 90%. We could also be proud to celebrate the 200th CYF graduate finding employment and the launch of our new Product team.

The incredible and dedicated team of CYF, together with 200 amazing volunteers from all over the world, continued to rise to the challenge and supported our trainees not only in their technical learning journeys but also through their personal development.

As we look to the future, we see new opportunities to reach and help more people through the work of CYF and to further innovate our programme in 2023.

We would like to thank this wonderful community of CYF staff and volunteers for bringing our vision to life for a more equitable society and diverse tech industry.

Their drive and heart in supporting all the trainees, fostering collaboration and creating a grass-root community allowed CYF to flourish and grow beyond expectations.

This report highlights their hard work and achievements

2. EXECUTIVE SUMMARY

A message from CYF's Founder, Germán, highlighting our biggest achievements in 2022

All CYF communities went through a consolidation period in 2022. It was time to implement operational strategies, but also time to strengthen the return of in-person activities, focusing on community building.

In 2022 we achieved the significant milestone of supporting two hundred graduates to get employed in tech. Also, four cohorts successfully graduated throughout the year in all of our UK communities. From the partnership perspective, we were delighted to count on Capgemini's sponsorship for one more year, which enabled our programme to keep running in London, in the North West and in the West Midlands. Also, we were proud to be a UK partner organisation for the Refugee Women Mentorship Program from Tent, offering career advice for hundreds of refugee women living in Europe.

In 2022, we hired our first Director of Product to structure the team that allows trainees and graduates to boost their digital and soft skills after graduation; twenty-two new trainees and graduates joined that team in a volunteering position as Junior Software Developers. They worked in their teams as full-stack developers, delivering the roadmap defined by the Product Managers.

Our Tech Education team welcomed a new pedagogy specialist to ensure that our training and learning systems were updated and aligned with the fast-changing demands of the tech industry. The team was proud to kick off the flipped classroom format as the new CYF learning model, activating greater participation from our trainees.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

In 2022, we experienced a steady increase in the number of code reviews happening across our communities for the first time, leading to the enhancement of trainees' performance tracking.

CYF regions had an eventful year. In Scotland, we welcomed two new team members and established hiring partnerships. The North West launched a group in Leeds, and the region had a record cohort of over fifty applicants. In the West Midlands, female participation reached 43%, with trainees speaking at events and participating in hackathons. London launched its ninth cohort and prepared for the upcoming tenth cohort. Companies generously provided meeting spaces for weekend live sessions. In South Africa, we had our first face-to-face training session at the University of the Western Cape, with the UK team making their inaugural visit.

3. OBJECTIVES & ACTIVITIES

CYF's Purpose (Objectives) & Activities: who we are, what we do

At CYF, we're driven by the belief that everyone deserves a chance to succeed personally and professionally. That's why we provide free tech and personal development training to underrepresented communities in tech, which includes refugees, asylum seekers, people living in poverty or long-term unemployment, ex-offenders, single parents and those diagnosed with mental health, learning, or physical disabilities.

Our mission is to empower individuals and create a more diverse, equitable, and inclusive tech industry.

Through our nine-month vocational training course in software development, we break down barriers to entry by offering accessible learning options for individuals with little or no prior experience in tech. Beyond the technical training, we provide personal and professional development support, including mentorship and coaching, networking opportunities, and specialised workshops to equip our trainees with the workplace skills that will allow them to start a new career.

our aim is to build a sustainable grassroots movement that can be replicated around the world, focused on community values.

4. BARRIERS TO ENTRY

Numerous barriers stand in the way of individuals facing social and economic challenges in accessing training, and lowering those obstacles is part of our mission. Hence, we want to ensure that all trainees have the resources they need to succeed in their career journey.

Free

Finance is one of the main barriers to accessing training and education, so our programme is completely free of cost to all participants. Flexible, part-time learning.

To ensure our trainees can learn and finish the programme alongside their existing commitments, we offer flexibility by mixing remote learning during the week with part-time in-person classes during the weekend.

Laptops & Internet

To launch a career in tech, people need access to the right tools and infrastructure. We provide devices and internet connectivity to those who need them.

Travel

In order to enable access to our training, we support trainees with travel costs to our events and classes.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Childcare

For many in difficult circumstances - but especially women - childcare responsibilities prevent access to training and educational opportunities, career development and employment. Covering the cost of childcare helps us support more women to get into tech.

Inclusivity

We bring together a diverse community of trainees, volunteers, alumni and partners, creating a welcoming and inclusive environment and encouraging collective learning. Our community helps motivated trainees get on board and stay on track, no matter their background.

5. OUR MODEL

CYS' Activities - what we do in more detail

Our Trainees

Our trainees come from diverse backgrounds, facing several challenges to accessing relevant training, followed by employment in the tech industry.

Our trainees come from a wide range of backgrounds. In 2022:

- * 39% were refugees and asylum seekers
- * 88% came from minority ethnic backgrounds,
- * 40% either identified as female, non-binary or trans
- * 25% of our trainees were aged 40 or over.
- * 66% of our trainees lived in poverty.

To reach and recruit our trainees, we actively collaborate with local NGOs, community groups, and the Department for Work and Pensions (DWP). Through these partnerships, we connect with individuals who can benefit from our program.

Many trainees find us through word-of-mouth referrals based on positive recommendations from our alumni and volunteers. Our trainees' experience with the programme is overwhelmingly positive, inspiring many graduates to become volunteers, fostering a supportive cycle within our community.

CYF's programme is tailored for individuals without any coding background, enabling us to concentrate on their untapped potential. As part of our selection process, all applicants are given an opportunity to demonstrate their capabilities and enthusiasm by undertaking our self-guided Intro to Digital course. This course serves as a starting point, introducing candidates to programming fundamentals and helping them develop a stable base from which they can further grow.

Tech Skills

Our 9-month part-time Software Development Course (SDC) is designed for individuals with little or no prior tech experience. The training focuses on in-demand technical skills and is designed to be practical and vocational, emphasising functional programming, to give trainees the best chance of securing employment upon graduation. Trainees start with the basics (Intro to Digital), and through the Fundamentals and Software Development courses, they learn all the skills needed to work as junior web developers.

After completing the Intro to Digital application process, trainees are invited to take part in the Fundamentals course. This is a month long and introduces them to working in teams alongside basic programming concepts. This is, in some ways, an extension of the application process before reaching SDC, as the data we collect during these weeks is used to select trainees that will be invited to the SDC. Selection criteria includes class attendance, completing assignments and asking for help.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Throughout the Software Development course, trainees build a portfolio of functional work, culminating in the delivery, deployment, and demonstration of a working MVP of a full-stack web application. This real-world project is often developed in collaboration with an NGO partner within a cross-functional agile team. Through these projects, trainees gain valuable practical experience and present their abilities to prospective employers.

The development of our tech syllabus is a collaborative effort involving dedicated volunteer trainers and mentors who are experienced professionals in the field. Based on their first-hand knowledge of the industry demands combined with the guidance of our Tech team, we have crafted a high-quality web development syllabus comparable to leading coding bootcamps. Additionally, our diverse group of experienced industry volunteers contributes optional modules that expand the software engineering prospects for our alumni.

The effectiveness of our programme is reflected in the career paths pursued by our graduates. Common first job roles for CYF graduates include Full Stack Developer, Front End Developer, Cloud/DevOps Engineer, Quality Engineer, Product Manager, and UX/UI Designer.

These diverse opportunities showcase the potential of our trainees upon completion of the programme.

Professional Development & Mentorship

We are dedicated to supporting the holistic development of our trainees through comprehensive personal development and mentorship programmes.

Our personal development and employability curriculum, integrated into our technical programme, is shaped by industry professionals. It focuses on essential soft skills such as communication, teamwork, problem-solving, time management, and agile working. Besides this, trainees receive employability guidance, CV writing and mock interviews.

Post-graduation career mentors guide graduates with career advice and with job applications. We also provide targeted coaching sessions for specific challenges and encourage self-directed projects to foster creativity and innovation.

On the technical side, each trainee is paired with a mentor for personalised technical guidance and code review.

Recruitment

One of our key indicators of success is the rate of our graduates' progression into employment in the tech industry.

We help our trainees with CV writing, interview skills, targeted role preparation and match them to exciting job opportunities within our recruitment partner network and wider community. The success of our Employment Programme can be measured in the over 240 graduates securing jobs at great companies, like Capgemini, Deloitte, Financial Times, J.P. Morgan, the BBC and more.

CYF Products

In 2022, we established a new internal product division called CYF Products. This team is formed by trainees, graduates and volunteers who collaborate in sprints to develop features for real products utilised within the organisation, including our CRM and the trainee and volunteer application processes.

Trainees and graduates volunteer as Junior Software Developers within the Product team contributing to the team's roadmap defined by Product Managers.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Community-building

Our grassroots and community-focused approach sets us apart, fostering a nurturing and inclusive environment for our community members.

Our commitment to building inclusive communities extends to every aspect of what we do. We create safe spaces for everyone involved to come together, learn, grow, and forge meaningful connections.

We are a vibrant global ecosystem that brings together trainees, corporate partners, and experienced volunteers from various backgrounds. We are driven by a shared desire to make a positive impact on society.

At the core of our community are our trainees, who not only benefit from our programmes but also actively contribute back by often choosing to volunteer after graduation.

Our graduates take our values to many organisations, and as a result, CYF becomes a bridge between underrepresented communities and the tech sector, giving opportunities for both to learn from each other.

Partnerships

We understand the importance of strong partnerships in creating a thriving community and a more inclusive and diverse tech sector. We start by collaborating with NGOs and public services that share our mission and can help us reach those who are most in need and well-suited for our courses.

Our corporate partnerships play a vital role in creating a more inclusive tech industry and driving innovation. These partnerships provide valuable volunteers for our programme, job opportunities for our trainees, industry networking events, and real-life projects that enhance our graduates' portfolios.

In addition to fostering partnerships with companies, we collaborate with other NGOs on meaningful tech projects. This not only provides valuable work experience for our trainees and graduates but also enables us to create innovative digital products that serve the needs of communities.

6. OUR VOLUNTEERS

The driving force behind CodeYourFuture and the key to our success

As a volunteer-led organisation, we are glad that over 200 people volunteered in our five regions in 2022.

Volunteers are the core of our community, and our trainees rely on their support each year to run courses, mentor, give feedback, facilitate projects, review CVs, do mock interviews, manage projects, and organise events.

Volunteers connect us to new partners, ensuring our organisation is sustainable and helping our regions to accomplish their mission.

ROLES

Our volunteers form five teams:

Community Coordinators

In 2022, our Community Coordinators (Cocos) supported their regions by looking after community building projects. That included managing social media channels, organising events to welcome new volunteers, hosting our regional Demo Days, and planning spaces so our community could meet and hang out.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Tech Education

In 2022, aiming to improve the quality of our programme, the Tech Education team redesigned the delivery of our classes so trainees become owners of their learning experience. Instead of having teacher-led classes, we kicked off a pilot of a new pedagogy model called flipped classroom in the North West.

Professional Development

In 2022, our Personal Development teams offered mentorship through our buddy system during the week and delivered soft-skills training on the weekends. Thanks to our volunteers, Professional Development modules were integrated into the Technical content, enabling a more holistic approach. Due to this amalgamation, we changed the name from Personal Development to Professional Development in order to better represent what this team is working to achieve.

CYF Product

In 2022, CYF Product continued building products in which volunteers and graduates benefit from the team experience. In agile teams, they work on live products, practising their knowledge. The teams have roles such as product owners, scrum masters, tech leads, developers, UI/UX designers and testers, which are open to any volunteer.

Employability

The Employability team guides our graduates in developing their career plans, also providing the tools for them to achieve this. In 2022, our employability volunteers supported the graduates in regional teams, where they helped with their applications in order to secure a good job in tech.

Thoughts from our volunteers

Why did you decide to volunteer at CYF?

"I wanted to be a part of something that drives real change. A real solution to help end the cycle of poverty on a grassroots level."

"I'm a graduate that jumped at the opportunity to give back to the community that equipped me for a future in tech."

"I wanted to get involved in helping others develop their coding skills and improve my own in the process."

What would you like to achieve by volunteering?

"To develop my own leadership skills."

"I wanted to help others to achieve their dream goals and get jobs in Tech like I did. Also, it was a great opportunity for me to improve my knowledge and confidence."

"To help people grow and develop, to grow as a teacher, to make friends and connections in the community."

a. Volunteer Story from the North West (UK)

Dharma

I decided to volunteer at the start of 2022 as a former CodeYourFuture graduate still looking for work. I thought it would be a great opportunity to give back to the community that had helped me change careers and pass it forward by helping change the lives of the next generation of trainees.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

As a volunteer at CYF, I've had the chance to make a difference in the lives of others. One particular moment that stands out for me and made me truly happy was watching my trainees graduate. It was an incredible feeling to see them succeed and know that I played a part in their journey.

Throughout my time volunteering, I've learned and developed personally. When I started, I wasn't sure if I had the knowledge to share, but mentoring the first QA graduate showed me that I did. I realised that I could offer them my unique insight, having been through the journey myself. Being able to shape and support the newly formed QA's on their tech journey - showing the trainees that IT is so much more than just coding - has been fulfilling.

CYF has a wonderful sense of community and support. It's important to have good relationships within the volunteer network, as we share the load and provide personal and technical support to help our trainees achieve their goals.

If someone is thinking of volunteering with CYF, my advice would be to be prepared for a long-term commitment. It's a journey that requires dedication, but the reward of seeing trainees change their lives is absolutely worth it. CYF not only helps them but also empowers volunteers to continue their own personal and professional growth in the tech industry.

Thoughts from our volunteers

What do you like about your experience volunteering at CYF?

"The community is so amazing, helpful, funny and friendly."

"We all want to belong to something significant. I belong to an amazing community that supports me in all areas of life."

"Watching trainees grow as they progress."

"The flexibility, on top of the minimum I committed to, I can contribute as little or as much as I want/can!"

"Working with trainees and seeing their confidence develop."

b. Volunteer Story from Scotland **Douglas**

I decided to join CodeYourFuture to make a difference for people who are under-represented in the tech industry, helping them learn and possibly find job opportunities.

As a CYF volunteer, I assist with technical education, helping trainees with coding and concepts and trying to help them imagine themselves as working developers. A typical week for me involves helping out in class on Saturdays. I may open and close the class, present lessons, facilitate discussions, and sit with trainees to provide support with their code.

It's a fulfilling experience because I didn't have someone like that when I was learning, and I understand the obstacles it can present.

Volunteering with CodeYourFuture has been a rewarding experience for me.

When I started, I was quite nervous about speaking in front of others and didn't have much teaching experience. However, I've become more confident in helping out as a teacher, supporting trainees and managing a syllabus. One of the things I hoped to achieve was to meet new people and gain different perspectives, both professionally and personally. Teaching software development practices has encouraged me to reflect and grow, helping my own career.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

What I like most about my overall CYF experience is the sense of community. Everyone involved is smart and lovely, and I feel a strong connection with them. It's a collaborative and inclusive environment where everyone's contributions are valued.

Attending Demo Day, after helping with their final project and seeing the trainees' achievements and the professional confidence they had gained, made me truly happy to be a CYF volunteer. If someone is thinking of volunteering with CYF, I would encourage them. It's a great opportunity to make a real difference in people's lives and actively contribute to fostering greater diversity in the tech industry.

Thoughts from our volunteers

How volunteering at CYF helped your career?

"It definitely helped me move into a management role."

"I think mentoring, especially to a group that might have a language barrier, forces you to improve your communication skills."

"The volunteering experience helped kick start my career. Speaking with professionals in the field, I have learnt about my skills and desires for a future career."

What words of encouragement can you offer someone who is thinking of volunteering with CYF?

"Don't be afraid to get involved and put your own ideas forward. Every class is different and influenced by everyone that contributes."

"Do it; you won't regret it. You don't need to be a "techy" to be a Personal Development buddy."

"Even a couple of hours of your time every week can change someone's life!"

7. ACHIEVEMENTS & PERFORMANCE

PROGRAMME OVERVIEW

In 2022, 167 trainees started CYF's Software Developer course across 4 classes in 4 regions (London, North West and West Midlands in the UK, plus Cape Town in South Africa) in addition to the Glasgow 5 cohort of Scotland graduating in February 2022.

We expanded and updated both our Technical and Professional Development programmes as well as our fantastic team. We welcomed new members in the roles of Director of Product, Curriculum & Pedagogy Consultant, Head of Scotland & Global Partnerships and Programme Managers for Scotland and London.

EMPLOYABILITY

- * The 200th Code Your Future graduate started a job in tech.
- * Over 70 graduates finding a job in tech during 2022.
- * In some of our regions, over 80% of graduates gained employment within 6 months of completing our course.
- * North West 4 became our most successful cohort ever, with 90% of their graduates in employment and 95% in employment or further education.
- * In some instances, graduates had a 1400% increase in their salary.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

PROGRAMME INNOVATION**CYF+ Immersive Engineering (pilot)**

This year, we embarked on an ambitious advanced immersive engineering pilot that aimed to prepare high-performing trainees for lucrative roles in top tech companies. Instead of traditional lessons and modules, we adopted a sprint-based approach, where trainees actively participated in building projects and code reviews, with their weekly demos becoming a valuable learning experience for all.

This unique model, known as CYF+ Immersive Engineering, involved selecting exceptional trainees from our main program and providing them with fellowship stipends and work placements in partnership with industry leaders, enabling them to study full-time.

Throughout the pilot, we collaborated closely with engineers from the partner company to focus on technical competencies required in software engineering (SWE) and site reliability engineering (SRE) projects, prioritising skill development over product development.

In just 12 weeks, we witnessed significant growth in the pilot trainees' abilities, taking them from building basic React sites to implementing complex systems like RAFT in Go. Building on this success, we are excited to announce the second iteration of the program scheduled for Q3 2023.

Digital Literacy

CYF launched a digital literacy programme aiming to support individuals who face challenges in acquiring basic digital skills. We hope to enhance participants' digital experiences and open up potential pathways to careers in the tech industry.

Throughout the program, we focus on developing fundamental digital skills, covering a wide range of topics, including internet usage, browsing, search engines, social media, email, cyber security, job platforms, mobile banking, online shopping, and more.

Our comprehensive curriculum is designed to make participants feel more comfortable and confident in using their devices. We want to empower them to access various online services and information, enabling them to become active digital citizens. Moreover, by equipping them with these essential skills, we hope to create opportunities for future careers in the dynamic field of technology.

Flipped classroom

Our flipped classroom model accommodates more participants while providing a cohesive training journey, starting from the basics and leading to employment. It fosters active learning, collaboration, and a sense of ownership in the trainees' education.

In a flipped classroom, we move away from the traditional approach of learning everything in class. Instead, trainees study topics independently through videos or other resources before coming to class. This allows them to arrive prepared, ask questions, and engage in practical activities. Trainees also have the opportunity to help their peers with topics they have already mastered.

Professional Development

We launched a new Professional Development (PD) syllabus team, updated the content and remodelled the PD website.

The updated PD content strongly focuses on the professional skills required to work in functional agile teams and thrive in the workplace, such as communication, teamwork, confidence building and leadership.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

The PD website has valuable resources for trainees who may need additional support. Volunteers can use the website to find supplemental training materials.

CYF Products

The Products Team experienced significant growth through 2022 under the leadership and guidance of our new Director of Product, Karen. We started with one product team and expanded to four teams actively delivering features.

22 new trainees and graduates joined as Volunteer Junior Software Developers at the start of 2022, whose contributions and dedication made a valuable impact on our product development efforts.

In 2022, our product teams achieved notable milestones. In the Dashboard product team, we introduced essential features such as the ability for applicants to send files through our applications process and the functionality for Programme Managers to bulk archive applicants no longer in the process.

Mentor Bot, which launched in two regions, received valuable feedback on our trainees' performance from the Personal Development Buddies.

The Class Planner team focused on organising and structuring team members while integrating the product into the CYF infrastructure.

CYF Next made significant progress by establishing rules and logic for secure data availability across multiple products.

REGIONAL PERFORMANCE

LONDON (UK)

In 2022, we celebrated the graduation of our 8th cohort in London, with 36 participants, among whom 53% were women.

90% of our trainees had the opportunity to work on projects with NGOs, reflecting our commitment to creating meaningful collaborations.

Driven by the increasing interest in our programme, we expanded our efforts in 2022 to accommodate more individuals and extend our reach. In the latter half of 2022, we started our new cohort London 9, with 65 trainees in the Fundamentals course and 55 of them progressing to the Software Development course.

Thanks to the generous support of our office partners, we were able to resume in-person classes in April 2022, and the dedicated coworking space provided by Cititec every Tuesday and Friday helped our community to bond and thrive as trainees, mentors, and volunteers came together to work, study, and collaborate.

NORTH WEST (UK)

In 2022, we experienced a significant increase in the size of our North West cohort, with 53 trainees joining our Fundamentals course and 39 of them progressing to the Software Development course.

North West 4 graduates achieved an impressive job placement rate, with nearly 90% of them securing rewarding positions.

To accommodate trainees from Leeds, we established a remote participation option, allowing them to join the Manchester course from their location. Both in Leeds and in Manchester, a group of trainees self-organised community lunches, study group sessions, and various activities.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

We ran workshops in collaboration with partners such as Capgemini, Robert Walters, and Barclay's, covering topics like business design.

Some North West trainees have taken the lead in our new Digital Literacy Programme in Manchester, where they enhance their own skills and teach others the essential basics of everyday technology.

SCOTLAND (UK)

In February 2022, we proudly celebrated the graduation of our 5th Glasgow Cohort, with 20 graduates from 14 different countries, among whom 50% were women. 60% of the graduates found jobs in companies such as Lush, BigSpark, Sopra Steria and Capgemini.

Our trainees, graduates and volunteers actively participated in notable events at BBC Scotland, New Barclays Campus, and the TuringFest, among others, representing CodeYourFuture with enthusiasm and skill.

During 2022, the team handled complaints related to the Code of Conduct and took the opportunity to improve processes across the organisation, particularly in the area of Community Safety. With the support of an external HR consultant, we improved our complaints handling policy, introduced new training requirements for staff and appropriate Safeguarding training for the designated Safeguarding Officers.

Also, we bid farewell to our exceptional Scotland programme manager, Gianluca, while warmly welcoming Carolina as Head of CYF Scotland & Global Partnerships and Dara-Emma as the Scotland Delivery Manager in November 2022.

WEST MIDLANDS (UK)

In 2022, we celebrated significant achievements in the region. The hard work and dedication of our graduates from the WM3 cohort paid off, with 81% of them securing jobs in tech.

Our WM 4 cohort took off with 55 trainees in the Fundamentals course, with 47 progressing to the Software Development Course, of whom 41% were female.

Our trainees spoke at International Women's Day events, attended Birmingham Tech Week and participated in multiple hackathons - such as Hack the Midlands. We were featured in three press highlights across the year, showcasing our work.

CAPE TOWN (South Africa)

It was a transformative year for CYF Cape Town as we started to transition from online to in-person classes, running a hybrid model for our 2nd cohort, hosted with our new partner Cititec, which provided work and class space.

CYF global team visited the region in November and attended the first ever in-person session, where volunteers and trainees had a fantastic day connecting and learning. We also piloted the first phase of the Flipped Classroom Model.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

8. IMPACT

2022 Class Summary

Total Number of SDCs started:	4
Total Number of Trainees starting SDC:	170
Cohort breakdown	- London 9 - North West 5 - West Midlands 4 - Cape Town 2
Additional class breakdown/numbers for the year 2022.	In 2022, 170 new trainees started our Software Development courses. They are graduating throughout 2023. Combined with trainees who started with a cohort from 2021, we supported 264 trainees across 7 cohorts in 2022.
Gender breakdown of trainees (SDC)	
Female, non-binary or trans:	40%
Male:	60%
Refugee & Asylum Seeker:	39%
Countries of Origin:	48 different countries Afghanistan, Angola, Austria, Bangladesh, Brazil, Burundi, Cape Verde, China, the Democratic Republic of the Congo, Côte d'Ivoire, El Salvador, Eritrea, France, Ghana, Greece, Guatemala, Guinea, Hong Kong, India, Iran, Iraq, Italy, Libya, Lithuania, Moldova, Morocco, Myanmar, Nepal, Nigeria, Pakistan, Palestine, Poland, Romania, Rwanda, Slovakia, Somalia, South Africa, South Sudan, Spain, Sudan, Syria, Trinidad, Turkey, United Kingdom, Ukraine, Vietnam, Yemen, Zimbabwe
Employment	
Number of graduates <i>(3 cohorts graduated in 2022 and 4 cohorts from 2022 are graduating in 2023)</i>	Number of people who graduated in 2022: 64 Number of people who graduated in 2022 who now have jobs: 48 In total, 69 Graduates gained employment in 2022. This includes people who graduated at the end of 2021. 2022 Graduate employment rate: 75% We achieved our 200th Graduate in employment during 2022.
Eligible Graduates in Employment or Further Education:	Total number of Graduates as of end of 2022: 366 Number of graduates in either employment or Further Education from Graduate pool at end of 2022: 259 Employment rate: 71%

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Companies that hired our graduates:	Accenture AND Digital Aon Aston Martin Lagonda Ltd BBC BigSpark BJSS Capgemini Centrica Covatic Coveo Dark Pools Ltd. Dept FinDock Golden Charter JP Morgan Lloyds Banking Group Lush Morrisons Motorway MVF Overleaf Sainsburys Solirius Sopra Steria Systal Technology Solutions The Sikh Network Tucasi Systems University of Strathclyde Yoti
Volunteers	
Number of volunteers	200
Trainee Support	
Total expenses paid:	In 2022, CodeYourFuture spent £80,500 on trainee expenses
For:	Childcare £31,000 Laptops £ 26,600 Travel £13,500 Internet £ 3,400 Meals during class £ 5,000 Headsets, computer accessories & other £1,000
By region:	West Midlands - £13,100 Glasgow - £11,600 London - £32,600 North West - £23,200
ITD (Intro to Digital) Workshop Data	
	Digital Literacy Programme £1,251 expenses

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

9. OUR TRAINEES

Helping them change their lives is our main purpose and the reason why CYF exists.

a. Trainee Story from Cape Town (South Africa)

Catalina

Before joining CodeYourFuture, I was without a job for a long time. After doing some research, I realised that the tech industry could be the right path for me. I learned about CYF through Google and decided to give it a try.

I didn't have much coding experience, except for some HTML and CSS (from Codecademy), and I faced overwhelming moments along my journey, sometimes feeling like giving up.

I always finish what I start, and it also helped that the people at CYF were incredibly supportive. They provided guidance and accountability, which helped me complete the course.

CYF continued to provide assistance even after graduation, ensuring that I have ongoing support throughout the recruitment process.

Before joining CYF, I had doubts, but over time, I realised that CYF is a serious programme that provides valuable skills and support. CYF has equipped me with important employability skills, including technical skills, team collaboration, and improved English proficiency. These skills are crucial for securing a job and succeeding in the tech industry. Although I haven't reached my ultimate goal of getting a job yet, I feel confident that I'm on the right path and will achieve it in the near future.

Even my mindset has changed since joining CYF. I am now more confident in myself and believe that I can learn anything if I put my mind to it.

If someone is thinking of joining CYF, I would encourage them to work hard but also find joy in the process. It's important to embrace the journey and stay motivated.

Thoughts from our trainees

What was happening in your life before CYF that made you decide to come to CYF?

"Before CodeYourFuture I had no confidence; it raised my confidence incredibly."

"A lot of immigration issues and feeling the doors to a career in tech were closed."

"I came to the UK 3 years ago. Since I had a stable job before, I was confident that I would not have any problems finding one here. In reality, my qualifications were not sufficient to get a job, and I had to obtain further qualifications."

What did you hope to achieve by studying with CodeYourFuture?

"I wanted to get more confident in my coding and find a job in the industry."

"Achieve my financial independence because I didn't have the chance to have my own money."

"I hoped to get a job in tech to help my family financially."

"I want to be able to find a good job in Tech. I want to prove that as a foreigner, I can excel in a tech position if I get the right support and guidance."

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

b. Trainee Story from the West Midlands (UK) **Farzad**

Before joining CodeYourFuture (CYF), I was already passionate about programming and had started learning Android development on my own. I learned about CYF through a close friend who had already gone through the program and highly recommended it.

I knew I had to join to acquire knowledge and gain practical experience in order to grow in the field of program development. I wanted to expand my skill set and become a proficient developer.

During a typical week at CYF, I would focus on completing assignments and projects while embracing the challenges that came my way. It was a fulfilling and engaging experience.

I learned employability skills such as establishing routines as a developer. These skills were crucial in preparing me for the professional world.

The CYF community felt like a family, and the level of support was remarkable. They provided assistance whenever I needed it, creating an environment where I felt motivated and empowered.

I realised I had reached my goals when I successfully finished the challenging JavaScript module and then used all that knowledge to create a full-stack web application. Achieving these milestones brought a sense of pride and accomplishment.

Looking back, I wish I had known that everything is within reach and that there are no limits. The internet is a vast resource, and with determination and research, one can achieve anything in programming.

Throughout my journey at CYF I have developed confidence and the belief that I can accomplish anything. I feel like my engine has started running in my development journey, and I'm excited about the possibilities ahead.

To anyone considering joining CYF, I would say that your life will change in ways you won't believe. Commit yourself to the learning process, stay determined, and you'll witness transformative results.

Thoughts from our trainees

Was there a particular moment that made you realise you had reached your goal? What did it feel like?

"When I started my final project, I was not overwhelmed by my tasks. I felt like I would do well in this industry."

"I was very happy when we managed to deliver our final project to the client, and he really liked the result. I remembered all the challenges I went through to get here; in the end, I had a feeling of accomplishment."

"It was one week after I finished my course. I was working on my own project, and I realised that I was coding and working as a full-stack developer. I was amazed by my progress."

How did people at CYF help you or guide you through while you took the course?

"The people at CYF are very patient in helping when you don't understand a concept, that made me confident and gave me a better understanding."

"All of the mentors and most of the trainees were really supportive and nice. That was my motivation to finish this course even though it was really tough to catch up with others."

"ALWAYS!!!!!! Through responding to our questions on Slack, sorting buddy groups for us or giving us a chance to have private tutors and all positive interactions with people who have been in our situation before and are now working in good positions in different companies."

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

c. Trainee Story from London (UK)

Marina

CYF graduate now working at JP Morgan

Before coming to CodeYourFuture (CYF), I felt lost in life. I was 30 years old, married, and had two children, but I had never had a formal job. I wanted something more beyond my family life, and I realised that becoming a coder could provide me with financial independence and the ability to work from home while being close to my family.

I looked for a free course that would equip me with the necessary skills to secure a future job, and I found CYF.

I had dabbled in coding before, teaching myself through online courses, so I did have some experience before joining CYF. I had some doubts about whether I would understand the lessons - being a foreigner with limited English skills -, get along with people or follow the course agenda. There were certain areas I wished I had known more about before starting, such as logical thinking, maths, and public speaking.

The people at CYF were always there to guide and support me throughout the course, and I focused on improving my English, gaining new skills and making friends.

A particular moment that made me realise I had reached my goal was when I had to speak in front of a large audience in English, presenting a project I had completed. It was a proud moment that affirmed I had made the right decision.

After completing the course, I had the support of a mentor who played a crucial role in enhancing my employability and soft skills. They helped me prepare for interviews by conducting mock interviews, teaching me how to effectively showcase my skills (both technical and non-technical), and guiding me to understand the company I was applying to. I even started volunteering with CYF to further improve my technical skills acquired during the course.

CYF helped me develop essential skills, pushed me to improve, and ultimately helped me secure a new job.

Compared to when I started, my mindset now is filled with confidence and seeing everything as an opportunity for growth and improvement. For someone thinking of joining CYF, I would encourage them to have fun and see it as another step in their life that will provide valuable experiences.

Thoughts from our trainees

What words of encouragement can you offer someone who is thinking of joining CYF?

"Go for it give it your all; there's a lot to learn and a great community of volunteers always rooting for you. Don't give up when it gets hard, take a break when you need to and ask for help."

Do it! It'll be lots of fun and challenging! The connections you'll make will be great, and the skills you'll learn will last a lifetime!"

"I've seen multiple people go from unemployment to a well-paying, exciting job in tech through completing the CYF syllabus, so it could be you next."

"It will be a 360 turn of life. I made friends, and it opened my eyes to a new world. I found a new tool kit for my life and more motivation to work on something I love. Thank you, CYF."

"Being a part of the CYF community was the best experience since I moved to the UK."

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

10. PARTNERS, SPONSORS and DONORS

Grants

- * NTTF - Inaugural Scottish Tech Ecosystem Fund
- * Salesforce
- * WMCA (as part of an ongoing partnership in the West Midlands)
- * Motorola
- * SIMPLON

Donors

- * Salesforce
- * Co-Hire
- * Skyscanner
- * Bregal Milestone

Recruitment Partners

- * Capgemini
- * Sopra Steria
- * BJSS
- * Lush
- * Yoti
- * JP Morgan
- * MVF
- * Overleaf
- * Centrica

Sponsors

Capgemini

Capgemini has been our strategic partner since 2019, supporting CodeYourFuture's work in London, the West Midlands and the North West. Our award-winning partnership is built on a recognition of shared values and Capgemini's unwavering interest in being part of the CodeYourFuture community. In 2022, 248 incredible employees of Capgemini volunteered with CodeYourFuture. They supported the teaching and mentoring of CodeYourFuture trainees, many of whom went on to interview successfully for developer roles within the company after graduating from our course. Thanks to these amazing volunteers, trainees felt better prepared and more confident at interview, and they reported a greater understanding of the types of job roles and career paths available. Capgemini hired 26 CodeYourFuture graduates in 2022, bringing the total to 77 graduates hired by the company since 2019. The success and positive impact of our partnership was recognised at the Better Society Awards in 2022, where we won the 'National Commitment to Skills & Training' award.

11. FINANCIAL REVIEW

To enable Code Your Future to further its objectives and raise income from sponsorships and profitable trading activities, the charity has set up a 100% owned VAT registered subsidiary, CodeYourFuture Labs Ltd, incorporated in February 2021, with the sole purpose of donating any profits back to Code Your Future. Within 2022, £300,000 was donated to the Charity using this format.

In 2022, Code Your Future set up a franchise agreement with a South African partner via Code Your Future Labs Ltd to allow the expansion of the programme overseas.

During the year, funds raised from grants, donations and partnerships amount to just over £1,509,417. £1,193,733 was spent on charitable activities.

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs was £318,976 which was raised to cover particular courses and expenditure. We still have £464,484 of restricted funding left which will be used as these programmes progress.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

We are hoping to renew much of this funding, and have applications underway at present to do so.

Expenditure continued to be affected by COVID-19, albeit less than in previous years. The majority of courses were held online until March 2022, so there was little to no travel and subsistence expenditure for students or staff, no rental for classroom space, and very limited office rental costs. From March 2022, we reintroduced face-to-face and hybrid events, meaning expenditure on these items increased.

Staff costs have increased due to the need for recruiting in areas such as CYF Products and Partnerships. We also introduced a salary increase in response to the rising cost of living in the UK.

A net contribution of £315,684 was raised from trading activities, namely recruitment fees and sponsorship for providing the courses.

Investment Policy

Currently all funds are held in instant access current accounts. There are no other investments at present.

Reserves Policy

Code Your Future has reserves of around £100,000. The Trustees have drawn up a full reserves policy which can be found in Annex A.

Grant making policy

Outside of general expenditure support for students on our courses, we offer fellowships to talented students most in need of support, to enable them to fully focus on the course. Students are interviewed to determine their levels of need.

12. STRUCTURE, GOVERNANCE and MANAGEMENT

The nature of the governing document: Constitution

The charity is (or its trustees are) constituted as: CIO

Methods used to recruit and appoint new charity trustees:

- Recruitment Trustee Boards
- Election by existing trustees

The trustees have read and understood the Charity Commission's Guidance on Public Benefit.

The trustees who served during the year and up to the date of signature of the financial statements are:

1. CHRISTINA ISABELLE O'BEIRNE
2. CHRISTIAN MICCIO
3. IEVA KAJOKAITE
4. STEPHEN GRANT

13. Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

• that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

14. Auditors appointment

Following a rebranding exercise on 15 May 2023 the trading name of the company's independent auditor changed from MHA MacIntyre Hudson to MHA. A resolution to reappoint MHA as independent auditor will be proposed at the next Trustees Meeting.

ANNEX A Reserves Policy

* A brief description of the charity, its beneficiaries and its funding streams.

CodeYourFuture (CYF) is a UK based non-profit organisation that trains some of the most deprived members of society to become web developers and helps them to find work in the tech industry.

CYF trainees are trained in full-stack web development by volunteers from the tech industry, putting a strong emphasis on collaboration and product development through tech projects.

The beneficiaries of the charity are trainees from disadvantaged backgrounds, however the work also benefits our volunteers who gain valuable experience.

Funding Streams are a mixture of Local Authority grants, Private sector sponsorship, donations and income from recruitment fees.

*The rationale behind the reserves policy

- a) The risk of unforeseen emergency or other unexpected need for funds, eg or finding 'seed-funding' for an urgent project.
- b) Covering unforeseen day-to-day operational costs, eg employing temporary staff to cover a long-term sick absence.
- c) A source of income, eg a grant, not being renewed or being lower than promised. Funds might be needed to give the trustees time to take action if income falls below expectations.
- d) Planned commitments, or designations, that cannot be met by future income alone, eg a significant project that requires the charity to provide 'matched funding'.
- e) The need to fund short-term deficits in a cash budget e.g. delays in receiving promised grant or private funding.

*Steps taken to establish the level of reserves

The Trustees have considered the current position of the charity and taken into account its relatively small size and the low complexity of its business model, as well noting that it was relatively recently established and the nature of its funding is still fairly volatile, when making decisions about the levels of reserves to hold.

*The level of reserves required

The Board has agreed that the level of reserves for the charity hold is £100,000, that is 28% of the total number of trainees.

Funds available for reserve at the end of December 2022, and will cover gross pay for all salaried employees for 3 months (the average notice period for our staff).

The charity is currently too new to hold a higher level than this, as income streams are still volatile. However, keeping this amount in reserve in addition to regular cashflow monitoring will allow the charity to cover any shortfalls in funding or any later than expected payments.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

***What steps the charity will take to establish or maintain reserves at the agreed level.**

The charity will closely monitor cashflow on a monthly basis to ensure that the reserves do not need to be spent. In addition, the charity will create a separate entry for the reserves in their books so that they are set aside and cannot be spent.

***How and when the reserves policy will be reviewed.**

The reserves policy will be kept constantly under review, and formally reviewed on an annual basis in the Q1 Trustee meeting of each year.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Stephen Grant

S Grant
Trustee

Date: Sep 29 2023

CODE YOUR FUTURE

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2022

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Stephen Grant

S Grant
Trustee

Date: Sep 29 2023

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CODE YOUR FUTURE

Opinion

We have audited the financial statements of Code Your Future (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Charity's affairs as at 31 December 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with 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) and in other respects the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CODE YOUR FUTURE (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Group and the parent Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CODE YOUR FUTURE (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent Charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Audit work performed over key risk areas such as management override and reviewing of accounting estimates for bias.
- Further review of financial statements disclosures to ensure accounting policies have been correctly followed.
- Enquiry of management and those charged with governance around any legal claim.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Other matters

The financial statements of Code Your Future for the year ended 31 December 2021 were unaudited. The subsidiary being consolidated 'Codeyourfuture Labs Limited' was also unaudited for the year ended 31 December 2021, the extent of our audit work over comparatives have been detailed below.

We are engaged to audit the current year, not the comparatives as well (our work on them is limited to ensuring the opening balances are materially accurate) so the current statement gives a more positive confirmation on the accuracy of them, whereas the above wording is simply a factual statement/acknowledgement (and so reduces our exposure).

CODE YOUR FUTURE

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CODE YOUR FUTURE (CONTINUED)

Use of our report

This report is made solely to the Charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the Charity's shareholders, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



MHA
Statutory Auditor
Milton Keynes

Date: 29.09.2023

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313).

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	-	898,200	898,200	423,678
Charitable activities	4	504,968	-	504,968	396,569
Investments	5	-	3	3	-
Other income	6	-	106,246	106,246	152,695
Total income		504,968	1,004,449	1,509,417	972,942
Expenditure on:					
CYFL administrative expenditure		-	110,873	110,873	14,624
Charitable activities	7	185,992	896,868	1,082,860	577,003
Total expenditure		185,992	1,007,741	1,193,733	591,627
Net income/(expenditure)		318,976	(3,292)	315,684	381,315
Transfers between funds	16	5,544	(5,544)	-	-
Net movement in funds		324,520	(8,836)	315,684	381,315
Reconciliation of funds:					
Total funds brought forward		139,964	510,887	650,851	269,536
Net movement in funds		324,520	(8,836)	315,684	381,315
Total funds carried forward		464,484	502,051	966,535	650,851

CODE YOUR FUTURE

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	2,044	1,759
		<u>2,044</u>	<u>1,759</u>
Current assets			
Debtors	14	71,741	524,378
Cash at bank and in hand		1,043,176	641,316
		<u>1,114,917</u>	<u>1,165,694</u>
Creditors: amounts falling due within one year	15	(150,426)	(516,602)
Net current assets		<u>964,491</u>	<u>649,092</u>
Total assets less current liabilities		<u>966,535</u>	<u>650,851</u>
Net assets excluding pension asset		<u>966,535</u>	<u>650,851</u>
Total net assets		<u>966,535</u>	<u>650,851</u>
Charity funds			
Restricted funds	16	464,484	139,964
Unrestricted funds	16	502,051	510,887
Total funds		<u>966,535</u>	<u>650,851</u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Stephen Grant

S Grant
Trustee

Date: Sep 29 2023

The notes on pages 30 to 44 form part of these financial statements.

CODE YOUR FUTURE

**CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2022**

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	2,044	1,759
Investments	13	100	100
		<u>2,144</u>	<u>1,859</u>
Current assets			
Debtors	14	52,521	328,530
Cash at bank and in hand		1,014,004	340,852
		<u>1,066,525</u>	<u>669,382</u>
Creditors: amounts falling due within one year	15	(95,676)	(17,933)
Net current assets		<u>970,849</u>	<u>651,449</u>
Total assets less current liabilities		<u>972,993</u>	<u>653,308</u>
Net assets excluding pension asset		<u>972,993</u>	<u>653,308</u>
Total net assets		<u>972,993</u>	<u>653,308</u>
Charity funds			
Restricted funds	16	426,409	139,964
Unrestricted funds	16	546,584	513,344
Total funds		<u>972,993</u>	<u>653,308</u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Stephen Grant

S Grant
Trustee

Date: Sep 29 2023

The notes on pages 30 to 44 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is c/o Cititec, 69 Wilson Street, London, EC2A 2BB.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Code Your Future meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Accounting policies (continued)

2.3 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	20% straight line
Computer equipment	-	20% straight line

2.6 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

2.10 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations	-	898,200	898,200

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

3. Income from donations and legacies (continued)

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Donations	10,666	413,012	423,678

4. Income from charitable activities

	Restricted funds 2022 £	Total funds 2022 £
Project grants and donations	-	-
WMCA clawback	(16,229)	(16,229)
Salesforce Inc	413,832	413,832
Benesys	10,000	10,000
Workday	-	-
SIMPLON	22,968	22,968
COOP	-	-
Santander	-	-
NTTF	74,397	74,397
	504,968	504,968

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Project grants and donations	7,486	1,580	9,066
WMCA	152,034	-	152,034
Workday	55,612	-	55,612
COOP	5,000	-	5,000
Santander	100,000	-	100,000
NTTF	74,857	-	74,857
	394,989	1,580	396,569

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Investment income	2	2	-
Interest receivable	1	1	-
	<u>3</u>	<u>3</u>	<u>-</u>

6. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022
Commission received	<u>106,246</u>	<u>106,246</u>

	Unrestricted funds 2021 £	Total funds 2021 £
Commission received	<u>152,695</u>	<u>152,695</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £
Support costs	27,362	383,692	411,054
Workday Foundation	-	53,967	53,967
WMCA	2,145	-	2,145
Costs of Charitable Activities	84,524	448,560	533,084
CYF Core	71,961	10,649	82,610
	185,992	896,868	1,082,860

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total 2021 £</i>
Support costs	23,468	42,068	65,536
Workday Foundation	2,401	10,660	13,061
AMINA	3,474	-	3,474
BOM	700	-	700
WMCA	234,480	-	234,480
NTTF	73,757	-	73,757
Costs of Charitable Activities	-	167,371	167,371
CYF Core	-	13,291	13,291
INCO	5,333	-	5,333
	343,613	233,390	577,003

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

8. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Support costs	-	411,054	411,054
Workday	53,967	-	53,967
WMCA	2,145	-	2,145
Costs of Charitable Activities	533,084	-	533,084
CYF Core	82,610	-	82,610
	<u>671,806</u>	<u>411,054</u>	<u>1,082,860</u>

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Support costs	-	65,536	65,536
Workday	13,061	-	13,061
AMINA	3,474	-	3,474
BOM	700	-	700
WMCA	234,480	-	234,480
NTTF	73,757	-	73,757
Costs of Charitable Activities	167,371	-	167,371
CYF Core	13,291	-	13,291
INCO	5,333	-	5,333
	<u>511,467</u>	<u>65,536</u>	<u>577,003</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	2022 £	Total funds 2022 £
Depreciation	693	693
General office	727	727
Advertising and marketing	24,927	24,927
Commision charges	1,191	1,191
General expenses	9,857	9,857
Travel	13,664	13,664
Insurance	1,569	1,569
Legal and professional costs	14,391	14,391
Rent and Rates	128,308	128,308
Computer and telephone costs	194,433	194,433
Fellowship expenses	28,000	28,000
Subscriptions	990	990
Bank revaluations	(5,323)	(5,323)
Unrealised currency gains	(292)	(292)
Realised currency gains	(2,099)	(2,099)
Sundry expenses	18	18
	411,054	411,054

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	2021 £	Total funds 2021 £
Depreciation	548	548
General office	23,468	23,468
Advertising and Marketing	1,121	1,121
Commission charges	2,402	2,402
General expenses	5,888	5,888
Travel	2,543	2,543
Insurance	1,208	1,208
Legal and professional costs	12,052	12,052
Rent and Rates	3,751	3,751
Computer and telephone costs	2,274	2,274
Fellowship expenses	6,000	6,000
Subscriptions	697	697
Bank revaluations	244	244
Unrealised currency gains	125	125
Realised currency gains	3,197	3,197
Sundry expenses	18	18
	<u>65,536</u>	<u>65,536</u>

9. Auditors' remuneration

	2022 £	2021 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	12,750	-
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	-	2,000
	<u>-</u>	<u>2,000</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

10. Staff costs

	Group 2022 £	<i>Group 2021 £</i>	Charity 2022 £	<i>Charity 2021 £</i>
Wages and salaries	458,642	396,341	458,642	396,341
Social security costs	44,489	33,348	44,489	33,348
Contribution to defined contribution pension schemes	10,687	7,641	10,687	7,641
	513,818	437,330	513,818	437,330

The average number of persons employed by the Charity during the year was as follows:

	Group 2022 No.	<i>Group 2021 No.</i>
Average Number of Employees	13	12

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2022 No.	<i>Group 2021 No.</i>
In the band £60,001 - £70,000	1	-

Key management Personnel salaries were £65,000 during the year (2021: £54,000).

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 December 2022, no Trustee expenses have been incurred (2021 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

12. Tangible fixed assets

Group

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2022	1,973	1,165	3,138
Additions	-	978	978
At 31 December 2022	1,973	2,143	4,116
Depreciation			
At 1 January 2022	1,184	195	1,379
Charge for the year	395	298	693
At 31 December 2022	1,579	493	2,072
Net book value			
At 31 December 2022	394	1,650	2,044
At 31 December 2021	789	970	1,759

Charity

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2022	1,973	1,165	3,138
Additions	-	978	978
At 31 December 2022	1,973	2,143	4,116
Depreciation			
At 1 January 2022	1,184	195	1,379
Charge for the year	395	298	693
At 31 December 2022	1,579	493	2,072

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

12. Tangible fixed assets (continued)

Charity (continued)

	Office equipment £	Computer equipment £	Total £
Net book value			
At 31 December 2022	394	1,650	2,044
<i>At 31 December 2021</i>	789	970	1,759

13. Fixed asset investments

	Investments in subsidiary companies £
Charity	
Cost or valuation	
At 1 January 2022	100
At 31 December 2022	100
Net book value	
At 31 December 2022	100
<i>At 31 December 2021</i>	100

Principal subsidiaries

The following was a subsidiary undertaking of the Charity:

Name	Company number	Registered office	Class of shares	Holding	Included in consolidation
CodeYourFutureLabs Ltd	13232479	69 c/o Cititec, Wilson Street, London, EC2A 2BB	Ordinary	100%	Yes

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

13. Fixed asset investments (continued)

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
CodeYourFutureLabs Ltd	406,871	(410,874)	(4,003)	(6,359)

14. Debtors

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Due within one year				
Trade debtors	67,717	508,711	49,864	72,406
Amounts owed by group undertakings	-	-	-	240,526
Other debtors	3,532	2,106	2,504	2,106
Prepayments and accrued income	492	13,561	153	13,492
	<u>71,741</u>	<u>524,378</u>	<u>52,521</u>	<u>328,530</u>

15. Creditors: Amounts falling due within one year

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Trade creditors	7,054	7,938	1,239	2,226
Amounts owed to group undertakings	-	-	59,315	-
Other taxation and social security	-	90,957	-	-
Other creditors	20,860	13,707	20,860	13,707
Accruals and deferred income	122,512	404,000	14,262	2,000
	<u>150,426</u>	<u>516,602</u>	<u>95,676</u>	<u>17,933</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

16. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2022 £
Unrestricted funds					
General Funds - all funds	510,887	1,004,449	(1,007,741)	(5,544)	502,051
Restricted funds					
WMCA	3,695	(16,229)	-	-	(12,534)
Workday	53,450	-	(45,094)	-	8,356
Co-Op	5,000	-	-	-	5,000
Santander	100,000	-	(40,551)	-	59,449
NTTF	1,324	74,397	(70,840)	-	4,881
AMIF/SIMPLON	(33,136)	22,968	684	9,484	-
AMNIA	1,512	-	(1,512)	-	-
Birmingham Open Media	3,940	-	-	(3,940)	-
TENT	4,203	-	228	-	4,431
Sales force	-	413,832	(28,885)	-	384,947
Benesys	(24)	10,000	(22)	-	9,954
	139,964	504,968	(185,992)	5,544	464,484
Total of funds	650,851	1,509,417	(1,193,733)	-	966,535

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

17. Summary of funds

Summary of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2022 £
General funds	510,887	1,004,449	(1,007,741)	(5,544)	502,051
Restricted funds	139,964	504,968	(185,992)	5,544	464,484
	<u>650,851</u>	<u>1,509,417</u>	<u>(1,193,733)</u>	<u>-</u>	<u>966,535</u>

18. Analysis of net assets between funds

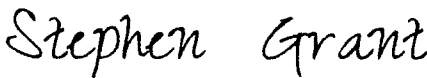
Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	395	1,649	2,044
Current assets	464,089	650,828	1,114,917
Creditors due within one year	-	(150,426)	(150,426)
Total	<u>464,484</u>	<u>502,051</u>	<u>966,535</u>

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CODE YOUR FUTURE

England & Wales - Charity number 1174929

Accounts

CODE YOUR FUTURE

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

CODE YOUR FUTURE

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CODE YOUR FUTURE

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees	C Miccio S Grant I Kajokaite C I O'Beirne
Charity registered number	1174929
Principal office	106 Oxley Close London SE1 5HP
Accountants	MHA MacIntyre Hudson Chartered Accountants Moorgate House 201 Silbury Boulevard Milton Keynes Buckinghamshire MK9 1LZ

CODE YOUR FUTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 2 to the financial statements and comply with the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019) and the Charities Act 2011.

1. Message from the Trustees

CodeYourFuture's vision is for a thriving community of learners and volunteers providing the most disadvantaged with opportunities to study and grow professionally and personally.

In 2021 we met with continued challenges from the pandemic in fulfilling our vision.

Although, towards the end of the year we could restart face-to-face class and events, while still allowing online engagement through our hybrid model, we had to rely on online teaching and socialising most of the year.

Against this backdrop we are proud that we were able to support CYF in helping more people than ever before - 278 in total - improve their lives through acquiring new skills and finding a supportive community. We managed to keep the employment rate of our graduates above 70% and launched a new Employability Programme, helping even more of our students on their pathways to employment in tech.

The incredible and dedicated team of CYF, together with 300 amazing volunteers from all over the world, continued to rise to this challenge and supported our trainees not only in their learning journeys but also through hardship brought on by the pandemic.

As we look to the future, we see new opportunities to spread the work of CodeYourFuture and to innovate our programme in 2022.

We would like to thank this wonderful community of CodeYourFuture staff and volunteers for bringing our vision to life for a more equitable society and diverse tech industry.

Their drive and heart in supporting all the trainees, fostering collaboration and creating a grass-root community allowed CYF to flourish and grow beyond expectations.

This report highlights their hard work and achievements

2. Executive summary

In 2021, the CodeYourFuture community thrived despite the continuing challenges posed by the pandemic. We learned how to adapt our format to a hybrid model, and throughout most of the year we ran online classes and events, but thanks to the effort and determination of our volunteers and trainees we were able to safely shift back to face-to-face activities.

We met the challenges of the year and continued to support trainees and build our grass-root movement. We trained and graduated more people than ever before in cohorts across four regions of the UK and one in South Africa. Our community was led by the hard work of over 300 volunteers and our regional programme managers.

In Cape Town (South Africa) we graduated our first cohort and three UK regions - London, Scotland, and West Midlands - also graduated cohorts in 2021. In London, we started a new cohort welcoming in, for the first time, a majority of female students.

Also, in 2021 we created new programmes and teams to offer greater support for our trainees.

We piloted a Leadership Programme for volunteers, aiming at people who are willing to gain some leadership skills while they lead one of our cohorts. Eight volunteers completed the pilot in London and in the West

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Midlands. The programme demonstrated a high potential to be replicated in other regions, helping CYF to achieve a more sustainable and scalable model.

We created a new team, focused on Employability, to support all CYF regions in the design of activities that support opportunities and relevant training for our trainees after they graduate.

Our Technical Education team created and implemented new processes to track our trainee's performance, which has led teams to apply a more effective decision-making process based on updated data. The tracker also helps the teams to better identify the ones who need support and the kind of support they need.

Due to the kindness of individuals and teams in several organisations, we maintained our activities and expanded our community in all regions, also improving the quality of the services we offer. We want to express our gratitude to Capgemini, our main sponsor in London, North West, and in the West Midlands; West Midlands Combined Authority for the support in the West Midlands region, and our tech partners, Codility, Slack, Rainbird and Udemy for Business, that helped us to enhance our range tools and how we use them for upskilling and tracking.

In London, Cititec provided a workspace for our community to meet weekly, and in the North West, thanks to a Coop Foundation & Luminate we could work and hold events at SeeSaw. PWC supported our trainees developing the soft skills and employment readiness with a series of workshops and one to one sessions.

We would also like to thank the generosity of individuals and organisations that supported us through their monetary donations.

3. Objectives and activities

CodeYourFuture is a non-profit organisation that provides free, digital vocational training for refugees and people from disadvantaged backgrounds.

Our volunteer-led developer program combines a practical, project focused 8 month long course with soft skills development and mentoring, helping our trainees into professional skilled employment in the tech industry.

Our goal is to help these underrepresented groups find successful tech careers and by extension to increase the diversity of the industry.

We also focus on collaboration and community building and our aim is to create a grassroots movement that anyone around the world can replicate in their city.

In order to reach our goals, first we need to break down the barriers to entry into training for refugees and disadvantaged people.

4. Barriers to Entry

Numerous barriers stand in the way of disadvantaged individuals accessing training. To tackle inequality and increase diversity in the tech sector we must ensure that all students have the support and resources they need to succeed in their education and career-development. Breaking these barriers and supporting our trainees all the way are at the heart of what we do.

Support from day one

We offer support and guidance from the point of application to help motivated students get on board and stay on track no matter their background.

Free

As finance is one of the biggest barriers to adult education and we believe that everyone should have the opportunity to learn and find success at work, CYF offers its course for free.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Flexible, part-time learning

To make sure our trainees can learn and finish the course alongside their many, existing commitments we offer flexibility through mixing remote learning with part-time (weekend) classes.

Laptops & internet

To learn and to launch a software developer career people need access to the right tools and infrastructure. We provide devices and data to any trainee who needs them.

Travel

In order to improve access to education we help our trainees with their travel costs to our events and classes.

Childcare

For many in disadvantaged situations - but especially women - childcare responsibilities prevent access to educational opportunities, career development and employment. Covering the cost of childcare helps us support more women into tech.

Inclusivity

To help break down the cultural and social barriers restricting people's access to the tech industry we bring together a diverse community of trainees, volunteers, alumni and partners creating a welcoming and inclusive environment and encouraging collective learning.

5. Our Model & Response to COVID-19 Pandemic

Finding trainees

Inclusivity, diversity and empowerment are crucial to CodeYourFuture's work. As our program is suitable for students with no prior experience in coding we can focus on the potential of applicants. Our belief in a future where everyone can lead a thriving life so we offer our courses to people most underrepresented and lacking a pathway into careers in tech. This includes people who are:

- Refugees or Asylum seekers
- Single Parents with low income
- Those diagnosed with mental health, learning, or physical disabilities,
- Those who live in a household with a total income below the UK poverty line
- Women, minorities, ex-offenders, or anyone else experiencing problems getting the education needed to find meaningful work- including being homeless or long-term unemployed

All applicants are given the challenge to develop basic skills and demonstrate their passion for the opportunity by completing our self guided Intro To Coding course. This introduces candidates to programming fundamentals and helps them develop a stable base from where they can grow further.

We can reach and support candidates and trainees thanks to our growing networks and existing relationships with NGOs and local authorities in the regions we operate in. In 2021 we established a partnership with the DWP.

Tech Skills

We teach the most in-demand technologies to give our students the best chance of securing employment upon graduation. Students start with the basics (Intro to Coding) and through Fundamentals and the Full-Stack Developer course they learn all the skills needed to work as junior web-developers.

Our tech education syllabus is the product of years of iterative development from volunteer teachers and mentors who are dedicated professional developers. With their on-the-ground understanding of what is most sought after in industry talent, and with the expert oversight of our Director of Education, we are able to build a quality web development syllabus capable of matching that of any coding bootcamp. Furthermore, with experienced volunteers joining from diverse areas of the tech industry, we have been able to build a colourful portfolio of optional modules that expand the software engineering prospects of our alumni.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Soft Skills

Alongside the technical syllabus we also help our trainees improve their soft skills through our personal development and employability curriculum. Developed with input from leading industry professionals and coaches, it includes workshops focusing on essential skills such as effective communication, teamwork, problem-solving, time-management and agile working.

Mentorship

Our employability curriculum is complemented by a dedicated network of experienced career mentors who help advise on trainee goal-setting and other positive habit-building whilst giving practical employability support in the form of CV surgeries and mock interviews.

Community-building

CodeYourFuture is a unique global ecosystem of students, a dedicated team, corporate partners and volunteers - who are experienced developers, engineers, managers and entrepreneurs, looking to contribute to society through our impactful organisation - .

We are community first, offering safe space for all involved to meet, learn, grow, and make connections. At the heart of our community are our trainees - many of whom go on to volunteer, themselves, and collaborate with others in the community to further their career and start projects of their own.

Our graduates take our values to many organisations and as a result, CYF becomes a bridge between disadvantaged/underrepresented communities and the tech sector, giving opportunities for both to learn from each other.

Recruitment

Where CodeYourFuture differs from most other charities is through the practical, empowering and life-changing journey we take each of our trainees on. One of our key indicators of success is the rate of our graduates' progression into employment in the tech industry. We help our trainees with CV writing, interview skills, targeted role preparation and match them to exciting job opportunities within our recruitment partner network and wider community.

Partnership

Like any successful organisation, we focus on building great partnerships for the benefit of our community. It all starts with finding other NGOs or public services to help us reach out to those who are most in need and best fit our course. Throughout the course, we work with dedicated company partners to support the development of our trainees through employee-volunteer recruitments, insight and immersion days and workshops. We have also grown our capacity to collaborate with other NGOs on meaningful tech projects, helping to provide valuable work experience for our trainees and graduates whilst building innovative digital products to serve the needs of communities. The final element of this journey is to work with company partners to find and prepare our graduates to ensure they are the best candidates for the jobs they need filled.

Pandemic Response and Recovery

At the start of the pandemic we shifted to a fully-remote model of teaching, supporting and organising. We kept up the remote learning and community organising throughout 2021 but slowly edged back into in-person classes and events as and when restrictions eased.

We followed government advice, but we also took into account what the community wanted to do as things started opening up. We gave our trainees and volunteers the option of coming to face-to-face classes or joining online.

We put significant effort into doing face to face events and building community whilst keeping remote learning and connecting an option. The online events continued to be a cornerstone of the community but throughout the year we slowly and safely started to bring back different events such as book club, filmmaking classes, womens brunch, to show the community the added value of coming to our coworking space. We also managed to hold our graduation and CYF anniversary party in person. As Zoom fatigue set in for many of our volunteers and

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

trainees, being able to restart our monthly socials again helped reconnect our volunteers, trainees and graduates to one another.

Thanks to the shift to a hybrid model in 2020 we could focus on international best practice and direct collaboration between regional teams, especially on CYF Products and Tech Projects

We continued to take advantage of remote volunteering by having a number of volunteers in our teams from across the country/globe allowing us to bring together really skilled and motivated volunteers.

We continued to fill gaps in support - tackling digital isolation through increased data and device provision, and helping with childcare needs through tailored support and advice.

6. Our Volunteers

The driving force behind CodeYourFuture and the key to our success.

As a volunteer-led organisation, we are glad to say over 300 people volunteered in our five regions in 2021. Volunteers are the core of our community and our trainees rely on their support each year to run courses, mentor, give feedback, facilitate projects, review CVs, do mock interviews, manage projects, organise events.

Besides, volunteers connected us to new partners, ensuring our organisation is sustainable and helping our regions to accomplish their mission.

Roles

Our group of volunteers was formed by four teams in 2021. Ambassadors, the centre of our community engagement activities, Personal Development and Tech Education, working at the delivery of the programme by leading soft-skills and technical content respectively, and Tech Projects, helping our graduates to power-up their portfolios with experience in digital products.

Ambassadors

In 2021, our Ambassadors supported their regions by looking after community building projects. That included looking after our social media channels, organising events to welcome new volunteers and our regional Demo Days, and planning spaces so our community could meet and hang out.

Personal Development

In 2021, our regional Personal Development teams helped our five regions to offer mentorship through our buddy system during the week and deliver soft-skills training on the weekends. Besides, thanks to our volunteers, Personal Development modules were integrated to the Technical content, enabling a better holistic approach in our Syllabus.

Tech Education

In 2021, focusing on improving the quality of our programme, the Tech Syllabus team redesigned key parts of our courses. The entry-course to CYF, Intro to Coding, was updated to Intro to Digital, which included new sections. The Fundamentals course, a former 4-week course, was redesigned to a 3-week experience, and the main course, formerly known as Full-Stack, was updated to Software Development, including changes to welcome Personal Development content. Both design and implementation were led by technical volunteers across the team.

Tech Products

In 2021, Tech Products, formally known as Tech Projects, continued focusing on building products in which volunteers and developers benefit from working in agile teams on live products, practicing their knowledge and

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

developing it further. The teams have roles such as product managers, scrum masters, tech leads, developers, UI/UX designers and testers, depending on their sizes and roadmap, which are open to any volunteer.

Volunteer stories

Why did our volunteers join CYF and what would they like to achieve by volunteering?

"Being a part of making a difference in the lives of others but also for my personal goals of building my own set of skills such as leading a class, planning lessons and building my own confidence."

"I wanted to join a community that creates a real impact in the world."

"To make connections with like minded/industry people. Strengthen my own knowledge, improve my confidence and people skills. Help others on their own journeys."

"I graduated from West Midlands Class 1 and found a job as a software engineer. I wanted to help others get the same experience."

"My goal would be to help other future developers with the technical issues they will have and by doing this will probably improve my communication skills."

"Having moved to a new country I found I had more free time than I used to and I found I had time again to volunteer to help people. The one thing I know well is working in the tech industry and CYF seemed like a good fit."

a. Volunteer Story from Cape Town (South Africa)

Denver & Inez

They both joined CYF after learning about it from friends. They wanted to help their local community and change people's lives.

Denver is a tech volunteer, while Inez is a CYF Ambassador and part of the personal development programme.

Denver on how volunteering helped him develop his personal and professional skills and on the joys of being a CYF volunteer.

"Besides wanting to help the local community and hopefully impact someone's life through an education in tech I was hoping to learn to communicate better and gain a deeper understanding of the tech being taught (to apply to my professional life as a developer). If you think you understand something, try teaching it!

When I joined, I had no idea about mentoring trainees and presenting online.

The Cape Town chapter arranged all the necessary training and support. Sometimes that involved the international community, sometimes we arranged things ourselves and tried to refine from lessons learnt.

The international CYF Tech Community, Chris Owen and Atanas specifically, has provided so much support and knowledge which we've been able to practically apply to our teaching and management of the course.

Volunteering with CYF helped me develop my interpersonal skills. For example being able to talk to people outside of tech about tech or interacting with the "younger" generation about tech and getting their views on it. :) My confidence in speaking to an audience has also grown.

The best thing about being a CYF volunteer are the interactions and the feeling of belonging to something that is trying to change our local community for the better.

It has been awesome getting to see the trainees grow more confident in both technical and personal areas.

There was a moment during one of our classes, with quite a few of the trainees switching on their cameras and personally thanking CYF and its volunteers for the assistance and impact we had on their lives."

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Inez on her volunteer journey and what she likes most about her experience with CYF.

"When I started I didn't think much further than just to start, and to do what I could to contribute.

I did not know exactly what that would look like. Not being part of the tech profession meant I got involved in ambassadors and then later in PD (personal development). I've enjoyed being able to express creativity, to encourage, to contribute to a positive learning experience

The volunteer community was an integral part of making me feel like I had something to add, and that I was supported. There was a sense of opportunity, an environment that encouraged me to put my hand up to do, even if it meant I learn and grow while doing.

I've been energised by the generosity and kindness in the CYF community. I've been inspired by the trainees and their perseverance, courage and desire to develop themselves. I've been encouraged to hear of the difference that is being made in lives, and the way it creates a ripple effect. It has also been fun. With covid, it has been a space of "gathering" and community.

Hearing the gratitude from the trainees during a Saturday class, sharing about what the opportunity has meant to them made me really happy to be a CYF volunteer. Also, logging on to Saturday class and experiencing the enthusiasm and energy from the trainees. It's a happy space. Globally, to see the testimonials from graduates when they start their new jobs ??

I would say to anyone thinking about joining CYF as a volunteer: Your 'real world' experience on the job, your skills, your time and your presence has such value. See what you are able to contribute time-wise and commit only to what you are able to give. Some may give many hours, others less - but take the opportunity if you are thinking about it. It is a great space to use your skills for good, with a community of generous, supportive changemakers. It is a great space to grow through knowledge sharing. It's a great space to be a part of an answer in these trying times."

What do our volunteers think about their personnel development while volunteering with CYF and what do they like about their experience?

"It has provided me with a healthy boost to my self-confidence, self-esteem, and life satisfaction. I'm doing good for others and the community, which provides a natural sense of accomplishment. My role as a volunteer also gives me a sense of pride and identity. Volunteering Brings fun into your life."

I really struggled with confidence at the start. As a leader I wanted to be really passive and be told what to do, but throughout my volunteering journey I started to take the initiative and make more decisions/planning on my own."

"I haven't gained a huge amount personally, but that was never the intention. What this did help with was bring into focus the difficulties that people experience and just how fortunate I have been. It's also gratifying to see the students who put in the work succeed and share, if briefly, those moments of happiness with them."

I like...

"the Community Values and Vision."

"being part of the students' journey and watching them grow and progress."

"the fact it is flexible and if I am not available that is ok. It also happens only one day per week so that makes it easier."

"that a thing that I take for granted - 20+ years of experience in the tech industry - can be helpful to people who aren't customers or shareholders. For those brief interactions I can help someone with no expectations."

b. Volunteer Story from London

Alfonso

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

"I worked for OpenMarket (who was in talks with CYF) when I decided to join as a volunteer to be able to put to good use my experience as a manager. I wanted to help minorities and people in disadvantage start or further progress their careers in IT to give them a better chance of having a better life.

I coach students to help them go through this difficult journey of starting a new career along with other already existing responsibilities they may already have, like raising kids and/or having a job to feed their families. The moments that make me happy to be a CYF volunteer are the ones when students I worked with tell me I was able to help them.

I also get a lot of support from the CYF community, from PD buddies, Esma and Mariana. I once had a day where I was supposed to run a class and couldn't make it and another PD buddy jumped in to the rescue and ran with it."

Have you learned anything or developed personally in your time with CYF?

"I learned how resilient and persevering people are when they have a mission, a goal to achieve, regardless of any obstacles they may encounter, especially when that goal is having a better life. This has also helped me put other problems in perspective. I have learned to appreciate better all the opportunities I have had in life and give problems the right context. "

Has volunteering at CYF helped your career?

"Yes. These experiences helped me better prepare for any circumstances I may face when coaching and mentoring others at my job."

How are volunteers helping the community of CYF and which moments made them happy to be a CYF volunteer?

"I am part of the PD team but I also come from a technical background so I see myself as a bridge between the two areas of CYF. I assist with setting up lesson plans as well as providing some of the lessons myself. I see it helping people as I struggled with my own personal development and feel that I have relevant experience and understanding of it, to be able to help others get through their own personal development challenges. I am also an empathetic individual and I feel that it is a characteristic of mine that allows me to effectively communicate and understand the individuals that come through the CYF programme."

"By mentoring and working closely with individual trainees, it's possible to see their confidence and skill set grow which is really rewarding."

"In my last role I helped develop the personal development teaching for West Midlands Class 3, we tried to make the syllabus interactive and useful and had a few in person days. I have just started as a pd buddy and spoke with some new trainees . They are all excited for the future and I hope to make their journey a good one."

"I'm a tech buddy, helping trainees improve their coding abilities with specific feedback and guidance."

The moments that stand out...

"every time a student said "now is clear"

"seeing graduates i had helped from the start of their course become colleagues at Capgemini"

"when I saw the team I supported graduate"

"the graduation of students and the fact they subsequently get jobs makes it worthwhile"

"I was feeling pretty good when I managed to help the student understand a issue they where having"

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

"watching students doing their project presentations and seeing the confidence they had after being very worried about their English capabilities. And then they both got offered positions at CapGemini. That made me happy!"

Structure, governance and management

The Charity is constituted as a Charitable Incorporated Organisation governed under the terms of its Constitution dated 2 October 2017.

Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

The trustees who served during the year and up to the date of signature of the financial statements are:

C Miccio

S Grant

I Kajokaite

C I O'Beirne

The charity is volunteer-led, Code Your Future is made possible by the efforts of dedicated volunteers who provide training, job support and administrative assistance, and our corporate and public donors provide the space and equipment students need to learn. This approach allows us to engage the entire community in the project - from students and volunteers, to other NGO's and corporate organisations. It also allows us to keep co CIO.

Public Benefit

The Trustees have considered the public benefit guidance published by the Charity Commission and are satisfied that the Charity's are made available to all appropriate members of the public.

7. Achievements and performance

PROGRAMME OVERVIEW

In 2021, 275 trainees participated in CodeYourFuture's Software Developer course, across 7 classes in 5 regions (London, Scotland, North West and West Midlands in the UK, plus Cape Town in South Africa). Over 1000 people engaged in CYF's self-guided, online, Intro to Coding course.

We restarted face-to-face classes and events safely as soon as restrictions eased, while keeping our hybrid model to accommodate everyone.

EMPLOYABILITY

- 70% of eligible graduates continued to get jobs within six months.
- We started a new employability track with a new team of volunteers and guided by our new Head of Employability, focussed on giving specialist employability support to our graduates.
- We upgraded our employability skills programme to be more workshop focused, integrating it with the tech skills training.

PROGRAM INNOVATION

- We ran a successful pilot Leadership Programme in London and the West Midlands with 8 participant volunteers, delivering our program to over 50 trainees while overseeing other volunteers.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

- Our Technical Education team created a Trainees' performance tracker to improve our tracking of trainees progress and identify any need for additional support.
- We (re)introduced Test-Driven Development and Jest, bringing testing to the core of our curriculum and with the help of our volunteers we created Agile module syllabus teams.
- We began a partnership with Codility, to give our trainees and grads outstanding practice with tech tests on a professional platform used across the industry.

REGIONAL PERFORMANCE

LONDON (UK):

In 2021, London 8 was the first CodeYourFuture class where 59% of our trainees were female.

9 out of 10 Final Projects came from real projects with NGOs.

SCOTLAND (UK):

We bolstered the Scotland programme during the year by winning support from the Scottish Government under its Scottish Tech Ecosystem Review (STER) Fund.

Mark Logan, chief STER advisor, said, CodeYourFuture represented 'the best of humanity'.

WEST MIDLANDS (UK):

We graduated two classes in the West Midlands and launched our third during 2021.

CAPE TOWN (South Africa):

Cape Town graduated our first-ever class in 2021 after running the whole first cohort remotely, and our first graduates are already finding jobs in tech.

We also got our first major partner in South Africa: Ernst & Young.

NORTH WEST (UK):

The 4th North West cohort reached the end of the Software Development course (graduating in 2022).

We enjoyed face-to-face meetings in the second half of the year, thanks to the space provided to us by DF Capital.

The hybrid model sparked the idea of a satellite class taking place in Leeds.

8. IMPACT

Class Summary

In 2021, 275 students went through our courses. Three cohorts graduated in 2021, in London, Cape Town and West Midlands, and 56 students graduated successfully.

- London 7 - October 2020 - August 2021
- London 8 - September 2021
- Glasgow 5 - April 2021 - February 2022
- North West 4 - March 2021- April 2022
- West Midlands 2 - September 2020 - July 2021
- West Midlands 3 - April 2021 - March 2022
- Cape Town 1 November 2020- October 2021

*Classes still ongoing in 2022

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

In 2021, 275 students went through our courses. Three cohorts graduated in 2021, in London, Cape Town and West Midlands, and 56 students graduated successfully.

62 students who started our programme in 2021 graduated successfully in early 2022 and 43 students are still studying to complete their course in 2022.

Gender: 122 female / 153 Male

Refugee/Asylum Seeker: 96

Countries of Origin: Albania, Afghanistan, Bangladesh, Cameroon, Democratic Republic of Congo, Egypt, El Salvador, Eritrea, Ethiopia, Iran, Japan, Kenya, Lebanon, Libya, Malaysia, Nigeria, Pakistan, Palestine, Jordan, Russia, Rwanda, Saudi Arabia, Sudan, Syria, Tanzania, Uganda, Yemen, Zimbabwe

Employment

Eligible Graduates in Employment or Further Education: 65%

Companies that have hired our graduates includes: Capgemini, Sopre Steria, BJSS, BigSpark, BBC, The Sikh Network, Golden Charter, AND Digital, Aon, Companies House, Sainsbury, Metryx Studios, Oreon Software Development, Zaizi, Oveo, Kin + Carta, Financial Times, Apposing, Synaptek, Lush, Sogeti, Lloyds Banking Group, MFV, Accenture, Scalac, Tech Genius, Dark Pools Ltd., Tucasi Systems

Student Support

In 2020, CodeYourFuture spent £44,000 on student expenses, these expenses covered:

- Transport to and from class £2,500
- Laptops £18,100
- Internet £6,900
- Childcare £15,100
- Meals during class £800
- Headsets & computer accessories £1,200

Students expenses by regions:

- West Midlands - £19,100
- Glasgow - £11,000
- London - £12,300
- North West £2,200

9. OUR TRAINEES

Helping them change their lives is our main purpose and the reason why CYF exists

a. Trainee Story from the North West (UK) Dharma

Class: North West 4

Upon completing the course Dharma was offered a position at Capgemini.

"The partnership between Capgemini and CYF is why I transitioned into work so easily."

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Before CYF:

"My long-term relationship ended as the pandemic hit and I needed to find a way to be fully independent. Pandemic also highlighted the need to have a career that was WFH so in the future I would be capable of working should we be plunged back into National lockdowns etc. Having left school before sitting my GCSE's I knew I would struggle to find a course that allowed me to retrain, lacking both the scholastic achievements and funds to support myself for the "years" I would need to devote to it. Suddenly finding all the time on my hands that I said I would need to accomplish any sort of life-changing goal, I decided to put it to some good use."

Your learning journey:

"I had self studied with EDX and Codecademy but there was less feedback than I liked and I wasn't actually learning anything fundamental.

I was also missing out on the community aspect of a scholarly environment. At CYF I attended student lead study groups to deal with the lack of knowledge imparted in class. Without them I wouldn't have been able to graduate. Learning together does make for long lasting results.

CYF taught me the social skills that I would need to become a team player. I cannot emphasise enough just how important these are. My job offer was based entirely off of this. The ability to problem solve with regards to finding out the answers that I didn't get in class has also enabled me to become an efficient self-study student. This has been my entire goal since joining my company and I have the motivation skills to see it through and earn the qualifications my company needs

I also learned that I don't need to be guided every step of the way. I have a sufficient skill set that enables me to pick up new languages, new concepts and apply them quickly. Capgemini is my first corporate job. I'm glad that CYF taught me how to conduct myself in a corporate setting. I regained my confidence."

What would you say to someone who is thinking of joining CYF?

"It's hard work and it seems impossibly far away when you start but the journey is actually quite short in reality and if you give it your all, when the time comes to find work, you'll have the skills you need to gain employment. Life-changing experience and one I would repeat again in a heartbeat"

Thoughts from our trainees:

What did you hope to achieve by studying with CodeYourFuture?

"An introduction to a new career path."

"To gain necessary skills to build a career in tech, because i believe i can do great things with the skill."

"I wanted to learn new skills, and find a job that is somewhat close to designing things, which is my passion."

"To gain the skills that support me to have a proper job in the UK."

Was there a particular moment that made you realise you had reached your goal? What did it feel like?

"When I received feedback from both my buddies that they see I am improving. It was amazing to hear that and to realise that I am on the right track."

"Building a cake website and having it shown as an example in class was a surprise and I was very proud and felt like wow I can actually do this."

"The first day of the Final Project - I realised at the end of that Saturday, that if the experience was anything like the actual job, then I am capable of working in the tech-world."

"When I realised how wonderful of a community CYF is, it made me feel like I had made a good decision to follow this career path. Everything I have gained (technical, development, knowledge) has made me feel like I have achieved a lot of goals. It felt really great and made me believe in myself more."

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

"When I won my certificate of graduation after our demo and then getting a job offer. It was ecstatic. It was not just my hard work but CYF's support and its network that made it possible."

b. Trainee Story from Scotland
Ahmed

Class: Scotland 5

Ahmed started learning how to code in 2017, using online courses (EDX, Courser), Youtube and various online resources.

He also tried a couple of institutes before CYF and I did not find the support and guidance he was seeking.

After completing CYF's course, he is now employed by BigSpark.

"I was in the asylum-seeking process in 2020 and what made me join CYF was trying to break through the software development industry, and learn how to build and code software to eventually find a job in a profession I like.

I also wanted to build a network, friends and find guidance and mentors and luckily it was provided.

When I had doubts or raised any issues with CYF we talked about it and I saw how the team reacted and provided the support I needed and that made me more determined to push forward and finish the course."

What happened after you finished the course?

"For two months after I finished the course I had the internet and the equipment CYF provided and it helped me to stand on my feet and get a job.

I still have some moments when I doubt myself but I am in a good place, and I know whatever issue I face I can overcome it."

I would say to anyone who is thinking of joining CYF:

"You will never regret it!"

Thoughts from our trainees:

How did people at CYF help you or guide you through while you took the course?

"The volunteers are the lifeblood of CYF, they helped me so much, directly and indirectly, valuable lessons and insights were gained by working with them and great personal development and all the skills I learned I am able to apply in my daily life as well."

"The trainers are always available if you need any assistance from them, whether you're stuck or feeling overwhelmed, you can reach out to them for help."

"Yes CYF provided assistance and re-assurance every step of the way. There was always an answer to any problem I had. CYF looks after the students well."

"They operated a buddy-system for both Tech, and personal development, and I also have a personal coach to help me navigate the community, and to stay on track.

The result was that I made it to the end - basically."

What employability skills did you learn at CYF and was this important?

"Complex problem solving, active learning, active listening, judgement and decision making, time management, social perceptiveness, troubleshooting, and I am still adding to this list."

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

"I've learned a mix of skills. The mock interviews felt like the most valuable of them all among many."

"I learned that I am employable, and that most of my doubts and concerns were the result of being in the wrong environment. I learned that my Mental Health issues were not only things that I could navigate with, but that they could also be of benefit to me if viewed in a different light."

"Before CYF I knew absolutely nothing about employability skills in the UK. I came from a different culture and background and that made learning employability skills in the UK completely challenging. It was so important to learn how to answer interview questions, especially for me as my first language is not English."

"How to answer competency based questions, working on my CV, Communication skills, and keeping a brag diary."

c. Trainee Story from the West Midlands (UK)
Tiana

Class: West Midlands 3

Hibah is a new mother and an asylum seeker.

"I had a goal to have a career with a full time job that was rewarding. I realised I had reached my goal when I had a job interview with Meta (Facebook). If it wasn't for CYF that wouldn't happen."

What was happening in your life before you joined CYF?

"I'm a grad student from UCB who also is an asylum seeker with a newborn baby. I decided that I need to change my career to help me and my family. Almost every industry has been affected by COVID but the tech industry was booming. I was very keen on studying and learning the skills but I wasn't able to find a free course with a community that will help. CYF came when I needed it the most as I left my job due to having to return to the restaurant and no childcare or WFH opportunity.

I had zero experience. I was just doing courses online that give a background of computer science."

What was your experience like with the course?

"I had doubts before joining CYF. I was working 40 hours a week and some days I had to finish work around 8pm. Having a full time job and being a full time mom was my biggest challenge. Being organised helped me overcome the overwhelming feeling of failure. I had a weekly meeting with my PD mentor who was very helpful when it came to productive ways to work while under-pressure. I also met my study group twice a week along with Capgemini homework club. Having a support system within CYF helped me a lot.

I learnt employability skills too, like communication and working under pressure. I don't shy away from asking for help anymore, which was a difficulty in the early journey.

After the course I received help throughout my interviews and there was always someone to help me when needed.

Now I'm very confident, as CYF gave me all the tools I needed to be a professional learner and that is the skill to succeed.

I would say to anyone considering joining CYF: Have faith in yourself and go for it. Having a like minded community who are always ready to help and transform your career was everything I needed to find work in the Tech Industry."

Thoughts from our trainees:

What is your mindset now compared to when you first started?

"I have great hope and motivation for my future and feel more confident to move into the field. I am open to

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

learning and working more to improve my skill and knowledge."

"I feel like I procrastinate less. I am more driven and focused. I want to be better and learn more."

"I'm confident that I'll overcome any obstacle, no matter how challenging it is. I understand that those challenges are building character and resilience. I'm looking forward to becoming the best I possibly can."

"I'm confident enough to start applying for jobs."

"Hard work and consistent effort beats natural intelligence."

"I wasn't really sure of my direction in life - now I feel like I have a better sense of it."

Days feel more purposeful - and I feel like I am actually working towards a goal that I can believe is achievable."

"My mindset now is 'Yes I can!' I am confident that there is a place for me in the Tech industry."

What words of encouragement can you offer someone who is thinking of joining CYF?

"Be open-minded and make time. Of course, this is going to change the way you see the IT world completely and it's very fascinating, challenging and fun. Always know that "No man is an island", and learn to code with others and learn to share."

"Here you don't learn alone as we are a community."

"The community you gain is worth it. You'll be able to work and learn alongside people who are in the same position as you and that actually helps to make this whole journey easier."

"Believe in yourself ! You can do it !"

"Believe in yourself, and trust the process."

"This journey will be a roller coaster ride but it will be the best ride you have ever been on! You are not alone and there is a support system in place who will be there when you need it. You will make mistakes and sometimes maybe even feel like quitting but keep pushing because at the end you won't regret it and it will all be worth it when you look back :) "

"Do not hesitate to join CYF. It is a real life changing experience. you will have the opportunity to gain new skills, meet with wonderful people and make a lot of friends. :) "

10. PARTNERS, SPONSORS and DONORS

Grants

- NTTF - Inaugural Scottish Tech Ecosystem Fund
- Santander
- WMCA (as part of an ongoing partnership in the West Midlands)
- INCO (supported the North West)
- Motorola (supported Scotland)
- Workday (supporting one-off project work)

Ask programme managers/German if anyone else they want to especially mention, I can only tell you who gave us the money

Donors

- Bregal Milestone (COFRA)
- K+C
- Co-Hire

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Sponsors

Capgemini

Capgemini has been our strategic partner since 2019, supporting CodeYourFuture's work in London and the West Midlands.

This successful partnership is built on a recognition of shared values and Capgemini's unwavering interest in being part of the CodeYourFuture community.

235 incredible employees of Capgemini volunteered with CYF in 2021.

They facilitated 1317 hours of teaching and mentoring of CYF trainees, many of whom would go on to interview successfully for developer roles within the company after graduating from our course.

Capgemini hired 41 CYF graduates in 2021.

As a result of the hard work of these amazing volunteers, trainees

- Felt better prepared to attend an interview in tech;
- Felt more confident in their performance at interview; and
- Reported a greater understanding of role variety and what they do.

11. FINANCIAL REVIEW

To enable Code Your Future to further its objectives and raise income from sponsorships and profitable trading activities, the charity has set up a 100% owned VAT registered subsidiary, CodeYourFuture Labs Ltd, incorporated in February 2021, with the sole purpose of donating any profits back to Code Your Future.

Via CodeYourFuture Labs Ltd, Code Your Future has been able to set up a franchise agreement with a South African partner (starting in 2022) to allow expansion of the programme overseas.

During the year, funds raised from grants, donations and partnerships amount to just under £1,000,000. £577,003 was spent on charitable activities.

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs was £85,547 which was raised to cover particular courses and expenditure. We still have £163,469 of restricted funding left which will be used as these programmes progress.

We are hoping to renew much of this funding, and have applications underway at present to do so.

Expenditure has again been affected by COVID. The majority of courses were held online until March 2022, so there was little to no travel and subsistence expenditure for students or staff, no rental for classroom space, and very limited office rental costs.

Staff costs have increased in line with our increased funding levels.

A net contribution of £240,528 was raised from trading activities, namely recruitment fees and sponsorship for providing the courses.

Investment Policy

Currently all funds are held in instant access current accounts. There are no other investments at present.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Reserves Policy

Code Your Future has reserves of around £100,000. The Trustees have drawn up a full reserves policy which can be found in Annex A.

Grant making policy

Outside of general expenditure support for students on our courses, we offer fellowships to talented students most in need of support, to enable them to fully focus on the course. Students are interviewed to determine their levels of need.

12. STRUCTURE, GOVERNANCE and MANAGEMENT

The nature of the governing document: Constitution

The charity is (or its trustees are) constituted as: CIO

Methods used to recruit and appoint new charity trustees:

- Recruitment Trustee Boards
- Election by existing trustees

The trustees have read and understood the Charity Commission's Guidance on Public Benefit.

13. RESERVES POLICY

- A brief description of the charity, its beneficiaries and its funding streams.

CodeYourFuture (CYF) is a UK based non-profit organisation that trains some of the most deprived members of society to become web developers and helps them to find work in the tech industry.

CYF students are trained in full-stack web development by volunteers from the tech industry, putting a strong emphasis on collaboration and product development through tech projects.

The beneficiaries of the charity are students from disadvantaged backgrounds, however the work also benefits our volunteers who gain valuable experience.

Funding Streams are a mixture of Local Authority grants, Private sector sponsorship, donations and income from recruitment fees.

- The rationale behind the reserves policy

a) The risk of unforeseen emergency or other unexpected need for funds, eg or finding 'seed-funding' for an urgent project.

b) Covering unforeseen day-to-day operational costs, eg employing temporary staff to cover a long-term sick absence.

c) A source of income, eg a grant, not being renewed or being lower than promised. Funds might be needed to give the trustees time to take action if income falls below expectations.

d) Planned commitments, or designations, that cannot be met by future income alone, eg a significant project that requires the charity to provide 'matched funding'.

e) The need to fund short-term deficits in a cash budget e.g. delays in receiving promised grant or private funding.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

- Steps taken to establish the level of reserves

The Trustees have considered the current position of the charity and taken into account its relatively small size and the low complexity of its business model, as well noting that it was relatively recently established and the nature of its funding is still fairly volatile, when making decisions about the levels of reserves to hold.

- The level of reserves required

The Board has agreed that the level of reserves for the charity hold is £100,000, that is 28% of the total Total Number of Students.

Funds available for reserve at the end of December 2021, and will cover gross pay for all salaried employees for 3 months (the average notice period for our staff).

The charity is currently too new to hold a higher level than this, as income streams are still volatile. However, keeping this amount in reserve in addition to regular cashflow monitoring will allow the charity to cover any shortfalls in funding or any later than expected payments.

- What steps the charity will take to establish or maintain reserves at the agreed level.

The charity will closely monitor cashflow on a monthly basis to ensure that the reserves do not need to be spent. In addition, the charity will create a separate entry for the reserves in their books so that they are set aside and cannot be spent.

- How and when the reserves policy will be reviewed.

The reserves policy will be kept constantly under review, and formally reviewed on an annual basis in the Q1 Trustee meeting of each year.

Approved by order of the members of the board of Trustees on
and signed on their behalf by:

Stephen Grant

Oct 26 2022

S Grant
Trustee

CODE YOUR FUTURE

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2021

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on
and signed on its behalf by:

Stephen Grant

Oct 26 2022

S Grant
Trustee

CODE YOUR FUTURE

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

Independent examiner's report to the Trustees of Code Your Future ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

CODE YOUR FUTURE

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Signed: 

Dated: 27/10/2022

ELIZABETH NEWELL BA (HONS) FCA

Independent Examiner
MHA MacItyre Hudson
Milton Keynes

CODE YOUR FUTURE

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	10,666	553,540	564,206	164,470
Charitable activities	4	394,989	1,580	396,569	405,694
Other income	5	-	-	-	29,400
Total income		405,655	555,120	960,775	599,564
Expenditure on:					
Charitable activities	6	343,613	233,390	577,003	439,405
Total expenditure		343,613	233,390	577,003	439,405
Net movement in funds		62,042	321,730	383,772	160,159
Reconciliation of funds:					
Total funds brought forward		77,922	191,614	269,536	109,377
Net movement in funds		62,042	321,730	383,772	160,159
Total funds carried forward		139,964	513,344	653,308	269,536

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 25 to 39 form part of these financial statements.

CODE YOUR FUTURE

**BALANCE SHEET
AS AT 31 DECEMBER 2021**

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	1,759	1,641
Investments	12	100	-
		<u>1,859</u>	<u>1,641</u>
Current assets			
Debtors	13	328,530	34,757
Cash at bank and in hand		340,852	251,876
		<u>669,382</u>	<u>286,633</u>
Creditors: amounts falling due within one year	14	(17,933)	(18,738)
Net current assets		<u>651,449</u>	<u>267,895</u>
Total assets less current liabilities		<u>653,308</u>	<u>269,536</u>
Net assets excluding pension asset		<u>653,308</u>	<u>269,536</u>
Total net assets		<u><u>653,308</u></u>	<u><u>269,536</u></u>
Charity funds			
Restricted funds	15	139,964	77,922
Unrestricted funds	15	513,344	191,614
Total funds		<u><u>653,308</u></u>	<u><u>269,536</u></u>

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf by:

Stephen Grant

Oct 26 2022

S Grant
Trustee

The notes on pages 25 to 39 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 106 Oxley Close, London, SE1 5HP.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Code Your Future meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

2. Accounting policies (continued)

2.4 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	20% straight line
Computer equipment	-	20% straight line

2.5 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.6 Debtors

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

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Donations	10,666	553,540	564,206

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Donations	164,470	164,470

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

4. Income from charitable activities

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Project grants and donations	7,486	1,580	9,066
WMCA	152,034	-	152,034
Workday	55,612	-	55,612
COOP	5,000	-	5,000
Santander	100,000	-	100,000
NTTF	74,857	-	74,857
	<u>394,989</u>	<u>1,580</u>	<u>396,569</u>

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Project grants and donations	-	3,000	3,000
WMCA	232,541	-	232,541
Workday	75,386	-	75,386
INCO	45,455	-	45,455
SIMPLON	41,812	-	41,812
NMUK	-	5,000	5,000
BOM	2,500	-	2,500
	<u>397,694</u>	<u>8,000</u>	<u>405,694</u>

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

5. Other incoming resources

	Total funds 2021
Commission received	-
	<u> </u>
	<i>Unrestricted funds 2020 £</i>
	<i>Total funds 2020 £</i>
Commission received	29,400
	<u> </u>
	<u> </u>

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Support costs	23,468	42,068	65,536
Workday Foundation	2,401	10,660	13,061
AMINA	3,474	-	3,474
BOM	700	-	700
WMCA	234,480	-	234,480
NTTF	73,757	-	73,757
Costs of Charitable Activities	-	167,371	167,371
CYF Core	-	13,291	13,291
INCO	5,333	-	5,333
	<u> </u>	<u> </u>	<u> </u>
	<u>343,613</u>	<u>233,390</u>	<u>577,003</u>

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

6. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Support costs	7,276	21,870	29,146
Workday Foundation	43,228	15,795	59,023
WMCA	58,336	-	58,336
AMIF	53,859	-	53,859
Costs of Charitable Activities	186,113	27,731	213,844
CYF Core	-	19,697	19,697
INCO	5,500	-	5,500
	<u>354,312</u>	<u>85,093</u>	<u>439,405</u>

7. Analysis of expenditure by activities

	<i>Activities undertaken directly 2021 £</i>	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Support costs	-	65,536	65,536
Workday	13,061	-	13,061
AMINA	3,474	-	3,474
BOM	700	-	700
WMCA	234,480	-	234,480
NTTF	73,757	-	73,757
Costs of Charitable Activities	167,371	-	167,371
CYF Core	13,291	-	13,291
INCO	5,333	-	5,333
	<u>511,467</u>	<u>65,536</u>	<u>577,003</u>

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

7. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2020 £</i>	<i>Support costs 2020 £</i>	<i>Total funds 2020 £</i>
Support costs	-	29,146	29,146
Workday	59,023	-	59,023
WMCA	58,336	-	58,336
AMIF	53,859	-	53,859
Costs of Charitable Activities	213,844	-	213,844
CYF Core	19,697	-	19,697
INCO	5,500	-	5,500
	<u>410,259</u>	<u>29,146</u>	<u>439,405</u>

Analysis of support costs

	2021 £	Total funds 2021 £
Depreciation	548	548
General office	23,468	23,468
Advertising and marketing	1,121	1,121
Commission charges	2,402	2,402
General expenses	5,888	5,888
Travel	2,543	2,543
Insurance	1,208	1,208
Legal and professional costs	12,052	12,052
Rent and Rates	3,751	3,751
Computer and telephone costs	2,274	2,274
Fellowship expenses	6,000	6,000
Subscriptions	697	697
Bank revaluations	244	244
Unrealised currency gains	125	125
Realised currency gains	3,197	3,197
Sundry expenses	18	18
	<u>65,536</u>	<u>65,536</u>

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	2020 £	<i>Total funds</i> 2020 £
Depreciation	436	436
Advertising and Marketing	4,147	4,147
Commission charges	622	622
General expenses	4,645	4,645
Travel	977	977
Insurance	269	269
Legal and professional costs	4,044	4,044
Rent and Rates	11,640	11,640
Computer and telephone costs	2,366	2,366
	<u>29,146</u>	<u>29,146</u>

8. Independent examiner's remuneration

	2021 £	2020 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>2,000</u>	<u>1,920</u>

9. Staff costs

	2021 £	2020 £
Wages and salaries	396,341	161,929
Social security costs	33,348	12,822
Contribution to defined contribution pension schemes	7,641	3,568
	<u>437,330</u>	<u>178,319</u>

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

9. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	2021 No.	<i>2020 No.</i>
Average Number of Employees	12	<i>5</i>

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

Key management personnel salaries were £54,000 during the year (2020: £54,000).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 December 2021, no Trustee expenses have been incurred (2020 - £NIL).

11. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2021	1,973	499	2,472
Additions	-	666	666
At 31 December 2021	1,973	1,165	3,138
Depreciation			
At 1 January 2021	789	42	831
Charge for the year	395	153	548
At 31 December 2021	1,184	195	1,379
Net book value			
At 31 December 2021	789	970	1,759
<i>At 31 December 2020</i>	<i>1,184</i>	<i>457</i>	<i>1,641</i>

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

12. Fixed asset investments

	Investments in subsidiary companies £
Cost or valuation	
Additions	100
At 31 December 2021	100
Net book value	
At 31 December 2021	100

Principal subsidiaries

The following was a subsidiary undertaking of the Charity:

Name	Company number	Registered office or principal place of business	Class of shares	Holding
CodeYourFutureLabs Ltd	13232479	106 Oxley Close, London, SE1 5HP	Ordinary	100%

**Included in
consolidation**

No

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
CodeYourFutureLabs Ltd	252,695	(255,152)	(2,457)	(2,357)

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

13. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	72,406	33,996
Amounts owed by group undertakings	240,526	-
Other debtors	2,106	651
Prepayments and accrued income	13,492	110
	<u>328,530</u>	<u>34,757</u>

14. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	2,226	7,330
Other creditors	13,707	9,488
Accruals and deferred income	2,000	1,920
	<u>17,933</u>	<u>18,738</u>

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

15. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
Unrestricted funds				
General Funds - all funds	191,614	555,120	(233,390)	513,344
	<u>191,614</u>	<u>555,120</u>	<u>(233,390)</u>	<u>513,344</u>
Restricted funds				
Restricted Funds - all funds	77,922	405,655	(343,613)	139,964
	<u>77,922</u>	<u>405,655</u>	<u>(343,613)</u>	<u>139,964</u>
Total of funds	<u>269,536</u>	<u>960,775</u>	<u>(577,003)</u>	<u>653,308</u>

Statement of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
Unrestricted funds				
General Funds - all funds	74,837	201,870	(85,093)	191,614
	<u>74,837</u>	<u>201,870</u>	<u>(85,093)</u>	<u>191,614</u>
Restricted funds				
Restricted Funds - all funds	34,540	397,694	(354,312)	77,922
	<u>34,540</u>	<u>397,694</u>	<u>(354,312)</u>	<u>77,922</u>
Total of funds	<u>109,377</u>	<u>599,564</u>	<u>(439,405)</u>	<u>269,536</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

15. Statement of funds (continued)

Restricted funds

WMCA

£152,034 was received during the year to cover the training course in the West Midlands region.

Workday

£55,612 was received during the year and it is an impact grant to be used for projects including the redesign of our student selection process.

CO-OP

£5,000 was received during the year for the rent for Manchester.

Santander

£100,000 was received at the year end and is specifically reserved for courses in Digital literacy for finance, the costs of which will be incurred next year.

NTTF

£74,857 has been received during the year to fund the costs for the Scottish Technology Ecosystem review.

Project Grants & Donations

There were two funds received during the year, a donation of £4,264 was received from TENT for use towards Refugees costs of which £62 was spent in the year. also received was a project grant of £6,402 for MiTek towards the costs associated to student expenses and fellowship in respect of the course in the West Midlands for 2021-22 of which, £6,402 was spent.

CODE YOUR FUTURE

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

16. Summary of funds

Summary of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
General funds	191,614	555,120	(233,390)	513,344
Restricted funds	77,922	405,655	(343,613)	139,964
	<u>269,536</u>	<u>960,775</u>	<u>(577,003)</u>	<u>653,308</u>

Summary of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
General funds	74,837	201,870	(85,093)	191,614
Restricted funds	34,540	397,694	(354,312)	77,922
	<u>109,377</u>	<u>599,564</u>	<u>(439,405)</u>	<u>269,536</u>

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	789	970	1,759
Fixed asset investments	-	100	100
Current assets	139,175	530,207	669,382
Creditors due within one year	-	(17,933)	(17,933)
Total	<u>139,964</u>	<u>513,344</u>	<u>653,308</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	1,022	619	1,641
Current assets	76,900	209,733	286,633
Creditors due within one year	-	(18,738)	(18,738)
Total	77,922	191,614	269,536



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CODE YOUR FUTURE

England & Wales - Charity number 1174929

Accounts

CODE YOUR FUTURE

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

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CODE YOUR FUTURE

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees	C Miccio S Grant I Kajokaite C I O'Beirne
Charity registered number	1174929
Principal office	106 Oxley Close London SE1 5HP
Accountants	MHA MacIntyre Hudson Chartered Accountants Moorgate House 201 Silbury Boulevard Milton Keynes Buckinghamshire MK9 1LZ

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020**

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note 2 to the financial statements and comply with the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019) and the Charities Act 2011.

1. Message from the Trustees

Against the backdrop of a challenging year, Code Your Future's amazing volunteers and staff have shown incredible dedication, resilience, solidarity and teamwork. The passion and the enthusiasm of the team are both inspiring and infectious. In a year where the world struggled with a global pandemic and there was an intensified spotlight on long-standing societal inequalities and injustices, Code Your Future has continued to grow from strength to strength. It has achieved impact at a time when it has been needed most.

When the pandemic hit, Code Your Future's priorities were to ensure all trainees, volunteers and staff remained safe and protected. There was particular concern for those unable to access the support they normally would for food, welfare, healthcare or who may be in shared accommodation and unable to self-isolate. The teams went to unprecedented lengths to help trainees and alumni facing illness, isolation, changes in finances and hunger. Many of our trainees and alumni normally live with a high degree of uncertainty, but the pandemic exacerbated already challenging circumstances. Our trainees are resilient people, many of whom have experienced unimaginable trauma and have seen major disruptions in their life, but this year they have also faced the lockdown, some far away from their loved ones, with high levels of anxiety and concern for their families and friends.

Almost overnight, Code Your Future re-moulded itself to teaching its courses and supporting students online. This demonstrated great strength, creativity and flexibility from the organisation's leaders and volunteers. Code Your Future also adopted a virtual community model and everyone worked hard to maintain the supportive and family-like environment that is so important to cultivating motivation and success in the training programmes.

Despite the shockwaves the pandemic sent out, Code Your Future has had a year to celebrate. It was able to continue growing and impact the lives of more students than ever before. In spite of the additional challenges faced, the graduates of 2020 have been as strong and talented as ever: 69% of our them secured job offers in the tech industry, with fantastic careers ahead of them.

Perhaps the most impressive response for CodeYourFuture was from the community as a whole. In a moment in time that was characterised by isolation for many in society; our trainees, alumni, volunteers and staff, who had not met in person, were able to forge meaningful connections and camaraderie with each other - the type of connections that are inherent in the entirely unique approach of CodeYourFuture, and which help us impact society in a way few other grassroots organisations can attest to. The staff, volunteers and supporters at Code Your Future responded with so much strength and unity to help its students navigate their way through these uncertain times.

In a year of change, one thing that has stood strong is CYF's absolute commitment to giving its students the opportunity to lead a thriving life.

As trustees we are incredibly proud of what Code Your Future has and continues to achieve. We would like to pay tribute to our fantastic volunteers and staff for their outstanding and tireless contribution during these uniquely challenging times. This annual report illustrates in more detail how the charity has changed lives and impacted different sections of the tech industry and society, more widely - including looking at the facts and figures behind our trainees, alumni and volunteers; and highlighting the partnerships and supporters without which and whom we would not have been able to achieve what we did in 2020.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

2. Executive summary

The year 2020 will always be remembered by the monumental emotional, physical and financial challenges brought by the pandemic. As we entered the first lockdown in the UK, CYF had to adapt to an online-only mode to continue to train, mentor and build community. As a community-centric organisation, we were fortunate to have entire teams working on the transition, which allowed us to get ready for the next class on time. On the positive side, being entirely online gave us an opportunity to welcome new community members from around the globe. We were also able to get closer together as a team, dismantling geographical boundaries and allowing us to be present in classes from three countries on the same day.

We have been extremely grateful to see CYF grow extensively in the West Midlands UK, where we launched two cohorts during the year, and South Africa, where we are running our first program entirely driven by community leaders with full-time responsibilities. The determination and resilience shown by these new groups, who were not able to meet face-to-face during the whole year has been admirably inspiring. We also experienced the completion of our first Rome intake and enjoyed seeing the first group of people getting hired. The community in North-West UK launched their largest group of trainees and a whole new wave of volunteers who are becoming one of the most vibrant and self-organised communities within the organisation, including former students -- a special type of volunteer that fills us with joy. The Glasgow team, which graduated their fourth cohort this 2020, was led by organisers that have been part of the organisation since 2017. An incredible feat of commitment and ownership.

The London community team succeeded in reaching their aim to improve the team's gender ratio: after a series of events and workshops, 50% of the team starting the full-stack program are women. They also received the largest number of applicants yet and interviewed more than 70 successful applicants from Intro to Coding. A new team was created to support our alumni in working in tech projects, developing products launched on the market, thus enhancing their employability options. We were fortunate to welcome Project Managers and Tech Leads to guide these teams to share their experience and become the last port for our trainees before getting employed.

The year had no shortage of challenges. We struggled to create the same community feeling that we had during our weekend community workshops, where our community was bringing home-made food and spending quality time supporting each other. We were tired and burdened by having to volunteer entirely behind a screen. We also had more difficulties in reaching out to groups without good connectivity or laptops, as so many social projects stopped running face-to-face operations. And until the last quarter of the year most companies had a hiring freeze that stopped us from creating new corporate partnerships.

Nevertheless, we managed to expand our team supporting the community, and became a fully distributed organisation, with members living in areas that suit them most. We made new friends that we have never met in real life and we graduated entire cohorts that worked 100% online without dramatically affecting the quality of the program.

None of this would have been possible without our grassroots teams of professionals and the university graduates that work tirelessly to create a positive impact in the lives of their trainees. This organisation would not exist without them. Despite the hardship we are now stronger than ever as an organisation.

3. Trainee Story from London - Negin DN

Class: London 7

'When I heard about CYF, it felt like a light in absolute darkness and as soon as I heard about it, I knew I wanted to start the journey.'

Negin had been working in the retail sector since moving to the UK in order to make ends meet, after having to give up her job as a journalist in her home country. However, the jobs Negin was doing weren't able to sustain her life in the way that she wanted, or in the way that her ambitions merited. Luckily, through a friend's recommendation, she found a special opportunity through CodeYourFuture.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

'At the start, I saw it as an easy way to change my career. Soon I realised the 'easy' part is not true at all, but I wanted this so bad that I was ready to be challenged for it. At CYF, they don't just tell us to study, they give us the best tools to be able to do that, which makes it very special.'

Despite appreciating quickly the opportunity the course afforded her, Negin understood that hard work had to be applied.

'My old me would give up very easily but with all the tools CYF provided me, I now know succession is a path and not a destination.'

As Negin works hard to find the right opportunity for her first full-time job as a developer, she reflects on the merits of the course for others thinking about following her path:

'We are not who we think we are. We can be who we want to be if we are willing to change. CYF provides the tools we need to do that and it is up to us if we are going to use them.'

3.1. Trainee Story from The North West - Fatima Abdimalik

Class: North West 3

In many ways, Fatima's journey with CodeYourFuture is the classic example of how quickly the course can change someone's life for the better.

Despite having a degree to back up her CV, Fatima, like many others, struggled to breakthrough to the elusive first role in her chosen career path. After hearing a passing reference made about the CodeYourFuture course from a family member, Fatima began to entertain the idea of taking an entirely new professional path and learning programming from scratch. Around only one year later, Fatima's life changed as she got a job as a full-time software developer at ThoughtWorks.

'Once I signed my job contract, I was over the moon - I cannot describe that feeling.'

Now, when she reflects on the moment she decided to undertake the course, Fatima explains how things clicked:

'I had no programming experience before applying for the course but I just stuck in all along, attended all the classes, did the homework and asked for help when I needed it.

I met the right people who opened the doors for me and introduced me to all that I needed to land a job in the industry. Both my personal development and tech buddy mentors were amazing, including helping me with tech assessments and interview preparation.

I am pleased I took that decision to join the course and if I could go back in time I would do the same thing again.'

Fatima's advice for others thinking about joining the course?

'Don't hesitate, join - and this should change your life for the better.'

4. Barriers to Entry

Unfair barriers to training and studying are a problem for too many people in our society but at CodeYourFuture we aim to address this head-on. One of our biggest tools for tackling inequality and increasing diversity in the tech industry is the provision of critical support and resources for our trainees to be able to fully commit to a life-changing career development journey.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Flexibility

We provide a part-time educational model with classes on weekends and set coursework during the week to allow trainees to manage their development around diverse commitments.

Support from day one

From the point of applying for our course, motivated people are given the opportunity of receiving the material support they need to get onboard the course.

Free

Our course will always be free. We believe that everyone deserves the chance to have a thriving career, regardless of financial barriers they might face.

Laptops and internet

To launch a career as a software developer, people need access to the right tools and infrastructure. We provide devices and data to any trainee that struggles with access.

Travel

Although the large majority of our classes in 2020 were remote, we always ensure that all our trainees and alumni have equal opportunity to travel to our events and classes.

Childcare

For many in society - especially women - lack of support with childcare means they are not able to grab the opportunities they deserve. At CodeYourFuture, we cover the costs of childcare so that people are supported enough to pursue their dream of having a thriving career as a software developer.

Inclusivity

At CodeYourFuture, we bring together a diverse range of trainees, volunteers and alumni and focus most on creating a welcoming and inclusive environment - helping to break down the cultural barriers that can often restrict people's access to the tech industry.

5. Our Model & Response to COVID-19 Pandemic

Our Response to the COVID-19 Pandemic

With over a hundred trainees and even more volunteers across our chapters inside and outside the UK, what should have been a mammoth task to pivot all our planning and delivery online was made a smooth process thanks to an experienced and well equipped community of trainees, volunteers and staff.

Our preexisting regular use and knowledge of communication, teaching and planning tools - most notably use of our bustling Slack workspace - helped our community shift to a fully-remote model of teaching, supporting and organising within the space of one week of the first UK lockdown being announced.

There were, of course, some challenges: not least that of the needs of our most vulnerable community members becoming even more acute due to reduced access to key public and third sector services. The reaction to this was equal to the scale of the issue, however, as volunteers and staff worked together to ensure dedicated social support was promptly advertised to more vulnerable members of the community. CodeYourFuture as an organisation also took direct responsibility to fill gaps in support - tackling digital isolation through increased data and device provision, and supporting with addressing new, unique childcare needs with tailored support and advice.

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

One other challenge that arose was around a key question arising from our shift to fully remote communication: how do we recreate the community spirit that is the lifeblood of CodeYourFuture?

Luckily, there was no shortage of creativity and energy when approached with finding solutions. Within a few weeks, members of our community from across our different regions were working together to create global interactive and inclusive book clubs, home exercise groups and creative coding lunch hours, to name only a few examples! When it came to attracting and engaging new volunteers, revolving groups of experienced volunteer teachers, mentors and ambassadors, working alongside trainees and graduates, took responsibility to host new routine Global Volunteering Welcome Events that were characterised by the perfect balance of outlandish icebreakers, informative Q&As and inspiring testimonies from CodeYourFuture trainees and alumni.

Whilst we were able to take these dynamic approaches to sustaining our work, we were also able to create new avenues for learning and growth thanks to a shift in model.

CodeYourFuture has always been unique with its focus on practical grassroots action and interregional shared learning but in 2020, in the face of the challenge of the pandemic, our community began to realise much more strongly its potential as an international movement characterised by close collaboration, joint delivery and shared best practice between our full spectrum of talented coders and otherwise experienced industry professionals in our active regions of London, North West England, Scotland, the West Midlands, South Africa and Rome,

Despite maintaining strong local connections in each of our chapters, we took advantage of our remote capabilities to engage with volunteers across the globe. As a result, we had passionate and engaged individuals from places such as Lebanon and the United States working alongside those based in our active regions, in different continents.

Perhaps most positively, we were given incentive to open up and promote our self-guided Intro To Coding course to people across the globe, regardless of their proximity to an active CYF region. With the aid of weekly live workshops hosted by our community of volunteers and trainees, we were able to help hundreds more individuals take those important first steps into a career in tech.

Finding Trainees

Since we began our first class in 2017, inclusivity, diversity and empowerment have been among the key values characterising CodeYourFuture's work. We ensure our opportunities for building a life-changing career are offered to those most underrepresented among the realm of rewarding and fulfilling jobs like those in tech. Our trainees are also made up of those from backgrounds who face the biggest challenges to accessing other education and training opportunities, and include:

- Refugees or Asylum seekers
- Single Parents with low income
- Those diagnosed with mental health, learning, or physical disabilities,
- Those who live in a household with a total income below the UK poverty line
- Women, minorities, ex-offenders, or anyone else experiencing problems getting the education needed to find meaningful work- including being homeless or long-term unemployed

Thanks to our growing networks and existing relationships with local NGOs in each of our active regions, we are able to better reach out to and support a diverse range of applicants in their journey on to the course.

Those that register are given the challenge to develop basic skills and demonstrate their passion for the opportunity by completing our self guided Intro To Coding course.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Tech Skills

Our tech education syllabus is the product of five years of iterative development from volunteer teachers and mentors who are dedicated professional developers. With their on-the-ground understanding of what is most sought after in industry talent, and with the expert oversight of our Director of Education, we are able to build a quality web development syllabus capable of matching that of any coding bootcamp. Furthermore, with experienced volunteers joining from diverse areas of the tech industry, we have been able to build a colourful portfolio of optional modules that expand the software engineering prospects of our alumni.

Soft Skills

In recent years, we have developed a comprehensive personal development and employability curriculum to be taught alongside our tech syllabus. With syllabus input from leading industry professionals and coaches, who also teach it, our personal development curriculum includes robust workshops focusing on essential skills such as effective communication and agile working.

Mentorship

Working to complement our personal development and employability curriculum, we have a dedicated network of experienced career mentors who help advise on trainee goal-setting and other positive habit-building whilst giving practical employability support in the form of CV surgeries and mock interviews.

Community-building

CodeYourFuture is a unique global ecosystem of experienced developers, engineers, managers, entrepreneurs and those with passion at the start of their careers, looking to learn as well as contribute to society through our impactful organisation. At the heart of our community are our trainees - many of whom go on to volunteer, themselves, and collaborate with others in the community to further their career and start projects of their own. The result of impressing our values and empowering trainees to become central cogs in the organisation helps create the diverse, welcoming and impactful community that we are proud to be a part of.

Recruitment

Where CodeYourFuture differs from most other charities is through the practical, empowering and life-changing journey we take each of our trainees on. One of our key indicators of success is the rate of our trainee and alumni's progression into employment in the tech industry. Our course and community of experienced and well-connected industry professionals prepare each of our trainees to be the best candidates possible in what is an extremely competitive industry - including through personal mentoring, mock interview practice, CV reviews, targeted role preparation and connections made via formal CodeYourFuture recruitment partners and our wider network.

Partnerships

Like any successful organisation, we focus on building great partnerships for the benefit of our community. It all starts with finding other NGOs or public services to help us reach out to those who best fit our course. Throughout the course, we work with dedicated company partners to support the development of our trainees through employee-volunteer recruitments, insight and immersion days and workshops. We have also grown our capacity to collaborate with other NGOs on meaningful tech projects, helping to provide valuable work experience for our trainees and alumni whilst building innovative digital products to serve the needs of communities. The final element of this journey is to work with company partners to find and prepare our alumni to ensure they are the best candidates for the jobs they need filled.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Our Volunteers

CodeYourFuture began through the work of a few committed individuals using their own free time to change the lives of a group of people and help create the example for change the tech industry needed to see. Five years later, CodeYourFuture has existed as the work of hundreds of volunteers across the UK and further afield, but our fundamental ethos and understanding of how best to impact society has not changed. Our community of volunteers is what makes us so special: from the genuine passion and belief they bring to teaching and mentoring; to the value and experience only they can bring as active leaders and professionals in tech and other industries.

Roles

The work our volunteers do is connected to the common goal of community, progression and development. Our diversity of backgrounds and experiences is reflected in the diversity of our volunteering roles, which we tie together from on our focuses in the following areas:

Ambassadors

As a volunteer-driven organisation, volunteers are also our ambassadors - taking charge of event organisation, community building, social media and marketing, and helping to build meaningful relationships with NGO and private partners.

Personal Development and Employability

Our personal development and employability teams consist of our networks of buddy mentors as well as teachers and career mentors - providing holistic support to trainees throughout the course, employability curriculum delivery and career mentoring and job-matching to alumni.

Tech Education

Our technical education teams consist of those with experience in software development who help deliver our critical tech training programme. Tech education team members act as syllabus creators, teachers, teaching assistants, tech education buddy mentors and other important roles helping to ingrain valuable tech skills development in the community of trainees and alumni.

Tech Projects

In 2020, we achieved our goal of greatly expanding our tech projects serving - providing extra experience for our alumni to work as developers in a modern agile team, building products that directly give back to the community, whether it be CodeYourFuture's community or the communities served by our tech project partner NGOs. Volunteers, as with everything else in the organisation, were key to this successful area of growth - and we continue to seek volunteer product managers, tech leads, tech assistants and UX/UI designers to scale this work.

And so much more....

7. Volunteer Story from London - Antigoni Makri

'I really love good stories, and when you meet people from so many different countries and so many different backgrounds, you hear many... CodeYourFuture is an oasis.'

When Antigoni heard about CodeYourFuture through a friend, as a developer she saw a unique opportunity to use her professional skills to directly and positively impact on the lives of others. What surprised Antigoni most, however, was the social environment she stepped into at CodeYourFuture, and the personal growth she would undergo through supporting the class.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

'I love meeting people who care and who are giving. I think this is rare. There are so many relationships that are built through the organisation.'

As an experienced developer, Antigoni was confident about helping trainees to work on their technical skills. However, there were other areas within her own skill set that she credits CodeYourFuture with growing.

'It has been a skills booster for me, certainly. I have upskilled in live coding, presenting in front of a lot of people, and I am being trained to become a better teacher as well.'

In recognition of the distinct barriers faced by those from certain backgrounds, it became a special focus of Antigoni to inspire as well as teach.

'What I'm trying to do is share with trainees some of my learning around how to stay positive and persistent in the super competitive technology scene.'

8. Volunteer Story - Anthony

Volunteering since: 2018

'I grew up in poverty, was made homeless as a teenager and been through the care system, so I have a deep personal understanding of some of the barriers and challenges most disadvantaged and marginalised people experience.'

Despite the obstacles I've faced in my life, I am still more privileged than the vast majority of people around the world - a white, hetero cis male, and born in one of the wealthiest countries with access to free education and healthcare. These advantages and experiences enabled me to create a social enterprise of my own 10 years ago that provided an alternative route into entrepreneurship for disadvantaged young people. It gave me purpose and in turn helped others find their own purpose. Since then I have always been driven by social action. When I heard about CodeYourFuture I felt an immediate connection and shared values so I reached out to offer my support.'

Since joining CodeYourFuture, Anthony has been at the forefront of introducing quality personal development and employability syllabus material and teaching in our Scotland chapter, as well as in other CodeYourFuture regions. CodeYourFuture represented for Anthony a unique opportunity to collaborate with others with the same social vision and to have the freedom and responsibility to contribute his unique skills and experience gained from years of working in academia and in his own social enterprise ventures.

For Anthony, the personal benefits of contributing to the CodeYourFuture community were manifold and incorporated his own learning experiences, professional networking, sense of achievement and friendships.

'It feels like I learn something new every week with CYF. The diversity of both volunteers and trainees means I get to meet people from all sorts of different backgrounds. Whether it's learning about a part of the world I've never visited, the friends I've made, and even the professional network I've grown, there's so much I've gained personally in the last year that I've been helping out.'

The end of the course, as the class graduated, allowed Anthony to fully reflect on the achievements of the trainees and the volunteers who taught and mentored on the course.

'The first graduation event. Obviously the trainees develop the tech skills desperately needed by employers, but seeing their confidence and ambition grow during the course is incredibly rewarding, and knowing you played a small part in that is so fulfilling.'

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

9. Volunteer story from the North-West - Nick Holdsworth

Volunteering since: 2020

'I found my passion in programming and thought it would be great if I could help someone on their journey to finding their passion too.'

For Nick, volunteering has always been important. In CodeYourFuture, he found a unique avenue to directly utilise his professional skills and experience as a developer to change the lives of others. After initially worrying about how he might come out of his shell in this new setting, Nick was pleasantly surprised by the proactive and welcoming spirit he encountered in his first CodeYourFuture class - a West Midlands applicant workshop. Later, he found himself jumping at opportunities to get more involved and take on different responsibilities.

'The classes are so fun and the applicants are great at getting involved. I didn't think I would ever end up teaching or leading classes so it felt great having my confidence built by both the applicants and volunteers.'

Like many others, Nick found that volunteering with CodeYourFuture was strengthening his personal skills whilst also allowing him to further develop his skills as a developer.

'I didn't have experience with React or Node JS so it was good to get an insight into those frameworks. I feel I have also built my confidence and training or mentoring skills through both being taught (training delivered to volunteers) and teaching classes, myself'.

Ultimately, though, it was watching the journey that the applicants and trainees were going on - and having fun whilst doing it - that gave Nick the greatest sense of fulfillment as a volunteer.

'The thing I'm most proud of are the applicants, the trainees, the people that do this course - watching them go from not knowing any code at all to getting a job is just fantastic. Everyone is there for each other, everyone is supporting each other, and we just have fun - and I think that's the most important thing!'

10. Volunteer story from Cape Town - Inez Williams

Volunteering since: 2019

'I wanted to contribute to making a difference in people's lives.'

Inez was one of a small group of people, who after hearing about the work done elsewhere in the world, wanted to help start a CodeYourFuture chapter in South Africa. In 2020, Inez and the rest of the Cape Town team, with support and advice from the global CodeYourFuture community, achieved the amazing feat of starting the first CodeYourFuture cohort on the continent of Africa. Although the journey there was sometimes challenging, Inez identified the value of the community and the ethos of the organisation in helping her and others in pursuit of this goal.

'There was a sense of opportunity, an environment that encouraged me to put my hand up to do something, even if it meant I learned and grew while doing.'

The journey really became worth it for Inez once the course was up and running, as herself and the Cape Town team realised how much the opportunity was beginning to impact positively on the trainees.

'Hearing the gratitude from the trainees during a Saturday class, and them sharing about what the opportunity has meant to them, logging on to Saturday class and experiencing the enthusiasm and energy... it's a happy space.'

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

In the backdrop of the pandemic making life even more challenging for some of the vulnerable groups of people they were looking to provide opportunities to, for Inez and others, CodeYourFuture has given them a vehicle to directly support individuals in a uniquely valuable and practical way whilst providing fulfillment and a distinct sense of community for all those involved.

'I've been energized by the generosity and kindness in the CYF community. I've been inspired by the trainees and their perseverance, courage and desire to develop themselves. I've been encouraged to hear of the difference that is being made in lives, and the way it creates a ripple effect. It has also been fun - especially with COVID causing so much separation, it has been a space of "gathering" and community.'

It has also been fun - with COVID, it has been a space of "gathering" and community.'

Structure, governance and management

The Charity is constituted as a Charitable Incorporated Organisation governed under the terms of its Constitution dated 2 October 2017.

Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

The trustees who served during the year and up to the date of signature of the financial statements are:

C Miccio
S Grant
I Kajokaite
C I O'Beirne

The charity is volunteer-led, Code Your Future is made possible by the efforts of dedicated volunteers who provide training, job support and administrative assistance, and our corporate and public donors provide the space and equipment students need to learn. This approach allows us to engage the entire community in the project - from students and volunteers, to other NGO's and corporate organisations. it also allows us to keep our CIO.

Objectives and activities

The objectives of the organisation are to advance education for the public benefit in such parts of the world as the trustees shall decide by providing activities and support which develop an individual's capabilities, competence, understanding and implacability, in particular but not exclusively, by providing IT and software development courses, professional mentoring and employability advice to beneficiaries with the aim of facilitating their integration into a professional work environment.

Code Your Future is a coding school for disadvantaged and underrepresented groups. Through our 6 to 8 month program, we teach our students the technical and soft skills they need to become an entry-level developer. We combine in-class training led by experienced developers, along side remote-learning assignments to provide the most comprehensive programme possible. Soft-skills training and industry insights are woven into the program, and upon graduation, students are supported in their job search to give them the greatest possible chance of entering and succeeding in the tech field.

Where needed, CYF also covers students cost associated with attending the course to ensure that pertinent financial barriers are mitigated and do not prevent passionate learners from pursuing the CYF course. These include travel, childcare, internet and meal costs.

Public Benefit

The Trustees have considered the public benefit guidance published by the Charity Commission and are satisfied that the Charity's are made available to all appropriate members of the public.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Achievements and performance

11. Impact

Class Summary

In 2020 we taught 8 classes for a total of 267 students:

The students taught in 2020 were part of the following class:

- London 6 November 2019 - October 2020
- Glasgow 4 March - December 2020
- Manchester 3 March - December 2020
- Rome 1 May 2019 - January 2020
- *London 7 October 2020 - August 2021
- *NEW REGION West Midlands 1 March 2021 - January 2021
- *NEW REGION West Midlands 2 September 2020 - July 2021
- *NEW REGION South Africa 1 November 2020 - October 2021

*Classes still ongoing in 2021

We launched 2 new regions: in the West Midlands (UK) and Cape Town (South Africa).

We taught 267 students in 2020 of which 167 were part of classes which ended in 2020 - and 100 are still studying and will complete their course in 2021

Out of the 8 classes, 4 courses ended in 2020 and 67 students graduates successfully

Gender: 90 female / 177 Male

Refugee/Asylum Seeker: 126 of which 32 Female and 94 male

Countries of Origin: Afghanistan, Algeria, Cameroon, Democratic Republic of Congo, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Hong Kong, India, Iran, Ireland, Italy, Kashmir, Kenya, Lithuania, Malaysia, Moldova, Nigeria, Pakistan, Palestine, Poland, Romania, Russia, Saudi Arabia, Senegal, Somalia, South Africa, Sudan, Syria, Tanzania, Turkey, Uganda, UK, Yemen, Zimbabwe

Employment

Eligible Graduates in Employment or Further Education: 69%

Companies that have hired our graduates in includes: PCCW Global, Deloitte, AND Digital, Niya Network, AO, ThoughtWorks, Financial Times, DAI, Capgemini, BBC, FDM Group, InvestCloud, Qured, Takepayments, Tray.io, Webagency, Inclusive Labs, Engine Group, Genflow, University of Bradford, CloudStuff, Sourcesense, Food and Agriculture Organisation, LumiraDx

Student Support

In 2020, CodeYourFuture spent £37,938 on student expenses, these expenses covered:

- Transport to and from class £2,288
- Laptops & internet costs £13,180
- Childcare £21,409
- Meals during class £1,061

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Students expenses by regions:

- West Midlands - 23,724
- Glasgow - 4,325
- London - 3,513
- Manchester - 5,301
- Rome - 1,075

Volunteers:

We also organised 25 Welcome Volunteers events with over 1000 people registering for the event and over 300 people signing up to volunteer

ITC Workshop data (2020)

First Remote session: 26th April 2020

Total Page Views: 9,500

Total Sessions: 30

Total Registrations: 2000

Approx. Total attendees: 910

12. Trainee story from Scotland - Meriem Mechri

Class: Scotland 3

When Meriem first heard about CodeYourFuture, she had already spent a few years settling into Glasgow since leaving her original home country of Tunisia. Despite having a bachelor's degree in computing science from her own country, Meriem was experiencing many of the same challenges as others who have moved to the UK looking to develop and contribute their skills and knowledge. After successfully making it on to the course, Meriem realised that CodeYourFuture would offer something different and potentially life changing, even in comparison to the comprehensive courses she had undertaken in the past.

'We had a really good opportunity to learn soft skills around teamwork, collaboration and pair programming. Our mentors really made sure that we focused on these skills.'

Meriem now works in a fast-paced role for a prominent healthcare technology company as a software tester. Although she pays tribute to the tech and soft skills she learned on the course as integral in being able to succeed in her job, Meriem outlined, for her, what was most special about CodeYourFuture and the course:

'Comparing to courses I had done before, I really liked this human connection. It made a really big difference for me and for my classmates as well.'

Based on her own experience, Meriem had a clear message for employers thinking about hiring CodeYourFuture graduates:

'Do not underestimate anyone's background. We have had really, really great people at CodeYourFuture who are skilled in many ways, in tech and in soft skills - give them the opportunity!'

13. Trainee story from the West-Midlands - Daniel Carter

Class: West Midlands 1

Daniel had been out of work for nearly ten years struggling with mental health, when he saw an advert for CodeYourFuture (CYF) in a local council bulletin.

'I had only just started to turn my life around and felt able to commit to something that may help improve my future for the first time in a long time.'

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Daniel had no previous coding experience before starting at CYF.

'I suffered a lot with imposter syndrome until I learned that everyone on the course felt the same way, even some teachers!'

He was able to juggle his time between a part-time job and CYF. Daniel learnt to be more organised and dedicated a lot of his Sundays to coding homework. Over time, with encouragement from the community and from his own impressive learning journey, Daniel's self-confidence grew. Daniel's efforts paid off when he received a job offer from Capgemini.

'I realised I had achieved something far greater than expected. Coding seemed like a new skill or a hobby when I joined, but now I have a career!'

Now, Daniel is looking to support the next generation of CodeYourFuture trainees.

'I am so thankful to CYF for all they have done throughout the course. I am very confident about my future. I get to continue to learn new coding languages and am very much looking forward to passing this knowledge on to new CYF students!'

14. Trainee story from Cape Town - Douglas Van Der Merwe

Class: South Africa 1

Douglas had spent over twenty years in a manual labourer manufacturing job when the pandemic hit South Africa and forced the closure of his work for four months. During this period, Douglas had time to consider what else he wanted to do with his life, moving forward.

'A typical day involved waking up at 5am to start work at 7am, twenty kilometres away. Eight hour days, with the seasonal overtime in the evening and on weekends. I was becoming bored with this cycle because I have spent twenty-plus years on this treadmill.'

Then, a CYF advertisement popped up on his social media feed. Initially, he was skeptical of whether the opportunity was real but 'with nothing but time to kill', Douglas started the application process and, after receiving encouragement from passionate volunteers, found himself selected successfully for a place on the first cohort of CodeYourFuture South Africa.

'I had always been interested in what is working 'behind the scenes' of websites but now I want to learn as much as I can to successfully change my career to tech.'

Adjusting to the pace and intensity of the course and dealing with imposter syndrome, from time to time, have been issues that Douglas has had to overcome. Yet, as the course has progressed, he's found a new way of working and thinking to further his new dream.

'When I get stuck with a problem, I use my resources to find the solution. Failing that, I continue with other work. 99% of the time the solution presents itself. At CYF SA, I have an amazing tech mentor that always makes time to help. My teammates help when they can, by sharing resources or chatting one-to-one. My personal development mentor checks in regularly to make sure we are moving on.'

It is this team and community spirit that Douglas highlights as being crucial to the progress of himself and other trainees.

'What stands out for me is the amazing idea behind CYF - community! Where we help each other, respect each other and teach each other. The journey is not easy but you will be a better person than what you were before taking this course - guaranteed!'

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

15. Partners, Sponsors and Donors

Grants:

- WMCA
- AMIF
- Workday Foundation
- INCO
- Skyscanner

Sponsors:

- Capgemini

Donors:

- Co Hire

Case Study - Capgemini

In 2020, Capgemini supported the running of CodeYourFuture courses in London and in the West Midlands as partners. Central to this was the willingness for Capgemini as an organisation to take a full and personal interest in being part of the CodeYourFuture community. This willingness was best represented by the number and diversity in background of employees across different offices who were contributing valuably to the development of our trainees through mentoring, teaching and operational support.

This relationship was built from an early point on a recognition of shared values, as Sally Caughey, Head of Digital Inclusion at Capgemini, points out:

'CodeYourFuture is a special organisation. I knew from the moment we first met that we had the potential for a strong and successful partnership. We are lucky to be able to work with a like-minded organisation seeking solutions to today's challenges in innovative and practical ways.'

A positive consequence of Capgemini's embedment within CodeYourFuture's work was the ability to develop close relationships with the trainees, many of whom would go on to interview successfully for developer roles within the company after graduating from the course. One CodeYourFuture graduate, Madiha, who now works as a developer at Capgemini, explained the impact of the company's volunteers in her own personal journey:

'The support we got from the Capgemini volunteers was incredible,' says Madiha. 'They help you all the way and give lots of their own time. It made me want to complete the course even more because I didn't want to let them down.'

Following successful work in 2020 - including winning Gold in the Education category at the Global Good Awards - the partnership between CodeYourFuture and Capgemini was renewed for 2021.

16. Financial review

During the year, funds raised from grants, donations and partnerships amount to almost £600,000. £439,000 was spent on charitable activities.

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs was £43,382 which was raised to cover particular courses and expenditure. We still have £77,922 of restricted funding left which will be used as these programmes progress.

We are hoping to renew much of this funding, and have applications underway at present to do so.

Expenditure has been affected by COVID. As all courses have been held online since March, there was very

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

little travel and subsistence expenditure for students or staff, no rental for classroom space, and we were also able to cancel our office rental.

Staff costs have increased in line with our increased funding levels.

A net contribution of £29,400 was raised from trading activities, namely recruitment fees. The aim of trading activities is to generate a profit to fund the charitable activities. From 2021 onwards, Trading activities will be undertaken wholly through our subsidiary, Code Your Future Labs Ltd, which was incorporated in February 2021.

Investment Policy

Currently all funds are held in an instant access current account. There are no other investments at present.

Reserves Policy

Code Your Future has reserves of around £100,000. The Trustees will be drawing up a full reserves policy in the 2021 financial year.

Grant making policy

Outside of general expenditure support for students on our courses, we offer fellowships to those students most in need of support, to enable them to fully focus on the course. Students are interviewed to determine their levels of need.

Approved by order of the members of the board of Trustees on
9 September 2021 and signed on their behalf by:

S Grant
Trustee

Stephen Grant

**STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2020**

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on
9 September 2021 and signed on its behalf by:

S Grant
Trustee

Stephen Grant

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020**

Independent examiner's report to the Trustees of Code Your Future ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

**INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Signed:

Dated:

ELIZABETH NEWELL BA (HONS) FCA

Chartered Accountant

Moorgate House
201 Silbury Boulevard
Milton Keynes
MK9 1LZ

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations and legacies	3	-	164,470	164,470	150,364
Charitable activities	4	397,694	8,000	405,694	128,239
Other income	5	-	29,400	29,400	900
		<u>397,694</u>	<u>201,870</u>	<u>599,564</u>	<u>279,503</u>
Total income					
Expenditure on:					
Charitable activities	6	354,312	85,093	439,405	316,727
		<u>354,312</u>	<u>85,093</u>	<u>439,405</u>	<u>316,727</u>
Total expenditure					
		<u>43,382</u>	<u>116,777</u>	<u>160,159</u>	<u>(37,224)</u>
Net movement in funds					
Reconciliation of funds:					
Total funds brought forward		34,540	74,837	109,377	146,601
Net movement in funds		43,382	116,777	160,159	(37,224)
		<u>77,922</u>	<u>191,614</u>	<u>269,536</u>	<u>109,377</u>
Total funds carried forward					

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 22 to 34 form part of these financial statements.

CODE YOUR FUTURE

BALANCE SHEET AS AT 31 DECEMBER 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	11	1,641	1,578
		<u>1,641</u>	<u>1,578</u>
Current assets			
Debtors	12	34,757	45
Cash at bank and in hand		251,876	113,299
		<u>286,633</u>	<u>113,344</u>
Creditors: amounts falling due within one year	13	(18,738)	(5,545)
Net current assets		<u>267,895</u>	<u>107,799</u>
Total assets less current liabilities		<u>269,536</u>	<u>109,377</u>
Net assets excluding pension asset		<u>269,536</u>	<u>109,377</u>
Total net assets		<u><u>269,536</u></u>	<u><u>109,377</u></u>
Charity funds			
Restricted funds	14	77,922	34,540
Unrestricted funds	14	191,614	74,837
Total funds		<u><u>269,536</u></u>	<u><u>109,377</u></u>

The financial statements were approved and authorised for issue by the Trustees on 9 September 2021 and signed on their behalf by:

S Grant
Trustee

Stephen Grant

The notes on pages 22 to 34 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 106 Oxley Close, London, SE1 5HP.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Code Your Future meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

2. Accounting policies (continued)**2.4 Tangible fixed assets and depreciation**

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	20% straight line
Computer equipment	-	20% straight line

2.5 Debtors

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

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Unrestricted funds 2020 £	Total funds 2020 £
Donations	164,470	164,470
	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Donations	150,364	150,364

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

4. Income from charitable activities

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Code Your Future conference	-	3,000	3,000
WMCA	232,541	-	232,541
AMIF	-	-	-
Guided Coded Journey	-	-	-
Workday Foundation	75,386	-	75,386
INCO	45,455	-	45,455
SIMPLON	41,812	-	41,812
Code Your Future Core	-	5,000	5,000
BOM	2,500	-	2,500
	<u>397,694</u>	<u>8,000</u>	<u>405,694</u>

	<i>Restricted funds 2019 £</i>	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Code Your Future conference	-	1,754	1,754
WMCA	43,602	-	43,602
AMIF	42,883	-	42,883
Guided Coded Journey	40,000	-	40,000
	<u>126,485</u>	<u>1,754</u>	<u>128,239</u>

5. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £
Commission received	29,400	29,400

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

5. Other incoming resources (continued)

	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Commission received	900	900

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Support costs	7,276	21,870	29,146
Workday Foundation	43,228	15,795	59,023
WMCA	58,336	-	58,336
AMIF	53,859	-	53,859
Costs of Charitable Activities	186,113	27,731	213,844
CYF Core	-	19,697	19,697
INCO	5,500	-	5,500
	<u>354,312</u>	<u>85,093</u>	<u>439,405</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	<i>Restricted funds 2019 £</i>	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Support costs	7,072	136,965	144,037
Workday Foundation	-	16,561	16,561
Code Your Future Conference	-	53	53
Cost of beneficiaries	-	19,749	19,749
WMCA	500	-	500
Payments to beneficiaries	-	13,250	13,250
AMIF	44,275	-	44,275
Guided Coding Journey	50,001	-	50,001
Costs of Charitable Activities	-	28,301	28,301
	<u>101,848</u>	<u>214,879</u>	<u>316,727</u>

7. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Support costs	-	29,146	29,146
Workday Foundation	59,023	-	59,023
WMCA	58,336	-	58,336
AMIF	53,859	-	53,859
Costs of Charitable Activities	213,844	-	213,844
CYF Core	19,697	-	19,697
INCO	5,500	-	5,500
	<u>410,259</u>	<u>29,146</u>	<u>439,405</u>

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

7. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2019 £</i>	<i>Support costs 2019 £</i>	<i>Total funds 2019 £</i>
Support costs	-	144,037	144,037
Workday Foundation	16,561	-	16,561
Code Your Future conference	53	-	53
Cost of beneficiaries	19,749	-	19,749
WMCA	500	-	500
Payments to beneficiaries	13,250	-	13,250
AMIF	44,275	-	44,275
Guided Coding Journey	50,001	-	50,001
Costs of Charitable Activities	28,301	-	28,301
	<u>172,690</u>	<u>144,037</u>	<u>316,727</u>

Analysis of support costs

	Activity 1 2020 £	Total funds 2020 £
Depreciation	436	436
Advertising and marketing	4,147	4,147
Commision charges	622	622
General expenses	4,645	4,645
Travel	977	977
Insurance	269	269
Legal and professional costs	4,044	4,044
Rent and Rates	11,640	11,640
Computer and telephone costs	2,366	2,366
	<u>29,146</u>	<u>29,146</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	<i>Activity 1 2019 £</i>	<i>Total funds 2019 £</i>
Depreciation	395	395
Advertising and Marketing	1,658	1,658
Donations	100	100
Commision charges	162	162
General expenses	8,507	8,507
General expenses	92,282	92,282
Insurance	190	190
Legal and professional costs	2,218	2,218
Printing and stationary	10	10
Rent and Rates	24,278	24,278
Travel	14,237	14,237
	<u>144,037</u>	<u>144,037</u>

8. Independent examiner's remuneration

	2020 £	2019 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>1,920</u>	<u>1,260</u>

9. Staff costs

	2020 £	2019 £
Wages and salaries	161,929	26,902
Social security costs	12,822	454
Contribution to defined contribution pension schemes	3,568	945
Wages and salaries included in other expenditure types	-	4,598
	<u>178,319</u>	<u>32,899</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

9. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	2020 No.	<i>2019 No.</i>
Average Number of Employees	5	<i>1</i>

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

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

During the year ended 31 December 2020, no Trustee expenses have been incurred (2019 - £NIL).

11. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2020	1,973	-	1,973
Additions	-	499	499
At 31 December 2020	1,973	499	2,472
Depreciation			
At 1 January 2020	395	-	395
Charge for the year	394	42	436
At 31 December 2020	789	42	831
Net book value			
At 31 December 2020	1,184	457	1,641
<i>At 31 December 2019</i>	<i>1,578</i>	<i>-</i>	<i>1,578</i>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

12. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	33,996	-
Other debtors	651	-
Prepayments and accrued income	110	45
	<u>34,757</u>	<u>45</u>

13. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	7,330	-
Other creditors	9,488	-
Accruals and deferred income	1,920	5,545
	<u>18,738</u>	<u>5,545</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
Unrestricted funds				
General Funds - all funds	74,837	201,870	(85,093)	191,614
Restricted funds				
Restricted Funds - all funds	34,540	397,694	(354,312)	77,922
Total of funds	109,377	599,564	(439,405)	269,536

Statement of funds - prior year

	<i>Balance at 1 January 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 December 2019 £</i>
Unrestricted funds					
General Funds - all funds	70,931	153,018	(214,782)	65,670	74,837
Restricted funds					
Restricted Funds - all funds	75,670	126,485	(101,945)	(65,670)	34,540
Total of funds	146,601	126,485	(316,727)	-	109,377

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

15. Summary of funds**Summary of funds - current year**

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
General funds	74,837	201,870	(85,093)	191,614
Restricted funds	34,540	397,694	(354,312)	77,922
	109,377	599,564	(439,405)	269,536

Summary of funds - prior year

	<i>Balance at 1 January 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 December 2019 £</i>
General funds	70,931	153,018	(214,782)	65,670	74,837
Restricted funds	75,670	126,485	(101,945)	(65,670)	34,540
	146,601	279,503	(316,727)	-	109,377

16. Analysis of net assets between funds**Analysis of net assets between funds - current period**

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	1,022	619	1,641
Current assets	76,900	209,733	286,633
Creditors due within one year	-	(18,738)	(18,738)
Total	77,922	191,614	269,536

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

16. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	<i>Restricted funds 2019 £</i>	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Tangible fixed assets	510	1,068	1,578
Current assets	34,039	79,305	113,344
Creditors due within one year	(9)	(5,536)	(5,545)
Total	<u>34,540</u>	<u>74,837</u>	<u>109,377</u>



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