

THE BAYTREE CENTRE

England & Wales · Charity number 1175145

Details

Status Registered

Legal form CIO

Registered 2017-10-12

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

Contact

Address The Baytree Centre
300-302 Brixton Road
London
SW9 6AE

Phone 02077335283

Email enquiries@baytreecentre.org.uk

Website <https://baytreecentre.org/>

Activities

Objects: THE OBJECT OF THE CIO IS THE ADVANCEMENT OF EDUCATION IN ALL ITS ASPECTS AS INSPIRED BY THE SOCIAL TEACHING OF THE CATHOLIC CHURCH PARTICULARLY FOR WOMEN AND GIRLS FACING DEPRIVATION, ISOLATION AND BARRIERS TO SOCIAL INCLUSION AND MOBILITY.

Activities: The Baytree Centre is a community centre situated in the LB of Lambeth working with and empowering women and girls through education, skills development programmes, social mobility mentoring (financial management; well-being; education; employment & family stability) integration pathways; 1-1 mentoring; positive & creative activities, academic support, young leaders & social action projects.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Lambeth

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£1,191,711	£1,210,528	£909,562	33
2024-08-31	£1,199,112	£1,149,840	£928,379	30
2023-08-31	£888,563	£951,651	£879,107	27
2022-08-31	£991,798	£757,097	£942,195	24
2021-08-31	£989,423	£824,795	£707,494	23

Trustees

Name	Role	Appointed
Ozohu Adoh	Chair	2022-07-06
Ekenedilichukwu Olele		2018-12-13
Maria O hAodha		2024-02-28
Marie-Claire Daaboul		2021-05-06
SOPHIA MARY ALYCIA PAIN		2017-11-11
Vivian Ada Boniface		2025-12-10

Accounts



THE BAYTREE CENTRE
CIO 1175145

TRUSTEES' REPORT AND ACCOUNTS

FOR THE PERIOD
1ST SEPTEMBER 2024 – 31ST AUGUST 2025

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025**

REPORT OF THE TRUSTEES

The Trustees of The Baytree Centre present their report and financial statements for the period 1st September 2024 to 31st August 2025. The financial statements have been prepared based on the accounting policies set out in note 2 to the financial statements.

The Baytree Centre is a social inclusion charity for women and girls, based in the heart of Brixton, an integral part of the community since 1992.

WHY WE EXIST

Baytree's mission is to inspire and support women and girls to gain the skills, confidence, and wisdom they need to thrive in life, work, and family. Baytree's unique approach provides the accompaniment, programs and opportunities that empower women and girls. By supporting the women in our community, we aim to improve economic and social inclusion for them and their families.

THE CHANGE WE WANT TO SEE

All women and girls achieve their potential and lead fulfilled lives.

HOW WE WORK, Our Values and Core Principles

Values

- Love & Respect
- Person-Centered & Family Oriented
- Safe & Welcoming
- Professional & Trustworthy
- Collaborative & Positive

Our core principles are based on Catholic social teachings and inspired by Saint Josemaria. They inform how we live out our mission, promoting and upholding:

- The personal freedom and responsibility of every individual.
- The dignity of each person from conception to natural death and their right to be treated with love and respect.
- The importance of the family in creating a strong society.
- Women hold a central role in the family, and helping women flourish will also help families and society flourish.
- The empowerment of women through equal access to opportunities.
- Skills and personal development are anchored in strengths of character and a strong moral compass.
- The value of work done well and attentiveness to the little things as a service to all.

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FOR THE YEAR ENDED 31ST AUGUST 2025

REPORT OF THE TRUSTEES

Letter from the Chair

It has been another highly successful year at the Baytree Centre, and as the Chair, I feel deeply proud of all that we have accomplished. Our commitment to supporting women and girls - both local residents and those from migrant and refugee backgrounds - has remained steadfast. Yet again we have seen increases in demand for all our services, which we have met with success, resilience and progress, whilst continuing to build connections within our community.

This year, we have seen a 2.5% increase in women using our services, with 685 women taking part in our programmes and 2,813 one-to-one and group sessions taking place.

Our Youth Service have seen an 8.7% increase from the previous year running 3,132 one-to-one and group sessions for 539 girls and young women. With initiatives like the Life Skills clubs and the Arrive and Thrive programme, we're helping girls to gain key skills and grow in confidence. The rise in demand shows the need for these services, and we are committed to meeting this with care and creativity.

Our programmes are not just about education; they're about building confidence, resilience, and real-world skills. Take Monica, for example, who came to Baytree shy and withdrawn. Through our GEMS and Spark Skills programmes, she discovered her creativity, built lasting friendships, and grew in confidence. She joined our Youth Council, co-hosted speaking events, and found her calling working with children. Today, she's pursuing a career in early education.

Our financial position remains strong, despite the challenging financial environment for charities. This year, we saw a total income of £1,191,711, with £483,741 coming from unrestricted funds and £707,970 from restricted funds. Our total expenditure for the year was £1,210,528. We continue to be committed to using these resources with due care and wisdom, ensuring that every pound is spent in a way that maximises our impact and furthers our mission.

Our success is made possible by the extraordinary support Baytree receives from our volunteers, funders, and partners and staff. I would like to express my gratitude to our funders, whose generosity has made it possible for us to deliver on our mission and expand our impact this year. 371 volunteers gave more than 9,600 hours of their time, contributing an equivalent value of about £190,000, representing 15% of our turnover, with their skills. Their dedication—whether in coaching, mentoring, or sharing their expertise—has made a real difference to the women and girls we work with.

We remain focused on building stronger education and employment pathways, refining and expanding our coaching model, and ensuring that more women and girls than ever can access the opportunities they deserve. We are fortunate to have exceptionally dedicated, experienced and passionate staff working at Baytree to deliver our work, who I am confident will keep empowering women and girls to build brighter, more hopeful futures, and take Baytree from strength to strength.

The future may bring challenges, but it also brings potential and opportunity. I am confident that, with the work of our incredible, passionate team of staff, volunteers, and supporters, we will overcome these challenges and continue to empower women and girls to build brighter futures.

On behalf of the Board, I want to say a huge thank you to everyone who has been part of our work this year.

Best wishes,

Ozohu Adoh

Chair of the Board of Trustees

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Baytree Women's Service Annual Report: Key Achievements (2024-25)

1. Introduction

The Baytree Centre's Women's Service provides holistic and person-centred approach to adult women across the five key pillars of our Baytree Bridge:



Based originally on the Empath model for social mobility (<https://empathways.org/>) and adapted to suit the circumstances of the cohort of women Baytree serves, our Bridge serves as the structure for all our services from one-to-one Coaching and Information, Advice and Guidance Services, to group workshops and accredited education courses.

Our women-only learning environment (the only one of its kind in Lambeth) and our relational, trauma-informed approach combine to create a place of safety and belonging, where women can overcome barriers, learn and progress.

Recognising that each woman's circumstances and experience are unique, we tailor our support to meet individual needs and goals, empowering women to make choices and shape brighter futures for themselves and their families.

Our programmes are designed to foster both personal growth and community connection and all contribute to our 8 service wide outcomes:

- Increased confidence and agency
- Increased family stability
- Improved housing situations
- Improved physical or mental wellbeing
- Increased networks and community engagement
- Improved finances and financial skills
- Improved language or other skills / education
- Improved employability

2. Impact Summary

- **685 women participated in our services.**
- **97% increased their confidence and agency.**
- **95% improved their networks and community engagement.**
- **96% felt more positive about the future.**

REPORT OF THE TRUSTEES

3. Key Areas of Work and Outcomes

Education

Our Education provision has both **strengthened and deepened** over the past year. We significantly expanded our **contract with Lambeth Adult Learning (LAL)**, **broadening our curriculum** to include not only **accredited and non-accredited ESOL** courses from Beginner to Entry Level 3 but also a **diverse range of additional subjects** such as Stress Management, Digital Literacy, Community Engagement and Sustainability tailored for ESOL learners.

Alongside LAL, our other sources of education funding remain vital to continue to deliver our **long-standing and highly sought-after literacy courses**, which are essential for the many women we support with low levels of literacy in English and/or their own first languages. They also enable us to deliver **essential ESOL courses** to women who, for various reasons, do not meet LAL funding criteria. This ensures that **every woman who wishes to learn can access our welcoming and inclusive learning space**.

Alongside curriculum expansion, we have placed a strong emphasis on the **quality of our educational provision** again this year. In February 2025, as part of LAL, we underwent an **Ofsted inspection** for the first time in many years. This was a valuable opportunity for the Baytree team - we received some great feedback and encouragement from the LAL inspector and we were proud to contribute to LAL maintaining its **'Good' rating**.

Courses at Baytree offer women the opportunity not only to develop practical skills and gain qualifications but also to **address key barriers to further learning and engagement** in the workforce, such as toxic stress, limited digital literacy and lack of social networks. Our teaching team demonstrates creativity and responsiveness in designing and adapting courses to reflect learners' interests and needs, ensuring that sessions are consistently active and engaging. This approach yields **strong outcomes in terms of achievement, attendance and retention**.

A particular highlight this year were our Community Engagement courses. Through the organisation of community events, such as a fundraising sale and an International Women's Day celebration, women developed a wide range of skills from programme management to budgeting and marketing. These confidence and community building opportunities were then extended beyond Baytree's walls with visits to Lambeth Town Hall to meet the Mayor and learn about UK democracy and to local partner charities to explore volunteering opportunities.

- **187 women learned English and/or improved their literacy through 1300 hours of English and/or literacy classes.** Average hours per learner increased by 30% reflecting improved attendance and retention.
- **139 women practised their English beyond the classroom via 88 hours of conversation clubs and 128 hours of volunteer-led befriending.**
- **73 women developed other skills through 105 hours of group skills building workshops.**
- **93% improved their language or other skills.**
- **97% pass rate amongst women sitting accredited exams.**

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Employability

In line with our relational and asset-based approach, we offer a broad and flexible range of employability services that are accessible to all, no matter what their starting points. While a few of the women we support seek short-term assistance to achieve their next career goal, far more are significantly distanced from the labour market and face multiple barriers, including limited prior education and skills, mental or physical health challenges and substantial caring responsibilities.

Our aim is to provide tailored support at the right time for every woman. This includes **short-term, one-to-one guidance** through our Information, Advice and Guidance service, covering CV development, job search and interview preparation; **longer-term goal setting and exploration of employment pathways** through our Coaching programme; **employability skills building and networking** via our term-long Work Ready courses; and access to **online vocational qualifications** through our Skills Booster digital café.

A highlight this year has been the **expansion of our initiatives to encourage women into volunteering**, recognising its value as a route to building skills, experience, confidence and connection. Awareness raising sessions on volunteering were embedded into all our educational courses and we welcomed representatives from partner charities to share opportunities directly with our learners, as well as organising visits to local volunteering venues. As a result of these initiatives, we have been delighted to see a significant number of our women take up volunteering roles, both at Baytree and within the wider community, and we have received excellent feedback from the women about the positive outcomes they have experienced through this type of engagement.

- **120 women received employability support.**
- **We delivered 51 hours of group employability activities.**
- **91% increased their employability.**

Wellbeing

Our wellbeing services have once again been in high demand this year and we were pleased to deliver a **year-round programme offering all women access to free, inclusive mental and physical wellbeing sessions.**

This year marked the launch of our Baytree Breakfast series, a monthly group providing a safe and welcoming space for women to **explore health and wellbeing topics**. Themes have included sleep hygiene, nutrition and breast cancer awareness, with sessions designed to inform, empower and encourage open conversation.

We have continued to make excellent use of our **spacious, light-filled gym**, hosting weekly Yoga and Dance for Fun sessions throughout term time. This year in particular, these groups have welcomed a number of women with significant learning difficulties, as well as poor mental and physical health. It has been heartening to witness the benefits derived by all from ensuring these groups are inclusive and the supportive friendships that have grown up within these sessions.

Our much-loved Wellbeing Wednesdays have continued on a fortnightly basis, thanks to a dedicated team of **volunteers who generously shared their time and expertise**. Activities have ranged from

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tapping and mindfulness to creative card-making and beyond, offering women a valuable opportunity to relax, recharge and step away from the pressures of daily life.

- **439 women received wellbeing support.**
- **We delivered 238 hours of group wellbeing activities.**
- **90% reported improved mental or physical wellbeing.**

Family

Family is at the heart of many of our women's lives and we offer meaningful, personalised support that helps them and their families grow and thrive. Our approach centres on equipping women with the tools, knowledge and confidence to **navigate complex family dynamics and external systems**. This includes **one-to-one guidance** on topics such as **housing, accessing services for children** (including those with **Special Educational Needs (SEN)**) and nurturing stronger family relationships; and group programmes to provide space for women to reflect on their circumstances and build the skills, resources and networks to address them.

Highlights this year, have included:

- **SEN Mums** - a creative and reflective peer support group offering mothers and carers of children with SEN a much-needed opportunity to relax, share experiences and build lasting peer networks;
- **The Shoe Shop** - delivered in collaboration with SALS Shoes and The Guinness Trust, we distributed over **200 pairs of brand-new school shoes** to children from families facing financial hardship;
- Our **Make It Feel Like Home** programme - helping women develop practical DIY and home organisation skills, empowering them to improve their current living environments;
- **Mother and child activities and excursions** - strengthening bonds and offering respite from daily pressures;
- Active engagement in **initiatives and networks to tackle the housing crisis**, with a focus on the urgent needs of single mothers in temporary accommodation. We have ensured that the voices and lived experience of our users have been fed into this debate through work with organisations including the Homewards Foundation, the Greater London Authority and Impact on Urban Health.

These initiatives reflect our holistic approach to supporting women, not just as individuals, but as caregivers, advocates and leaders within their families and communities.

- **264 women received support with family matters (including housing).**
- **We delivered 166 hours of group family activities.**
- **95% increased family stability.**
- **96% felt more positive about the future for their family.**

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Financial Stability

The continued rise in the cost of living has placed many women under **sustained financial pressure** and demand for financial support remains consistently high. Many women are reluctant to discuss financial challenges or financial literacy in group settings, with most opting for one-to-one support through our Information, Advice and Guidance (IAG) and Coaching services (see below).

Despite this, we remain committed to developing accessible group-based financial literacy programmes, which will enable us to reach more women than via individual support.

A particularly successful initiative this year has been the launch of a **new stream of work in response to the energy costs crisis**. Given that energy bills account for a significant share of expenditure for almost all of our women, they have been more willing to engage with this topic. All our Coaches undertook **energy savings advice training** and we subsequently **embedded energy awareness sessions across all classes and workshops**, equipping participants with practical knowledge to manage consumption, reduce costs, and access support when bills became unaffordable. Women were then able to make individual appointments for more personalised support.

We also piloted our **Cutting Costs workshop series**. Focused primarily on practical cost-saving tips and strategies for everyday life, with budgeting and financial planning addressed as secondary themes, the sessions provided a valuable **entry point for women to begin engaging and getting comfortable with discussions around financial literacy topics**. The programme was well received and is scheduled to run again in the coming year.

- **265 women received support with their finances and/or improved their financial/numeracy skills.**
- **87% improved their finances or financial skills.**

Coaching

We adopt a **coaching approach across all of our work** in the Baytree Centre Women's Service. We believe in the **transformative potential** of coaching to build women's confidence and agency to take control of their lives.

Our Social Mobility Coaching programme (developed from the Empath model (<https://empathways.org/>)) supports women to **set and achieve goals** across the five key pillars of our Baytree Bridge (Education, Employment, Family, Finance and Wellbeing). This holistic approach recognises the **interconnected nature of women's lives** and supports **meaningful, sustained progress both personally and professionally**.

The journey begins with a structured **self-reflection** by each woman on her current circumstances, followed by the **development of personal goals**. Women then meet regularly with their Coach, who offers tailored **guidance and accountability** as they work towards the woman's ambitions.

Length of engagement varies according to individual needs and goals and can last up to three years. This year, we reviewed and refined our Coaching methodology to also accommodate shorter-term interactions, ensuring that women can benefit from more flexible engagement whilst preserving the depth of impact.

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- **156 women participated in 1759 hours of Social Mobility Coaching, attending four sessions or more each.**
- **97% increased confidence and agency.**
- **96% felt more positive about their future.**

Information, Advice and Guidance

The **housing crisis, mental health crisis, continued cost of living rises** and a **stagnant/inaccessible job market**, coupled with **challenges in the availability of public service support** have meant that **demand for our Information, Advice and Guidance (IAG) services** has remained consistently high.

Delivered by our experienced Coaches, our IAG services take a whole-person, coaching-based approach, **addressing both the immediate concern** (such as support with **housing, benefits or school or job applications**) but also working with the women to understand the broader context of their lives, helping to **uncover and address deeper, interconnected issues**.

Many of the women who come to us have already sought help elsewhere but, due to barriers such as low levels of English, literacy or digital skills, have struggled to understand or act on the advice they received. Our Coaches aim to see each matter through to resolution, accompanying the women at each step. While this approach can be **time-intensive**, it is designed to be **empowering**, ensuring that women not only receive the support they need now but also **gain resources to navigate future challenges with greater confidence and autonomy**.

In order to extend our reach and strengthen **community partnerships**, we continue to deliver IAG both at the Baytree Centre and in a range of local community settings, including Children's Centres and schools. By embedding our services within familiar environments, we are able to engage women who might not otherwise access support and build trust with local stakeholders.

- **263 women received 457 hours of Information, Advice and Guidance.**
- **98% improved their understanding of and ability to act on advice / information.**

5. Priorities for 2025-26

- **Strengthening Employability Support:** We will look to further develop our employability offer by deepening sector-specific expertise, expanding employer partnerships and enhancing resources.
- **Coaching for Education Pathways:** We will work to ensure that more women participating in our Education programmes also benefit from our Coaching support. This will help ensure that their learning is aligned with broader personal and professional goals, creating clearer pathways to further study and employment.
- **Partnerships:** Recognising the power of partnership working, we will prioritise collaboration with our established partners, including within a Place for All and the Lambeth Adult Learning network, ensuring that resources are shared for the benefit of the community we serve. We will

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also look to expand partnerships strategically, with a particular focus on building relationships with socially minded employers and those offering volunteering opportunities.

- **Quality and structure:** We will endeavour to expand the quality cycles which are embedded within our group Education delivery to ensure that equivalent approaches are adopted in our one-to-one services and other group provision also.

CASE STUDIES

Benedetta

Benedetta is a single mother whose daughter attends Baytree's Youth Service. Benedetta hadn't worked before. When her daughter started secondary school, she felt now was the time but was stuck and unsure of how to move forward. She was referred to the Baytree Women's Service for Coaching and shared with her Coach, *"I've got these things I want to do, but I don't know where to start."*

Early sessions focused on identifying Benedetta's skills, what she could see herself doing and where she could find satisfaction. She identified a passion for working with children and envisioned herself in a support role. With her Coach, she researched various courses and ultimately enrolled in a local teaching assistant programme.

Though she faced personal challenges (including a bereavement) during the course, Benedetta stayed committed - completing all her assignments early and successfully finishing her placement. One year later, she's completed her course and is now actively job hunting.

Her Coach reflects, *"Even though Benedetta had never worked before, her determination never wavered. She's completely ready for the next step."*

Benedetta is now equipped with new skills, confidence, and a clear path forward - ready to begin a new chapter in her life and career.

Roberta

When she came to Baytree looking for support, Roberta, her husband, and their young daughter were living in temporary accommodation, outside their home borough. The environment was completely unsuitable and unsafe, particularly for a young child - frequent drug use outside their door, stolen belongings, and long, stressful journeys to care for Roberta's ill mother in their home borough.

With the support of her Coach, including written letters to the Council, Roberta advocated for better housing. After months of back-and-forth, the family was finally moved into permanent accommodation back in their home borough.

Roberta and her Coach then worked together to research and secure funding to help with moving and furnishing costs. *"You should have seen her daughter's face when she saw the ballerina bed covers her mum picked out- priceless,"* Roberta's coach shared.

Their new home is not only safe and stable but a place where Roberta's daughter can thrive - a huge relief after so much uncertainty

Thanks to her perseverance and the right support from our Coaching team, Roberta has not only improved the family's current housing situation but has also developed greater confidence and agency to face the future.

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Eva

Eva is a mother of three, addressing the needs of her family with strength and determination. Her eldest son, a bright sixth-form student, dreamed of studying engineering. With support from Eva's Coach, they explored university options and successfully applied for a grant from the Walcot Foundation. He's now fully funded and set to begin his degree in September - the first in the family to go to university.

Alongside this, Eva has been working with her Coach to secure the right support for her youngest child, who has significant disabilities and complex care needs. When that child started mainstream school, he wasn't receiving the essential therapies he required. As Eva doesn't speak much English, she struggled to communicate with the school.

Her coach stepped in to support - helping Eva apply for Disability Living Allowance, liaising with the school SENCO, and coordinating with her son's therapists. As a result, her son now has an EHCP that reflects his needs and is receiving the speech, language, and occupational therapy he deserves.

Thanks to the right guidance, Eva has successfully advocated for both her children's futures - one heading to university and the other finally receiving the support to thrive at school.

Baytree Youth Service Annual Report: Key Achievements (2024-25)

1. Introduction

The Baytree Centre's Youth Service provides a welcoming and nurturing environment where girls and young women can thrive both personally and academically. Our work prioritises building confidence, self-esteem and aspirations, underpinned by a trauma-informed, person-centred ethos. Together with our participants, we co-create programmes across four key strands: **Positive Activities, Education, Life Skills, and Employability**. At the heart of this approach is Character Development, empowering young people with self-awareness, resilience, fairness, sound judgement, and a strong sense of purpose, alongside lasting positive habits.

This year we welcomed 11% more girls and young women, with session attendances rising by 15% — a clear sign of the growing demand for and relevance of our work within the community.

2. Impact Summary

- **549 girls and young women took part in more than 3,128 sessions.**
- **92% reported enhanced self-esteem.**
- **93% strengthened essential life skills.**
- **91% demonstrated greater academic engagement.**
- **93% felt a stronger sense of belonging and integration within their community.**

3. Key Areas of Work and Outcomes

Positive Activities & Wellbeing

We delivered a wide range of activities designed to foster creativity and promote both physical and mental wellbeing. Weekly sessions included arts and crafts, cookery, gymnastics, dance, and after-school football, alongside holiday trips that broadened experiences beyond the classroom.

Through partnerships with Ebony Horse Club, Talitha Arts, St Vincent de Paul, Fight Like a Girl UK, Fulham FC, City and Guilds of London Art School and Photofusion we expanded opportunities for secondary school girls with programmes that directly reflected their interests. These included horse riding, self-defence, football, podcasting and photography, art, textiles, and dance. Our new Graphic Novel Design club also combined creativity with literacy, giving girls an innovative platform for self-expression.

Our **Arrive and Thrive programme (formerly Into School)** supported newly arrived girls to settle into their community, build friendships, and feel a sense of belonging. Creative activities such as daily cookery, art, drama, yoga, and group projects nurtured self-expression, confidence, and wellbeing, laying strong foundations for their transition into mainstream education.

Across all activities, girls showed increased self-esteem, confidence, and engagement, with higher average attendance and new toolkits introduced to strengthen delivery. Trips to the UK Sailing Academy and an outdoor activity centre in Amersham further built resilience, expanded horizons, and encouraged girls to take on new challenges.

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- 242 girls took part in 471 hours of Positive Activities.
- 92% reported a boost in self-esteem.
- 93% experienced improved wellbeing.
- 97% built stronger friendships and peer relationships, helping to reduce social isolation.

Education

This year we saw a significant rise in engagement, with more than double the number of girls taking part in academic group activities compared to last year.

Our programmes brought learning to life across English, Maths, and Science, with hands-on activities like gardening, cookery, and computer science sparking curiosity and building essential skills.

A new academic clubs toolkit supported volunteers to lead sessions with confidence and consistency, combining fun activities with clear learning goals.

Girls built essential digital skills in computer science, tackled real-life challenges in maths, and brought science to life through hands-on experiments. Our new *Words and Sounds* club inspired younger girls to explore storytelling and poetry, sparking both creativity and literacy.

Mentoring was strengthened with four new toolkits: English and Maths for ages 10–14 and 14–18, a GCSE toolkit, and one focusing on character development and goal setting. These goals were shared with parents, who welcomed the opportunity to be more engaged in their daughters' learning. As a result, girls grew in confidence, improved academically, and developed a genuine love of learning.

This year, **Arrive and Thrive (formerly Into School)** welcomed the highest number of girls in over a decade. The programme continued to support newly arrived migrant, refugee, and asylum-seeking girls with daily English and Maths lessons, alongside tailored guidance on school and college applications. We also strengthened the offer with weekly IT sessions, enabling girls to build digital skills, confidence, and independence, while opening up new opportunities for learning.

- 322 girls participated in academic group activities.
- 91 newly arrived girls attended 432 sessions through the Arrive and Thrive Programme.
- 67% of Arrive and Thrive participants successfully transitioned into formal education, training or employment. The remaining girls are either continuing on the programme or have relocated outside of London — something that is happening with increasing frequency.
- 78 girls benefitted from academic and personal development mentoring programme.
- 91% reported higher levels of academic engagement.

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Skills for Life

The Life Skills Project (formerly Spark Skills) continued to offer safe, supportive spaces for girls to explore identity, build resilience, strengthen friendships, and develop positive habits. Sessions were tailored to different stages of adolescence — from supporting the transition into secondary school to building confidence in new social settings and nurturing independence.

Through discussion and creative activities, girls were encouraged to express themselves, develop leadership skills, and recognise their potential, empowering them to make positive contributions at home, in school, and in their communities.

This year's topics included self-esteem and self-promotion, online safety, coping with stress and exams, managing anxiety, and emotional wellbeing.

- **91 girls and young women engaged in 148 hours of Skills for Life workshops.**
- **93% strengthened essential life skills such as teamwork, communication, problem solving and leadership.**
- **93% showed growth in character — developing resilience, self-control, good judgement, and fairness, all of which helped them build a stronger sense of purpose.**

Employability

Our **Sparkling Futures Employability Programme** reached new heights this year, offering girls aged 14+ a dynamic mix of workshops, Career Insight Days, mentoring, and volunteering opportunities.

We refined our core workshop series on CVs, interviews, applications, networking, workplace rights, and career exploration, and for the first time delivered them directly in partner schools and colleges — Platanos College and Lambeth College — making them more accessible.

Highlights included two youth-led Career Panels for Black History Month and International Women's Day, featuring inspiring women leaders such as Astrid & Miyu's CEO, the CEO and Founder of Epara, and Baytree's Chair. The IWD panel drew a record audience and had to be livestreamed to accommodate demand.

A major milestone was our first **Work Experience Bootcamp** in partnership with La Retraite College — a week-long programme combining employability workshops with STEM and Creative career insights at leading organisations such as Tapestry, Grant Thornton, Hammerson, Modo Energy, Refractis, City and Guilds of London Art School. Teachers reported clear boosts in confidence, skills, and motivation, particularly among students at risk of disengagement.

We also ran several stand-alone **Career Insight Days** with partners including JP Morgan, CMS London, Gerald Edelman, Sky Studios, King's College London, Clearview Healthcare, and Astrid & Miyu, giving participants valuable exposure to industries from law and finance to media, STEM, and the creative sector.

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For the first time, employability workshops and Career Insight Days were extended to girls on the **Arrive and Thrive Programme**, ensuring newly arrived young people could benefit from the same opportunities.

- **153 girls and young women took part in 129 hours of group employability workshops and activities, including 24 participants in our week-long Work Experience Bootcamp.**
- **An additional 29 girls and young women completed a total of 449 hours of work experience and volunteering.**
- **24 girls and young women received 93 hours of one-to-one employability mentoring.**
- **Over 150 participants attended our International Women's Day Career Panel.**
- **97% of participants reported raised aspirations.**
- **92% said they had strengthened their employability skills, gaining a clearer understanding of workplace expectations, opportunities, and the steps needed to pursue their chosen careers.**

Youth Participation

This year we strengthened youth leadership and engagement, giving girls and young women a real voice in shaping Baytree. Our relaunched Youth Council helped plan and deliver key events, including the Christmas party and end-of-term showcase, while young people also joined staff recruitment panels to ensure their perspectives influenced decision-making.

Girls' feedback shaped our programmes, leading to new weekly self-defence, dance, and graphic novel design clubs, as well as holiday activities such as laser tag, trampolining, roller skating, and escape rooms — all quickly becoming popular additions.

Arrive and Thrive participants further demonstrated leadership by designing and running a fundraising project during Refugee Week and contributing to advocacy campaigns such as the WONDER Foundation's *Every Child Deserves a Place to Learn*.

Partnerships and Community Outreach

A key achievement this year has been the expansion of community outreach and the strengthening of delivery partnerships with local schools and colleges.

Through our **Sparkling Futures Employability Programme**, we deepened existing partnerships with Bishop Thomas Grant Secondary School and St Gabriel's College, while establishing new collaborations with Lambeth College, Platanos College, and La Retraite Secondary School. These partnerships have enabled us to broaden our reach and engage young people more effectively.

Within the **Arrive and Thrive Programme**, we strengthened collaboration with Notre Dame Secondary School, leading to faster school placements for newly arrived girls and generating referrals to our after-school **EAL support programme**.

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We also established new referral pathways with asylum hotels, Croydon Refugee Day Centre, the NHS Resettlement Team, Migrant Help, Young Roots, and Lambeth Sanctuary Services - a development that has been instrumental in helping us reach a record number of newly arrived girls.

4. Priorities for 2025-26

- **Strengthen Character Development and Refocus Mentoring:**
 - Embed character education across all programmes while evolving the mentoring offer to foster the growth of character traits that underpin academic success, social confidence, and emotional resilience.
- **Deepen Strategic Partnerships and Community Connections:**
 - Continue developing partnerships with key stakeholders, including St. Mary's University, Twickenham.
- **Enhance Quality of Programme Delivery:**
 - Work on achieving the London Youth Silver Quality Mark.
 - Ensure close alignment with the Matrix accreditation standards.
- **Expand Outreach in Schools:**
 - Grow delivery of life skills and employability programmes in school settings.
- **Support Innovation and Future Readiness:**
 - Equip young people with the skills, confidence, and adaptability to thrive in a rapidly changing world.
 - Enhance the quality and depth of STEM (science, technology, engineering, and maths) opportunities to better inspire and prepare girls and young women to pursue pathways in these fields.
- **Enhance Family Engagement Programmes:**
 - Improve the quality and reach of family-focused initiatives to support young people's development and wellbeing.

CASE STUDIES

Yesenia (12, Dominican Republic)

Yesenia, a 12-year-old who arrived from the Dominican Republic in 2024, first came to Baytree with her grandmother and guardian. She spoke no English, struggled to communicate—even in Spanish—and was extremely shy and withdrawn. With Baytree's support, she was enrolled into a local school, but classes felt overwhelming and isolating.

To help her settle, Yesenia joined Baytree's EAL Conversation Club and soon began one-to-one mentoring. At first, she was quiet and anxious, but patient, trauma-informed support gave her the confidence to open up. "What I like most about Baytree is learning English, discovering new things, making friends, and getting along well with everyone," she shared.

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Her journey broadened when she joined our Creativity through Arts and Sparklers programmes, where she built friendships through creative activities. She also took part in holiday workshops and a residential trip, where she enthusiastically joined swimming, archery, and orienteering. Once silent and withdrawn, Yesenia is now described as funny, playful, and chatty—speaking confidently in English and even translating for peers.

Baytree also supported her grandmother, helping her begin the process of a SEND assessment at school and connecting her with local SEN support groups. This has reduced her isolation and built her confidence as a carer.

Today, Yesenia attends multiple activities each week with perfect attendance. Staff describe her as “energetic and expressive... always engaged and kind.” Her transformation is a testament to Baytree’s holistic approach—academic, social, creative, and family-based—helping newly arrived girls grow in confidence and flourish in their new community.

Karla (14, Latin America)

Before joining Baytree, Karla was a quiet, anxious 14-year-old struggling at school and at home. Her limited English affected her confidence and made it hard to form friendships. Miscommunication with her mother created distance in their relationship, leaving both feeling isolated.

Karla’s turning point came when she joined Baytree’s mentoring programme. Her mentor supported her both academically and emotionally, using creative approaches to make learning engaging. Over time, Karla grew more confident, began sharing her thoughts, and even took the initiative to join a local karate class.

A key part of her journey was Baytree’s Mother & Daughter activities, which gave Karla and her mum space to reconnect and enjoy time together. Alongside this, her mother joined the Navigating Motherhood programme. As a single parent from an indigenous Latin American community, and with limited English, she had long struggled with parenting challenges. The sessions offered practical strategies, reassurance, and community. She now feels more empowered and connected, with a strong support network.

The impact has been transformative. Karla’s English has improved significantly, she participates more confidently at school, and she has even spoken publicly on Baytree’s social media—a moment of pride for both her and her mum. Their home life is now warmer and more communicative, with greater trust and openness.

Reflecting on her experience, Karla said: “I really like Baytree because of its sense of community. I also enjoy talking to my mentor, she always comes and takes the time to really get to know me.” Thanks to Baytree’s holistic approach, both Karla and her mother are flourishing—showing the power of strengthening not only girls, but whole families.

Hanna (16, Black British)

Hanna, a 16-year-old from one of our partner schools, had just started sixth form when she began to feel uncertain about her future. She aspired to become either an actress or a lawyer, but was struggling with stress and experiencing panic attacks. Quiet and reserved, she recognised she needed support but didn’t know where to turn.

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That's when she discovered Baytree and enrolled in our *Sparking Futures* employability programme. Keen to explore her options, she hoped the programme would help her build confidence and gain insight into different careers. "I want to gain more confidence and insight to achieve my dream job," she shared.

Hanna began attending employability workshops and joined a career insight day at CMS London, an international law firm, where she spoke about her ambitions. Through the Career Champion mentoring scheme, she was paired with Kim, who supported her with sixth form preparation and stress management. Their one-to-one sessions became a turning point, providing Hanna with a safe space to share her worries and receive tailored guidance.

"I enjoyed hearing about the different pathways into jobs and what they really involve. It made me think about how I can use this knowledge in the future," Hanna reflected.

Work experience further strengthened her confidence. Together with her mentor, she developed a CV and gained a clearer understanding of the skills and qualifications needed for her future.

After six months, the change was striking. Hanna had grown more confident and expressive, no longer afraid to ask for help. "It helped me believe in myself and also improved my networking with the different jobs I was introduced to," she said.

Her communication skills, decision-making, and creative thinking all improved, and she learned strategies to manage stress and prioritise her wellbeing. With Kim's ongoing support, Hanna is now better prepared for the workplace and feels empowered to pursue her ambitions. She has a clear plan for her next steps, including another work experience opportunity.

Hanna's journey at Baytree shows how personalised support can unlock potential. From a shy girl experiencing panic attacks, she has grown into a confident young woman with a clearer vision for her future—ready to tackle new challenges and pursue her dreams.

Dinah (17, Angola)

Dinah, 17, arrived in the UK from Angola in 2023 to live with her grandmother. She joined Baytree's *Arrive and Thrive Programme* to improve her English and prepare for college. Dinah had experienced trauma before arriving, leaving her with anxiety and agoraphobia. At first, transitions between activities were difficult, but she was given consistent daily check-ins and reassurance from staff. With time, she grew more comfortable and even began forming close friendships.

Through personalised support, Dinah's English improved from Entry 2 to Entry 3. She grew in confidence, practising English on outings to the library and leisure centre, and by engaging in arts and drama workshops. She overcame her initial anxiety to participate in trips such as Tate Modern and a Mother & Daughter pantomime visit, where she felt at ease exploring independently.

Baytree's regular contact with her grandmother also ensured joined-up support at home. By February 2024, Dinah had enrolled in college and continues to receive mentoring to support her transition. She now trusts staff, participates in after-school activities, and has encouraged friends to join Baytree.

Dinah's journey reflects both her resilience and the impact of Baytree's trauma-informed approach. She has moved from fear and isolation to building friendships, integrating into her community, and progressing academically.

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Volunteering at Baytree

This year at the Baytree Centre, volunteers have once again been at the heart of our work, helping us deliver vital services and support to the community. In the 2024–2025 academic year, **371** volunteers dedicated **9,663** hours of their time, contributing the equivalent of **£189,634** in-kind support through their skills and commitment.

Our volunteers not only strengthened Baytree’s services but also experienced significant personal growth:

- **98%** reported improved personal and skills development.
- **98%** were satisfied with the support and training they received.
- **92%** felt an increased sense of community engagement.
- **86%** gained a greater sense of cultural understanding.
- **57%** said volunteering supported their career prospects.

Key Developments

· **Award Recognition**

Baytree was proud to receive the London School of Economics Volunteer Organisation of the Year award

· **Improved Onboarding Experience**

Our new training platform (EdApp) and CRM system (Beacon) have streamlined onboarding, with volunteers praising the clear, accessible content that helps them feel confident from the start.

· **Volunteer Learning & Development**

We continued delivering Volunteers’ Connect & Learn sessions, with a focus on character development.

· **University Engagement**

Baytree strengthened its ties with universities in the US and London through internships, research projects, and panel contributions, including with London School of Economics, London Business School, and King’s College.

Volunteer Testimonials:

“What has truly made this internship exceptional is the warm, welcoming, and collaborative environment. From my very first day, the team welcomed me with open arms, immediately making me feel like a valued member of the organisation. Baytree has a high standard for what a positive, mission-driven workplace can look like, and this experience will undoubtedly influence how I approach team dynamics and organisational culture in my professional life.” Monitoring & Evaluation Intern

“It’s fulfilling to be able to work as part of a group and I am also proud to see the girls at the club excited about their mini creations, something I also enjoy helping with.” Literacy Club Leader

“Volunteering at Baytree has given me purpose to wake up in the morning knowing that we are going to knit so that we can donate more baby blankets.” Knitting Facilitator

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Corporate Engagement

This year, Baytree strengthened its corporate partnerships, with **25** firms providing support through direct financial contributions, gifts-in-kind, employee engagement initiatives, fundraising activities, and volunteering. These collaborations not only generated vital resources for our programmes but also deepened community connections and broadened the reach of our mission.

Partnership Work

Working in partnership is essential to achieve better results for the women and girls we serve. With all the charities we collaborate with, we share expertise, skills and resources and these partnerships also allow us to have a deeper insight into local needs and services available.

Baytree is an active and founding member of two consortia:

Building Young Brixton (BYB) which comprises 10 other local charities supporting young people in Brixton.

Place for All has been a key strategic partnership for our adult women's services again this year – local charities High Trees and IRMO (the Indo American Refugee Organisation) continue to form the core group (alongside Baytree) and we've also been delighted to work more closely with LAWRS (the Latin American Women's Rights Service) and Southwark Law Centre, as members of the extended partnership for the specific purposes of the Propel initiative.

In addition to these formal partnerships, Baytree works in close collaboration with many other local services, including:

- Lambeth Adult Learning Services and the other LALS providers: High Trees, IRMO, Morely College, Ripe Learning, Train2Work, City College Stratford, MI Computer Solutions, 198 Learning, Photofusion
- Cambridge House legal – welfare benefits, housing and other legal advice
- Homewards – The Royal Foundation
- Greater London Authority (Financial Hardship Team) and the Child Poverty Action Group
- Children's Centres – Brixton and Stockwell and North Lambeth Better Start areas
- A wide range of local primary and secondary schools
- Lambeth College
- Lambeth Sanctuary Services and Lambeth Children's Services
- London Youth, UK Youth

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- Migrant Help, NHS Resettlement Team, Croydon Refugee Day Centre – support for newly arrived girls
- Community TechAid – material support
- London Youth, UK Youth
- Talitha Arts, St Vincent de Paul, City and Guilds of London Art School, Photofusion, UpCycle, Fight Like a Girl UK, Slade Gardens, The Eat Club, UK Sailing Academy -delivery partners
- GAIA and Solace Women's Aid – violence against women and counselling
- Lambeth VCS, Children's and Families, VAWG and Advice networks
- Lambeth (and other local boroughs) Early Help and Children's and Adults Social care
- Old Spike Roastery, Healthy Living Platform, Home Start – employment and volunteering opportunities
- Queen Mary University, Kings College London and the London School of Economics
- Migrant Help and English for Action
- CAP – debt advice

FINANCIAL REVIEW

Our aim as a charity is to provide the best possible service for our beneficiaries and accommodating their complex needs. Our overall income remained the same but we were able to increase by 26% the amount of unrestricted income by increasing the percentage that came from donations rather than grants.

Our level of expenditure matched our income being slightly higher than last year. There was a 6% increase in Youth Service expenditure which resulted in over 10% increase in the number of young beneficiaries accessing this service.

The charity has free reserves of £679,945 which represent about 6-7 months expenditure on charitable activities within our target of 5-9 months. Providing continuity is key to our beneficiaries and so we monitor our cash levels closely.

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Risk Management

The Board of Trustees recognise that the charity is subject to operational and financial risks and these are monitored regularly.

We have a dedicated headcount and that is not easily flexed to match our income from grants. The funding application cycle is long and so we use our unrestricted funds and cash reserves to ensure continuity of service. We mitigate this risk by focusing on increasing the unrestricted income. We recognise that we have spent slightly more than we have received so have not increased our reserves but we also know that our beneficiaries are facing greater challenges and need our support more than ever.

Funding of Future Activities

The Baytree Centre plans to fund its future activities through a comprehensive approach, including growing income from trusts, foundations, corporates and contracts, as well as increasing individual donations and strengthening partnership work. Additionally, we are exploring innovative ways to generate income through the intelligent use of our premises, ensuring sustainability and growth each year.

The Baytree Centre relies on the following advisors:

Auditor: Goldwins, London, NW6 2EG

Bank: HSBC, Brixton, London

Governing Document: Constitution of a Charitable Incorporated Organisation

Management Team:

Rebecca Roxburgh, Chief Executive Officer, also responsible for the Youth Service at the beginning of the year;

Carmen Gonzalez, Fundraising and Development Director until 31st May 2025;

Anna Iacuzzi, Women Service Director

Linda Sanders was appointed Youth Service Director on 1st April 2025.

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Trustees

Trustee Name	Office	Appointment	Office Appointment	Resigned	Tenure Ends
Ozohu Adoh	Chair	06.07.2022	24.04.2024		24.04.2027
Ana-Carolina Aranda		18.10.2023		31.12.2024	
Ada Anteyi		13.12.2023			13.12.2026
Marie Claire Daaboul		06.05.2021			06.05.2027
Ekene Olele	Secretary	13.12.2018	21.05.2020		21.05.2026
Maria O hAodha		28.02.2024			28.02.2027
Sophia Pain	Treasurer	11.11.2017	25.10.2018		25.10.2027

Our governing document allows for 9 trustees and we are in the process of recruiting additional trustees. We were mindful of our ethnic diversity and tried to match that of our beneficiaries. As a result, the ethnic percentages are:

Ethnicity

	Lambeth	BAYTREE Beneficiaries	Trustees 2025	Trustees 2024
	%	%	%	%
Asian, Asian British or Asian Welsh	7.3	8.1	-	10
Black, Black British, Black Welsh, Caribbean, or African	24	48.5	40	32
Mixed or Multiple Ethnic Groups	8	5.2	13	25
White	55	9.6	27	22
Other ethnic groups	5.7	28.7	20	11
Total	100	100	100	100

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REPORT OF THE TRUSTEES

Statement of trustees' responsibilities for an unincorporated Charity/CIO

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 & 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 the income and expenditure of the charity 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 in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- 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 maintaining proper accounting records, which 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/constitution. 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.

The trustees are responsible for the maintenance and integrity of the charity 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.



Ozohu Adoh

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REPORT OF THE TRUSTEES

The Baytree Centre acknowledges and thanks the generosity of funders and donors through the grants, sponsorship, commissioning and donations received in 2024-2025 which have enabled us to provide the much-needed services and support for women, girls and families in the local community.

Artists Represent Recovery Network
Astrid Miyu Ltd
Barings
BBC Children in Need
The Benefact Trust
Bread and Roses Ltd
BUPA Foundation
Centre for Sustainable Energy acting on behalf of Southern Gas Networks plc
The City Bridge Foundation
The City Bridge Trust (Propel – PFA Partnership)
The City of London Corporation
Dentons UK
DHEF
EA Foundation
English Sports Council Lottery Fund
Fyrish Foundation
Gallagher
Garfield Weston Foundation
Green Zone Cleaning and Support Services
GLA New Deal for Young People (BYB Partnership)
GLA: Advice in Community Settings (PFA Partnership)
Grant Thornton Foundation
Jack Petchey Foundation
John Lewis Partnership Foundation
London Marathon Foundation
London Youth
London Borough of Lambeth EIPS (Early Intervention and Play Services)
London Borough of Lambeth Community Connections Fund
London Legal Support Trust (Propel - PFA Partnership)
L'Oreal Fund for Women
Modo Energy Ltd
Mott MacDonald
Nationwide Building Society (Community Grants)
Q Charitable Trust, c/o Ludlow Trust Co Ltd
Refractis
Riverside Resource re Cory Community Fund
Sir Walter St John's Educational Charity
Sisters of the Holy Cross CIO
Tapestry Ltd
Terra Firma Charitable Trust
The Clothworker' Foundation
The Carmela and Ronnie Pignatelli Foundation

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The Childhood Trust (in partnership with The Big Give)

The Drapers' Company

The Guinness Partnership

The Harkness Family Foundation

The Henry Smith Charity

The Julia and Hans Rausing Trust

The London Borough of Lambeth, Adult Learning Services

The Mercers' Company

The National Lottery Community Fund (TNLCF)

Walcot Foundation

The Willian Wates Memorial Trust

WONDER Foundation

And our sincere thanks to the many individuals and organisations who generously helped financially & in kind.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

Auditor's Report to the Trustees of The Baytree Centre

Opinion

We have audited the financial statements of The Baytree Centre (CIO) for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and 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 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 Charity's affairs as at 31 August 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 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 directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

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Auditor's Report to the Trustees of The Baytree Centre

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

In the light of the knowledge and understanding of the Charity and environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, 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 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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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 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 extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025**

Auditor's Report to the Trustees of The Baytree Centre

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures:
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. 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.

**Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG**

10th December 2025

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FOR THE YEAR ENDED 31ST AUGUST 2025

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

		Unrestricted	Restricted		Unrestricted	Restricted	
		Funds	Funds	2025 Total	Funds	Funds	2024 Total
Note		£	£	£	£	£	£
<u>Income</u>							
Donations and Legacies	3	213,315	54,000	267,315	77,857	54,026	131,883
Charitable activities	4	233,180	653,970	887,150	267,159	760,849	1,028,008
Investment Income	5	37,246	-	37,246	39,221	-	39,221
Total income		483,741	707,970	1,191,711	384,237	814,875	1,199,112
<u>Expenditure</u>							
Costs of raising funds	6	68,725	-	68,725	53,040	-	53,040
Charitable activities	7						
Women Service		138,905	419,804	558,709	218,703	327,287	545,990
Volunteer Service		69,653	30,286	99,939	61,217	37,036	98,253
Youth Service		107,186	375,969	483,155	111,664	340,893	452,557
Total		384,469	826,059	1,210,528	444,624	705,216	1,149,840
Net loss before transfers		99,272	(118,089)	(18,817)	(60,387)	109,659	49,272
Transfer between funds		-	-	-	-	-	-
Net movement in funds	8	99,272	(118,089)	(18,817)	(60,387)	109,659	49,272
Total funds brought forward		630,564	297,815	928,379	690,951	188,156	879,107
Total Funds carried forward		729,836	179,726	909,562	630,564	297,815	928,379

All income and expenditure derive from continuing activities. The statement of financial activities includes all gains and losses recognised in the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

BALANCE SHEET

		2025		2024	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	10		49,891		59,870
Current assets					
Debtors	11	41,285		31,427	
Cash at bank and in hand	12	954,054		961,067	
Total Current Assets		995,339		992,494	
Creditors: amounts falling due within one year	13,14	(135,668)		(123,985)	
Net current assets			859,671		868,509
Total assets less current liabilities			909,562		928,379
Creditors: amounts falling after more than one year			-		-
			909,562		928,379
Funds					
Unrestricted			729,836		630,564
Restricted	17		179,726		297,815
			909,562		928,379

The financial statements were approved by the Board on 10th December 2025 and signed on their behalf by



Ozohu Adoh
Chair



Sophia Pain
Treasurer

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

STATEMENT OF CASHFLOW

		2025	2025	2024	2024
	Notes	£	£	£	£
Cash flows from operating activities:					
Net cash provided by/(used in) operating activities	20		(44,259)		6,423
Cash flows from investing activities:					
Dividends, interest and rents from investments		37,246		39,221	
Proceeds from sale of fixed assets		-		-	
Purchase of fixed assets		-		-	
Proceeds from sale of investments		-		-	
Purchase of fixed assets		-		-	
Net Cash provided by/(used in) investing activities			37,246		39,221
Cash flows from financing activities					
Repayment of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Net Cash provided by/(used in) financing activities			-		-
Changes in cash and cash equivalents in the year			(7,013)		45,644
Cash and cash equivalents at the beginning of the year			961,067		915,423
Cash and cash equivalents at the end of the year	21		954,054		961,067

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS

1. Basis of Preparation

1. Basis of accounting

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

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) (Charities SORP FRS102)

The Baytree Centre constitutes a public benefit entity as defined by FRS 102.

2. Going Concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next accounting period.

2. Accounting Policies

2.1 Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when

- the charity becomes entitled to the resources; it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Income from legacies and donations is accounted for on a received basis and grossed up for any tax recoverable.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Government grants

The charity has received government grants in the reporting period

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Donated goods

In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised, we are very aware of the great benefit the charity receives from all its volunteers, please refer to the trustee's annual report for more information about their contribution.

Support Costs

The charity has incurred expenditure on support costs.

Income from interest, royalties and dividends

Interest on funds 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.

2.2 Expenditure and Liabilities

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance and support costs

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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

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

Provisions for liabilities

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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

2.3 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost. Fixtures and fittings are depreciated over 10 years straight line.

Operating Leases

Rental charges are charged on a straight-line basis over the term of the lease.

Investments

Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current assets.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Current asset investments

The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due.

They are valued at fair value except where they qualify as basic financial instruments.

Pensions

The charity operates a stakeholder pension scheme.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. Income from Donations and Legacies

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Donations and Legacies				
Trusts & Foundations	37,653	-	37,653	13,800
Corporate	57,003	54,000	111,003	63,579
Individuals	118,659	-	118,659	54,504
Total	213,315	54,000	267,315	131,883

Donations and Legacies (prior year)			Total	Total
			2024	2023
	£	£	£	£
Trusts & Foundations	13,800	-	13,800	7,000
Corporate	9,553	54,026	63,579	23,839
Individuals	54,504	-	54,504	82,339
Total	77,857	54,026	131,883	113,178

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Income from Charitable Activities

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Women Service	104,188	392,012	496,200	505,674
Youth Service	95,732	261,673	357,405	425,136
Volunteering	33,260	285	33,545	97,198
Total	233,180	653,970	887,150	1,028,008

Income from charitable activities (prior year)

			Total 2024	Total 2023
	£	£	£	£
Women Service	131,905	373,769	505,674	450,275
Youth Service	105,092	320,044	425,136	276,215
Volunteering	30,162	67,036	97,198	16,253
Total	267,159	760,849	1,028,008	742,743

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Source of Charitable income

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Grants	219,500	518,999	738,499	960,841
Contracts	-	134,972	134,972	55,034
Fees	13,679	-	13,679	12,133
Other charitable activities	-	-	-	-
Total	233,179	653,971	887,150	1,028,008

Source of Charitable income (prior year)	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Grants	255,026	705,815	960,841	718,513
Contracts	-	55,034	55,034	21,000
Fees	12,133	-	12,133	3,230
Other charitable activities	-	-	-	-
Total	267,159	760,849	1,028,008	742,743

Analysis of Government Grants and Contracts

	Total 2025	Total 2024
	£	£
ACS with IRMO	20,171	10,006
Coldharbour Ecosystems	-	18,385
GLA NDYP Mentoring	18,836	36,928
GLA LPAC	-	-
Lambeth Community Connections	21,000	14,250
Lambeth EIPS	23,750	-
LALS	111,222	40,784
Total	194,979	120,353

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

5. Income from investments

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Bank interest	37,246	-	37,246	39,221
Total	37,246	-	37,246	39,221

All investment income in 2024 was unrestricted.

6. Expenditure on raising funds

	Total 2025	Total 2024
	£	£
Staff Costs	36,442	39,792
Direct Costs	32,283	13,248
	68,725	53,040

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

7. Analysis of expenditure

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2025 Total
	£	£	£	£	£	£
Staff Costs	19,425	341,131	277,287	43,230	306,305	987,378
Direct Costs	23,738	13,080	26,932	5,584	26,436	95,770
Premises					112,803	112,803
Governance Costs					14,577	14,577
	43,163	354,211	304,219	48,814	460,121	1,210,528
Support costs	24,752	198,020	173,267	49,505	(445,544)	
Governance	809	6,479	5,669	1,620	(14,577)	
Total	68,725	558,709	483,155	99,939	-	1,210,528

Support and Governance costs are allocated on the basis of use of the building.

Of the total expenditure, £384,469 (2024: £444,624) was unrestricted and £826,059 (2024:£705,216) was restricted.

Analysis of expenditure (prior year)

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2024 Total
	£	£	£	£	£	£
Staff Costs	22,398	314,949	231,255	41,855	313,091	923,548
Direct Costs	3,700	15,503	32,707	2,514	52,153	106,577
Premises					115,562	115,562
Governance Costs					4,153	4,153
	26,098	330,452	263,962	44,369	484,959	1,149,840
Support costs	26,711	213,692	186,980	53,423	(480,806)	
Governance	231	1,846	1,615	461	(4,153)	
Total	53,040	545,990	452,557	98,253	-	1,149,840

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

8. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Depreciation of tangible assets	9,979	10,455
Operating lease rentals: equipment	-	-
Audit fee/Independent examiner's fee (excluding VAT)	4,500	4,500

9. Staff Costs

	2025	2024
	£	£
Salaries and wages	885,332	831,771
Social Security Costs	83,977	74,841
Employer's contribution to defined contribution pension scheme	18,069	16,936
	987,378	923,548

One employee earned between £60,000 to £69,999 in the year (2024 none).
No employee earned between £70,000 to £79,999 in the year (2024 one).

The total employee benefits including pension contributions of the key management personnel were £174,616 (2024: £173,545).

The average monthly headcount, analysed by function was as follows:

	2025	2024
	Number	Number
Direct charitable expenditure	30	27
Central Management	3	3
	33	30

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Tangible fixed assets

	Fixtures, Fittings & equipment	Total
	£	£
Cost or valuation		
At 1 September 2024	158,722	158,722
Additions during the year	-	-
At 31 August 2025	158,722	158,722
Depreciation		
At 1 September 2024	98,852	98,852
Charge for the year	9,979	9,979
At 31 August 2025	108,831	108,831
Net book value		
At 31 August 2025	49,891	49,891
At 31 August 2024	59,870	59,870

All fixed assets are used for direct charitable purposes.

11. Sundry debtors and prepayments

	2025	2024
	£	£
Prepayments and accrued income	24,873	15,529
Other debtors	16,412	15,898
	41,285	31,427

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

12. Cash at bank and in hand

	2025	2024
	£	£
Short term deposits	765,746	778,500
Cash at bank and in hand	188,308	182,567
	954,054	961,067

13. Creditors and accruals

	2025	2024
	£	£
Other creditors	20,701	14,229
Accruals and deferred income	97,360	90,113
Taxation and social security	17,607	19,643
	135,668	123,985

14. Deferred income

Unrestricted income that relates to delivery of a final report in the future is deferred.

	2025	2024
	£	£
Balance at 1 September	84,000	74,125
Amounts added in the current year	83,000	84,000
Amounts released to income from previous year	(84,000)	(74,125)
Balance at 31st August	83,000	84,000

15. Legal status of the charity

The Baytree Centre is a charitable incorporated organisation (CIO) registered with the Charity Commission (registration number 1175145). Its governing document is its constitution and the only voting members are the trustees.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

16. Analysis of net assets between funds

	General unrestricted	Restricted	Total Funds 2025
	£	£	£
Tangible fixed assets	49,891	-	49,891
Investments	-	-	-
Net current assets	679,945	179,726	859,671
	729,836	179,726	909,562

Analysis of net assets between funds (prior year)

	General unrestricted	Restricted	Total Funds 2024
	£	£	£
Tangible fixed assets	59,870	-	59,870
Investments	-	-	-
Net current assets	570,694	297,815	868,509
	630,564	297,815	928,379

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Movement in funds 2025

	1 September 2024	Incoming	Transfer	Outgoing	31 August 2025
	£	£	£	£	£
Restricted funds					
Astrid Miyu Ltd		20,000	-	20,000	-
BUPA Foundation	-	5,000	-	5,000	-
BBC Children in Need	6,672	-	-	6,672	-
The Benefact Trust	-	10,000	-	9,163	837
The City Bridge Foundation	-	31,050	-	25,875	5,175
Cory Community Fund	-	7,500	-	4,375	3,125
Drapers	16,668	-	-	16,668	-
EA Foundation	12,502	22,500	-	25,000	10,002
English Sports Council	-	10,460	-	10,460	-
The Fryish Foundation	20,000	-	-	20,000	-
Grant Thornton Foundation	18,333	-	-	18,333	-
GLA NDYP*	(5,970)	18,836	-	12,866	-
GLA: Advice in Community	(1,528)	20,171	-	18,643	-
Guinness Partnership	10,000	-	-	10,000	-
John Lewis Foundation	-	20,000	-	16,667	3,333
Lambeth EIPS	1,583	23,750	-	19,000	6,333
LALS	-	111,222	-	87,699	23,523
Lambeth Community Con	-	21,000	-	10,500	10,500
L'Oreal Fund for Women	38,477	25,068	-	44,686	18,859
London Marathon	826	10,000	-	10,000	826
Nationwide Building Society	39,996	-	-	29,997	9,999
Propel	-	26,318	-	14,520	11,798
SGN Centre for Sustainable Energy	-	34,975	-	21,538	13,437
Sisters of Holy Cross CIO	13,332	-	-	13,332	-
Sir Walter & St John	-	25,000	-	25,000	-
TAD	-	34,000	-	34,000	-
The Mercers Company	16,967	30,000	-	35,225	11,742
The National Lottery Community Fund (TNLCF)	8,823	20,840	-	29,663	-
TNLF/DCMS	4,167	50,000	-	50,000	4,167
TNLF Awards for All	-	20,000	-	8,330	11,670
Terra Firma Charitable Trust	50,000	-	-	30,000	20,000
Walcot Foundation	10,000	30,000	-	30,000	10,000
WONDER Foundation	33,887	67,400	-	96,887	4,400
Other	3,080	12,880	-	15,960	-
Total Restricted Funds	297,815	707,970	-	826,059	179,726
Unrestricted Funds	630,564	483,741	-	384,469	729,836
Total Funds	928,379	1,191,711	-	1,210,528	909,562

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Movement in funds (prior year)

	1 September 2023	Incoming	Transfe r	Outgoing	31 August 2024
Restricted funds	£	£	£	£	£
BBC Children in Need	6,668	10,000	-	9,996	6,672
BBC Children in Need - STEM	6,741	-	-	6,741	-
CVC Partnership	-	29,026	-	29,026	-
Charles Plater Trust	-	30,000	-	30,000	-
Drapers	-	25,000	-	8,332	16,668
EA Foundation	3,335	25,000	-	15,833	12,502
Ecosystem: My ends	2,647	18,385	-	21,032	-
Fryish Foundation	-	20,000	-	-	20,000
Grant Thornton	-	20,000	-	1,667	18,333
GLA NDYP*	(6,272)	36,928	-	36,626	(5,970)
GLA: Advice in Community	5,335	10,005	-	16,869	(1,528)
Guinness Partnership	-	20,000	-	10,000	10,000
John Lewis Foundation	-	25,000	-	25,000	-
Lambeth EIPS	(336)	14,250	-	12,331	1,583
LALS	-	40,784	-	40,784	-
L'Oreal Fund for Women	72,377	-	-	33,900	38,477
London Marathon	-	10,000	-	9,174	826
Nationwide Building Society	-	59,994	-	19,998	39,996
Propel	-	24,718	-	24,718	-
Sisters of Holy Cross CIO	13,332	20,000	-	20,000	13,332
TAD	-	25,000	-	25,000	-
The Mercers Company	17,192	35,000	-	35,225	16,967
The National Lottery Community Fund (TNLCF)	6,978	41,074	-	39,229	8,823
TNLF/DCMS	-	25,000	-	20,833	4,167
Terra Firma Charitable Trust	20,000	60,000	-	30,000	50,000
Walcott Foundation	-	30,000	-	20,000	10,000
W Wates Memorial Trust	833	10,000	-	10,000	833
WONDER Foundation	37,708	115,661	-	119,482	33,887
Other	1,617	34,050	-	33,420	2,247
Total Restricted Funds	188,156	814,875	-	705,216	297,815
Unrestricted Funds	690,951	384,237	-	444,624	630,564
Total Funds	879,107	1,199,112	-	1,149,840	928,379

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Restricted funds

* Key

BBC CIN is BBC Children in Need

GLA NDYP is GLA New Deal for Young People (BYB Partnership), GLA: AIC is GLA Advice in Community Settings (PFA Partnership), GLA- Thrive is GLA Young Londoners Fund: Thrive Lambeth EIPS is London Borough of Lambeth EIPS (Early Intervention and Paly Services) Ecosystems is Violence Reduction Unit (VRU) My Ends -Community Connectors (Ecosystem Coldharbour Partnership)

Purpose of restricted funds

The Women service is for the provision of educational and development programmes to women learners.

The Youth service is for the provision of educational programmes to young people.

The Volunteer Service provides recruitment, training and support for our volunteers.

18. Operating lease commitments

The charity has no future minimum lease payments under non-cancelling operating leases.

19. Transactions with trustees and related parties

Trustee remuneration

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

Trustee Expenses

No trustee has received travel or accommodation reimbursements.

Related party transactions

There have been no related party transactions during the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2025

NOTES TO THE FINANCIAL STATEMENTS (Continued)

20. Reconciliation of net income/expenditure to net cash flow from operating activities

	2025	2024
	£	£
Net income/expenditure for the reporting period	(18,817)	49,272
Depreciation of tangible assets	9,979	10,455
Interest rent and dividends from investments	(37,246)	(39,221)
(Loss)/profit on sale of fixed assets	-	-
(Increase)/decrease in debtors	(9,858)	(11,184)
Increase/(decrease) in creditors within one year	11,683	(2,899)
Net cash (outflow)/inflow from operating activities	(44,259)	6,423

21. Analysis of cash and cash equivalents

	At 1 September 2024	Cash flows	Other Charges	At 31August 2025
	£	£	£	£
Cash in hand	961,067	(7,013)	-	954,054
	961,067	(7,013)	-	954,054

Analysis of cash and cash equivalent (prior year)

	At 1 September 2023	Cash flows	Other Charges	At 31August 2024
	£	£	£	£
Cash in hand	915,423	45,644	-	961,067
	915,423	45,644	-	961,067

Accounts



THE BAYTREE CENTRE
CIO 1175145

TRUSTEES' REPORT AND ACCOUNTS

FOR THE PERIOD
1ST SEPTEMBER 2023 – 31ST AUGUST 2024

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024**

REPORT OF THE TRUSTEES

The Trustees of The Baytree Centre present their report and financial statements for the period 1st September 2023 to 31st August 2024. The financial statements have been prepared based on the accounting policies set out in note 2 to the financial statements.

The Baytree Centre is a social inclusion charity for women and girls, based in the heart of Brixton, an integral part of the community since 1992.

WHY WE EXIST

Baytree's mission is to inspire and support women and girls to gain the skills, confidence, and wisdom they need to thrive in life, work, and family. Baytree's unique approach provides the accompaniment, programs and opportunities that empower women and girls. By supporting the women in our community, we aim to improve economic and social inclusion for them and their families.

THE CHANGE WE WANT TO SEE

All women and girls achieve their potential and lead fulfilled lives.

HOW WE WORK, Our Values and Core Principles

Values

- Love & Respect
- Person-Centered & Family Oriented
- Safe & Welcoming
- Professional & Trustworthy
- Collaborative & Positive

Our core principles are based on Catholic social teachings and inspired by Saint Josemaria. They inform how we live out our mission, promoting and upholding:

- The personal freedom and responsibility of every individual.
- The dignity of each person from conception to natural death and their right to be treated with love and respect.
- The importance of the family in creating a strong society.
- Women hold a central role in the family, and helping women flourish will also help families and society flourish.
- The empowerment of women through equal access to opportunities.
- Skills and personal development are anchored in strengths of character and a strong moral compass.
- The value of work done well and attentiveness to the little things as a service to all.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

REPORT OF THE TRUSTEES

Letter from the Chair

Looking back over the past year, I feel incredibly proud of what we've achieved at Baytree. We remain committed to helping women and girls, local residents as well as those from migrant and refugee backgrounds, to build better lives. This year has been one of growth, strength, and a stronger sense of community. You will read about many of our successes in this report.

We've seen a 42% increase in women using our services, with 669 women taking part in our programmes. Their stories inspire us—whether it's someone like Abrihet, who learned English and kept her job while pursuing her passion for cooking, or Aisha, who overcame personal struggles to find stability and confidence through our coaching. These stories show how effective our tailored approach is, and they highlight the dedication of our staff and volunteers.

Our Youth Service has also grown. We've run over 3,400 sessions for 496 girls and young women. These programmes are not just about education but also about building confidence and resilience. With initiatives like the Spark Skills programme and the Into School programme, we're helping girls to gain key skills and grow in confidence. The rise in demand shows the need for these services, and we are committed to meeting this with care and creativity.

Our financial position remains strong. This year, we saw total income of £1,199,112, with £384,237 coming from unrestricted funds and £814,875 from restricted funds. Our total expenditure for the year was £1,149,840. We continue to be committed to using these resources wisely, ensuring that every pound is spent in a way that maximises our impact and furthers our mission.

This year, we also said a fond farewell to Caroline Guarnaccia, who led Baytree as CEO for 15 years with great passion and dedication. Caroline's leadership has shaped the Baytree we see today, and we are deeply grateful for all she has done. As we enter the new year, we are delighted to welcome Rebecca Roxburgh as our new CEO. We look forward to this new chapter with Rebecca and to continuing the important work of empowering women and girls under her leadership.

Our success is made possible by the support of our volunteers, funders, and partners. Over 400 volunteers gave more than 7,600 hours of their time, contributing up to about £150,000 with their time and skills. Their dedication—whether in coaching, mentoring, or sharing their expertise—has made a real difference to the women and girls we work with.

As we look to the next year, our goals remain clear. We will strengthen our education and employment pathways, improve our coaching model, and continue to reach more women and girls in need.

The future may bring challenges, but it also brings hope. I am confident that, with the hard work of our team, volunteers, and supporters, we will face these challenges and continue to empower women and girls to build brighter futures.

On behalf of the Board, I want to say a huge thank you to everyone who has been part of our work this year.

Best wishes,

Ozohu Adoh
Chair of the Board of Trustees

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Baytree Women's Service Annual Report: Key Achievements (2023-24)

1. Introduction

Our Women's Service provides adult women (aged 18 and over) with access to a broad, holistic range of services, all structured around the five pillars of our Social Mobility model: Education, Employment, Finances, Family, and Well-Being.



Each woman's journey with Baytree is person-centred and tailor-made, allowing her to engage with the aspects of our programmes that align with her individual needs and aspirations and empowering her to create a better future for herself, her family and her community. Our offering includes a blend of individual and group services, providing both customised support and opportunities to build skills and networks.

Our all-female, safe space and trauma-informed approach are treasured by the women who come here, with 'safe', 'supportive', 'family' and 'home' being amongst the terms that come up most in their feedback.

2. Impact Summary

- **669 women participated in our services (42% growth on last year).**
 - **97% increased their confidence and agency.**
 - **90% improved their networks.**
 - **97% felt more positive about the future.**
-

3. Key Areas of Work and Outcomes

Education

This year marked significant progress for our Adult Education program, which continued to grow and strengthen. We successfully fulfilled commitments to our existing funders while also completing our first year as an Approved Provider for Lambeth Adult Learning. This network has supported us to improve the structure and quality of our educational services, with access to professional development for our team and sharing of best practices with other local adult education providers. Whilst the bulk of our education delivery this year has been our ESOL and Literacy programmes, in response to learner need we have also run very popular courses in digital literacy and, through our Skills Booster programme, supported women to increase their skill sets through the world of online learning.

- **230 women learned English and/or improved their literacy through 1226 hours of English and/or literacy classes.**
-

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- **135 women practised their English beyond the classroom at conversation clubs or with a volunteer befriender.**
- **93% reported an improvement in their language or other skills.**
- **95% pass rate amongst women sitting accredited exams.**

Employability

Many Baytree women continue to face significant challenges in securing and retaining meaningful employment, with barriers ranging from low levels of prior education to physical and mental health issues, as well as extensive caregiving responsibilities. Our employability programs are designed to provide these women with the necessary support and guidance to help them address both the immediate need of finding work and the longer-term goal of developing a pathway towards more meaningful and sustainable employment.

A key achievement this year was the launch of our Next Steps program. This 11-week initiative focused on our highest-level ESOL learners and offered a tailored combination of one-to-one coaching and group workshops in collaboration with other further education providers, local employers, and corporate volunteers. The program ensured excellent progression for the women - building educational pathways and fostering employability through comprehensive support and strategic partnerships.

- **132 women** engaged in employability activities.
- **88%** increased their employability.

Wellbeing

For many of our women and partners, Baytree has become synonymous with well-being, and this year was no exception. In addition to long-standing favourites, such as Well-Being Wednesday, Yoga, and Dance for Fun, we expanded our offerings significantly.

We launched two new programs, specifically aimed at supporting women to understand and manage stress, which for many acts as a key barrier across all aspects of their lives including employment and family relationships. Further, the introduction of Baytree Breakfast sessions provided a valuable forum for discussions on a wide range of health and well-being topics, while our new Self-Defence classes focused on empowering women to feel fitter and safer in their daily lives.

- **379** women participated in **242 hours** of group well-being activities.
- **91%** improved mental or physical well-being.

Family

We recognise the importance of family and are committed to providing women with the tailored support and guidance they need to help both themselves and their families thrive. Our family services for women range from individual coaching and advice on a broad range of family topics, such as

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navigating interactions with services related to children's special educational needs (SEN), dealing with housing issues, or strengthening family relationships, to group sessions designed to help women explore and develop their family values, personal parenting styles and priorities.

- **258 women** participated in **142 hours of group family activities**
- **98% increased family stability.**
- **93% felt more positive about the future for their family.**

Financial Stability

The majority of our financial stability work continues to be delivered on a one-to-one basis through our Information, Advice, and Guidance (IAG) and Coaching programmes (see below). In that context, women receive support to address their immediate financial needs – such as applications for welfare benefits and grants and advice re saving costs – as well as work on building their financial literacy skills and financial resilience.

In addition to one-to-one financial support, our workshops offered women the opportunity to develop their financial understanding across a range of topics including the UK banking system, creating and managing a personal budget, ways to cut everyday costs and saving on energy bills.

- **147 women received support with their finances and/or improved their financial skills.**
- **88% improved their finances or financial skills.**

Coaching

Our team of professional Social Mobility Coaches continues to deliver our flagship Coaching program, which empowers women to enhance their executive function and work towards personal goals across the five pillars of the *Baytree Bridge* (Education, Employment, Finance, Family, and Well-Being). Originally developed from the Empath model (<https://empathways.org/>), women receive tailored support to help them identify and achieve their long-term objectives, fostering both personal and professional growth. This comprehensive approach ensures that participants can make meaningful progress in all key areas of their lives, recognising and addressing the interconnections between them.

- **154 women participated in 1157 hours of Social Mobility Coaching.**
- **97% increased confidence and agency.**
- **97% felt more positive about their future.**

Information, Advice and Guidance

Our confidential one-to-one Information, Advice, and Guidance (IAG) services are also delivered by our team of experienced Coaches. They take a holistic, long-term approach, addressing immediate needs - such as welfare benefit applications, housing issues, school and job applications - while also considering the broader context of each woman's situation to ensure that underlying and interrelated issues are also addressed.

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Our outreach work, delivering in local Children's Centres and schools, has allowed us to expand our reach, provide support to more women than ever and build strong partnerships to enhance the effectiveness of our services.

- **237 women received 849 hours of Information, Advice and Guidance.**
 - **93% improved their understanding of and ability to act on advice / information.**
-

5. Priorities for 2024-25

As part of our ongoing commitment to improving service delivery and increasing our impact, we have identified several key areas for development over the coming year:

- **Strengthen Progression Opportunities:** We will work to further develop education and employment progression pathways both within and importantly beyond the Centre for the women we serve, ensuring clear and supportive transitions from one stage of their development journey to the next to ensure they can continue to grow personally and professionally.
- **Review Educational Curriculum:** A comprehensive review of our curriculum will explore opportunities to expand our educational offer further beyond ESOL and Literacy to meet the evolving needs of our users. The potential to extend our Digital Literacy and Financial / Numeracy programmes will be considered, alongside potential vocational courses such as childcare and health and social care.
- **Review Coaching Program Methodology:** We will assess and refine the current Coaching methodology to accommodate shorter-term interactions, ensuring that participants can benefit from more flexible engagement while maintaining the program's long-term impact. We will also explore the opportunity to add Coaching to the IAG offer we provide to some of our outreach partners to enable more women to access this support.

These initiatives form part of our continued efforts to provide holistic, impactful support to the women in our community.

CASE STUDY 1

Abrihet, a woman in her late 50s from Ethiopia, has no family in the UK and lives alone. Having joined one of our ESOL courses in early 2021, she has since proved herself to be a hard-working and ambitious learner, making consistent progress with her English, whilst also embracing the many other opportunities on offer at the Centre.

In 2024, when her job as a cook in an Eritrean restaurant required her to obtain a Food Hygiene qualification, her ESOL teacher referred her to our Skills Booster programme. The programme lead supervised her enrolment onto and completion of the online course, which meant she kept her job. Within our Coaching programme, Abrihet identified one of her personal goals as pursuing her passion for healthy cooking and Ethiopian cuisine. With her Coach's support, she hosted a session showing the traditional Ethiopian coffee-making ritual to an enthusiastic audience at our International Women's Day celebration.

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Her journey continued when a representative from our partners at the Healthy Living Platform presented their Food Ambassador course at one of our Skills Booster sessions. Abrihet seized this opportunity and enrolled on the course, completing six weeks of training in nutrition and food safety before becoming a volunteer Food Ambassador, all alongside her existing job!

Abrihet's next goal is to pass her citizenship test, through participation on Baytree's Life in the UK preparation course. Ultimately, she dreams of returning to Ethiopia to open her own restaurant. Her journey exemplifies her resilience and growth, in her own words *"I am so happy Baytree has helped me and pushed me to do all this. When I came to this country, I had no one but Baytree has given me so much. I think I can keep going up now."*

CASE STUDY 2

Aisha, a British-born mother of two, joined Baytree's Coaching programme with the primary goal of improving her mental and physical health. She found it challenging to manage her daily routine, address her health needs and care for her children.

Through regular meetings, Aisha's Coach supported her to practise advocating for herself, navigating the health system to secure a diagnosis and right treatment. Aisha and her Coach also worked together to develop a routine that fits her life and to explore different parenting techniques and anxiety and stress management strategies. Equipped with new tools, Aisha has become better able to manage her health, leave the house more frequently and enjoy quality time with her children.

Some way into the Coaching journey, Aisha suffered a new set of challenges when a relationship breakdown left her homeless. Collaborating with her Coach, Aisha completed a homeless application and gathered medical evidence to increase her priority on the housing register. Within five months, she was allocated a two-bedroom home with a garden, suited to her health needs. Aisha and her Coach also worked together to improve her financial situation and resilience. They successfully applied for Universal Credit and a Personal Independence Payment (PIP), and in the process ensured that Aisha improved her financial literacy.

With her own strengths and Baytree's guidance and support, Aisha is now stably housed, manages her well-being and finances more effectively and has gained confidence as a mother. Aisha knows where to get advice if she needs it but generally feels far more able to manage independently. She continues to take part in parenting, well-being and volunteering initiatives at the Baytree Centre, determined to both continue to grow and to give back.

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Baytree Youth Service Annual Report: Key Achievements (2023-24)

1. Introduction

The Baytree Centre's Youth Service offers a safe, supportive space for girls and young women to grow personally and academically, focusing on confidence, self-esteem, and aspirations through a person-centred, trauma-informed approach. Programmes, co-designed with participants, cover four areas: Positive activities, Education, Skills for Life, and Employability. We use Character Development to foster self-awareness, critical thinking, and positive habits.

Our services grew by 8%, highlighting the increased need in our community.

2. Impact Summary

- **496 girls and young women participated in over 3,417 sessions.**
 - **95% reported improved self-esteem.**
 - **96% developed key skills for life.**
 - **97% showed increased academic engagement.**
 - **85% experienced improved community integration.**
-

3. Key Areas of Work and Outcomes

Positive Activities & Wellbeing

We delivered a wide range of activities aimed at fostering creativity and promoting physical and mental wellbeing. Our sessions included arts and crafts, cookery, gymnastics, ballet, yoga, football after school as well as trips during the holidays.

We expanded our offerings for secondary school girls, through key partnerships with organisations such as Talitha Arts, Eat Club, Strongback Productions, and Earthworks Ceramics. These collaborations enhancing the quality of our programmes through specialist facilitators. Additionally, we strengthened our sports offering, boosting girls' self-confidence, physical health, and engagement.

- **268 girls participated in 559 hours of positive activities.**
 - **95% of participants reporting improved self-esteem.**
 - **92% noted enhanced wellbeing.**
 - **87% improved relationships with peers by taking part in group activities that reducing social isolation and creating opportunities for friendship-building.**
-

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Education

Our educational initiatives focused on core subjects such as English (including reading, creative writing, poetry, and English as an Additional Language (EAL)), Maths, and Science (including coding), fostering a passion for learning and building essential skills. We enhanced our Maths delivery with financial education through partnerships like Money Heroes and MyBnk, while our Mentoring Programme offered one-to-one support to improve study skills and academic performance.

The Into School Programme supported migrant, refugee, and asylum-seeking girls with daily English and Maths lessons, as well as guidance on the school application process. This year, we expanded our support by offering legal assistance in partnership with Simpson Millar for those who did not get a school place and developed resources for mentoring girls transitioning into the UK education system.

- **152 girls took part in academic group activities.**
- **78 newly arrived girls attended 515 sessions as part of the Into School Programme.**
- **98% of girls on the Into School Programme successfully transitioned to formal education and or vocational training.**
- **88 girls participated in the Mentoring Programme**
- **97% reported increased academic engagement.**

Skills for Life

Our Spark Skills Programme helped girls of secondary school age to unlock their full potential and develop essential life skills in communication, self-management, problem-solving, and teamwork. The sessions enhanced their self-awareness and emotional wellbeing while fostering traits like good judgment, compassion, resilience, commitment, patience, and accountability. The programme's impact is reflected in the girls' increased confidence and improved ability to navigate life's challenges.

Spark Skills Junior partnered with Saatchi Gallery and the Royal Foundation to provide an insightful experience on homelessness. Through discussions and art creation, the girls expressed their insights, with their work exhibited at Saatchi Gallery to raise awareness and inspire meaningful conversations.

- **102 girls and young women took part in 174 hours of skills for life workshops.**
- **96% reported improved their skills for life.**
- **92% showed enhanced character development, becoming more resilient, treating others fairly, making good judgments, and confidently saying no to negative influences.**

Employability

Our Sparking Futures Employability Programme has experienced significant growth this year, offering girls and young women workshops, Career Insight Days, work experience, career mentoring, and volunteering opportunities. This comprehensive approach has greatly enhanced their employability prospects. The Career Champions Programme, now at full capacity with a waiting list, saw impressive

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progress as participants achieved key milestones, including improved goal setting, university open days, work placements, and CV enhancements.

Additionally, we successfully hosted 9 Career Insight Days in collaboration with corporate and community partners like Astrid & Miyu, JP Morgan, and Kings College London, providing participants with valuable work experience across sectors including healthcare, policing, animation and visual effects, financial services, fashion and retail, and architecture and design. Our in-house workshops provided vital skills in networking and CV-building, boosting participants' confidence. The Young Volunteering Programme also thrived, with participants gaining essential life skills through weekly volunteering in after-school clubs, highlighting its value in providing meaningful work experience and positive community impact.

- **111 girls and young women took part in 261 sessions of employability activities.**
- **91% reported an increase in aspirations.**
- **89% reported enhanced employability skills**, with a clearer understanding of the skills and experience needed for employment and heightened awareness of job opportunities. They also developed a clearer vision of their career aspirations and feel more inspired to take actionable steps toward achieving their goals.
- **28 girls and young women completed work experience** and volunteering placements, with several receiving job offers or future opportunities in their chosen fields.

Parent Engagement

This year, we have focused on enhancing parent engagement through various initiatives. We have introduced various initiatives to improve communication with parents, providing them with opportunities to offer feedback and stay informed about their daughters' engagement and progress at Baytree. A key achievement was the launch of the ProParent Programme, which offers fortnightly sessions for mothers of daughters involved in Youth Service activities. These sessions, covering topics such as building strong relationships, effective family communication, fostering positive habits, and navigating technology, have been well-received. Mothers have appreciated the opportunity to share experiences and connect, while the programme has successfully provided strategies to improve communication with their daughters and strengthen family bonds.

Additionally, we hosted monthly mother-and-daughter workshops and trips in partnership with Baytree's Women's Service, as well as a weekly session called Creative Mums, further supporting our aim to strengthen family connections.

- **58 girls took part in mother and daughter activities.**
- **21 mothers of girls accessing the Baytree's Youth Service attended 18 ProParent workshops.**
- **85% girls reported an improved relationship with their family.**

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Schools Engagement

A notable achievement this year has been our outreach work with local schools and colleges. Through our Into School, EAL, and Sparking Futures programmes, we have built strong relationships with Bishop Thomas Grant School, St Gabriel's College, Lambeth College, and South Bank College, resulting in increased participation. We held taster sessions both on-site and at Baytree, further strengthening engagement.

- Participation in our Sparking Futures Programme and EAL programmes have increased significantly

4. Priorities for 2024-25

- **Enhance Quality of Provision:** Focus on improving the quality and impact of our delivery by developing comprehensive toolkits and structured programme plans for GEMS, Spark Skills, and Into School. This includes strengthening delivery partnerships and undergoing revalidation of the London Youth Quality Mark.
- **Community Outreach and Recruitment:** Innovate and expand outreach efforts by exploring youth-led initiatives and further developing our partnerships with schools and colleges. We will also pilot the delivery of our Spark Skills and Sparking Futures programmes within schools and colleges, ensuring a broader reach and deeper engagement with young people.
- **Extended Holiday Programme:** Examine our holiday programme with the aim of providing longer days to meet the needs of working families.
- **Grow Youth Participation:** Enhance youth leadership and engagement initiatives by giving young people more opportunities to participate in decision-making processes at Baytree at appropriate levels.

CASE STUDY 1

When Aziza joined Baytree at 12, she was a quiet, reserved girl with little interaction with peers her own age, having been home-schooled by a loving but isolated family. She described herself as having no friends and struggled to express herself. Baytree provided the nurturing environment she needed to flourish, both socially and personally.

As part of our GEMS programme, Aziza furthered her passion for the art through art club, which helped her hone her creativity and artistic talents, while in Spark Skills, where she developed essential life skills, learning to collaborate with others, overcome challenges, and communicate effectively. Crucially, Spark Skills also taught Aziza the meaning of friendship—how to show up as a good friend and set healthy boundaries. These lessons played a crucial role in her ability to build strong, meaningful connections with others.

Her love for cooking flourished as she found joy in creating meals, however the most profound change in Aziza was in her ability to communicate with confidence. Over time, she became more self-assured in expressing her thoughts, asking questions and actively participating in discussions.

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Her growing confidence led her to join the Baytree Youth Council, where she took on leadership roles, organised events, and played an active part in decision-making to enhance the experience for other girls at Baytree. She even co-hosted a panel discussion for International Women's Day.

Baytree's employability programme helped Aziza realise her passion for working with young people. Volunteering in our maths club and sewing classes confirmed this calling, leading her to pursue a qualification in early education, now at the age of 17.

Aziza's journey at Baytree was far more than simply participating in activities; it was a transformative experience. She grew into a confident young woman, made close friendships, and found her voice. She also learned the value of friendships and how to nurture them with kindness, empathy, and respect for her own personal boundaries.

Reflecting on her time at Baytree, Aziza shared:

"If I could, I would do it again because Baytree is like my second home. Whenever I go, I always have fun. There are always people to talk to; time went so fast, you don't realise how quickly it goes by when you're having so much fun. Going to Baytree has been so useful for meeting and talking with new people because I was home-schooled. It's an inclusive space that won't make you feel left out...it's very engaging, even if you don't want to engage, you'll find yourself engaging! That was me."

CASE STUDY 2

Before joining Baytree, Enola, aged 11, faced several challenges. Shy and struggling to make friends, she felt uncomfortable in groups. Her limited English affected her confidence and school performance, and at home, miscommunication and impatience strained her relationship with her mum. Enola needed support to improve her social skills, schoolwork, and family relationships.

At Baytree, Enola joined the mentoring programme, where she received one-to-one support focused on academic and personal development. Her mentor made learning fun through creative activities like art and poetry, helping her improve in English and history. They also explored ways to strengthen her relationship with her mum, fostering better communication and understanding.

Enola and her mum attended Baytree's Mother & Daughter sessions, creating a safe space to spend quality time together. These sessions helped Enola, who rarely spoke to her mum before, communicate more openly. Her confidence grew also as she participated in group activities.

Enola's mum, a single parent from an indigenous community in America, also struggled with English. She attended the Pro Parent Programme, where she learned practical communication strategies and connected with other mothers facing similar challenges. The support of her newfound community at Baytree gave her the confidence to better manage her relationship with Enola.

Enola's mum also joined the Women's Service's coaching programme where one-to-one sessions offered her a safe environment to develop new approaches to parenting. As a result, both mother and daughter experienced significant improvements in their relationship.

Through Baytree's programmes, Enola's English skills improved, along with her confidence. She now actively participates in group activities and has developed a passion for creative writing, especially poetry. Meanwhile, her mum feels more empowered as a parent, equipped with better communication skills and a strong support network.

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Enolas's relationship with her mother has also improved, with open communication and shared enjoyment of their time together. Baytree has given both Enola and her mum the tools to grow, thrive, and build a brighter future together.

CASE STUDY 3

Carla, a 15-year-old from the Dominican Republic, arrived in the UK in May 2023 to reunite with her mother. Faced with significant challenges, including a language barrier and difficulty securing a school place, she enrolled in Baytree's Into School Programme to improve her English and Maths skills. Despite these obstacles, Carla's enthusiasm for learning shone through.

Carla's mother received support from Baytree to apply for school places for Carla and her younger sister, but multiple applications to schools in Lambeth and Croydon were unsuccessful. Their frequent moves and lack of a fixed address delayed the process. Carla's mother was referred to legal support with a firm of solicitors, Simpson Millar. They wrote to the councils to hold them accountable. Lambeth Council admitted a system error but blamed the schools in the borough. Eventually, a place was secured for Carla and her sister at a local secondary school. Thanks to the legal advice received, the family are now to seeking compensation for the lost months of education.

Throughout these struggles, Baytree's Into School Programme became a crucial support system for Carla. Her confidence grew as she improved her English and Maths skills, and she began to form friendships with her peers. Participating in activities such as workshops and creative sessions, Carla thrived in Baytree's nurturing environment, where she felt supported and encouraged. This community has been key to her integration and growing confidence.

Carla's progress has been remarkable, despite the challenges she faced. She has made significant academic strides and successfully transitioned into formal education in September 2024. Beyond educational support, Baytree has also provided Carla with the emotional support and sense of community she needed to feel confident and connected in her new environment.

Carla's story highlights the transformative power of Baytree's Into School Programme, giving young migrants like her the tools to overcome obstacles and build a brighter future.

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Community and Volunteer Engagement

This year at the Baytree Centre, volunteers have been instrumental in driving our mission forward, contributing significantly to our community. In the 2023-2024 academic year, **402 volunteers** dedicated **7,634 hours**, saving us **£154,747** through their time and skills. We saw a **58% increase in volunteers** compared to last year, along with a **33% rise in volunteer hours**, reflecting the growing dedication of our supporters.

Key Developments

- **Investors in Volunteers Accreditation:** We renewed our accreditation, reinforcing our commitment to excellent volunteer management.
- **New Volunteer Onboarding:** the onboarding process is now more efficient, reducing the waiting time for a volunteer to start from one month to one week.
- **New Training Platform:** We switched to **EddApp**, an interactive online platform, to enhance onboarding and ongoing training for our volunteers.
- **New CRM System:** We now use **Beacon CRM**, which has improved the management of volunteer data, leading to increased efficiency.
- **Volunteer Support:** We introduced termly sharing sessions, offering training on values, safeguarding, and teaching techniques.
- **Greater Corporate engagement.**

This year, **19 corporate firms** supported Baytree through direct financial contributions and by providing more than **90 volunteers**, who collectively contributed **522 hours** of their time. These volunteers helped the centre and supported Baytree's women and girls through various activities, enhancing both the services offered and the positive impact on the community.

Additionally, more than **30 clients** from our Women's and Youth Services volunteered, gaining valuable employability skills while supporting our mission.

Volunteer Testimonial

One intern shared her experience:

"My experience at the Baytree Centre over the last six months has been incredible. During my internship, I was entrusted with significant responsibilities, allowing me to grow personally and professionally. The opportunity to take initiative and work independently was a game changer for me. Before this experience, I often hesitated when making decisions and taking risks, but the supportive environment at Baytree gave me the confidence to step outside my comfort zone. Overall, my time at the Baytree Centre was transformative, and I will always cherish the lessons I learned and the people I met. I would highly recommend getting involved with this impactful organisation!"

The contributions of our volunteers this year have been remarkable, and we are excited to continue building on this momentum for the future.

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Partnership Work

Working in partnership is essential to achieve better results for the women we serve. With all the charities we collaborate with, we share expertise, skills and resources and these partnerships also allow us to have a deeper insight into local needs and services available.

Baytree is an active and founding member of three consortia:

Building Young Brixton (BYB) which comprises 10 other local charities supporting young people in Brixton.

Ecosystems Coldharbour funded by the Violence Reduction Unit (VRU) MyEnds programme and is now in its 4th year. The Consortium aims to address root causes of violence affecting young people and the community and to provide positive opportunities with a specific focus on tailored interventions.

Place for All, we have continued to work in close collaboration with our local charity partners High Trees and IRMO (the Indo American Refugee Organisation).

In addition to these formal partnerships, Baytree works in close collaboration with many other local services, including:

- Centre 70 -housing and welfare benefits advice
- Cambridge House legal – welfare benefits, housing and other legal advice
- CAP – debt advice
- Children’s Centres – Brixton and Stockwell and North Lambeth Better Start areas
- GAIA and Solace Women’s Aid – violence against women and counselling
- Homewards
- LEAP – various
- Lambeth Adult Learning Services
- Lambeth Children’s and Families and VAWG working groups
- Lambeth (and other local boroughs) Early Help and Children’s and Adults Social care
- Old Spike Roastery, Julius Rutherford, Arepa and Co, Home Start – employment and volunteering opportunities
- Queen Mary University and Kings College London.

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FINANCIAL REVIEW

Our aim as a charity is to provide the best possible service for our beneficiaries and accommodating their complex needs. At the end of 2023-24, we have been able to reach 42% more women and 8% more youth through our services and funding. We have also been able to support and attract 58% more volunteers to help us in providing our services.

We saw strong increase in our 2023-24 income from £0.89m to £1.20m, a 35% increase, driven mainly by higher income from charitable activities. Nevertheless, the proportion of income from donations and legacies and investment income has seen positive upward trends from 11% to 13% and 3% to 4% of total income respectively as we try to increase our unrestricted income. In total our expenditure at £1.15m was £0.19m higher than 2022-2023, as we increased our headcount in order to support more beneficiaries.

The charity has free reserves of £570,694 which represent about 6-7 months expenditure on charitable activities within our target of 5-9 months. Providing continuity is key to our beneficiaries and so we monitor our cash levels closely.

Risk Management

The Board of Trustees recognise that the charity is subject to operational and financial risks and these are monitored regularly.

We have a dedicated headcount and that is not easily flexed to match our income from grants. The funding application cycle is long and so we use our unrestricted funds and cash reserves to ensure continuity of service. We mitigate this risk by focusing on increasing the unrestricted income. We recognise that we have broken the £1million income barrier during the year and this may disqualify us from applying for some funds. However, we also know that our beneficiaries are facing greater challenges and need our support more than ever.

Funding of Future Activities

The Baytree Centre plans to fund its future activities through a comprehensive approach, including growing income from trusts, foundations, corporates and contracts, as well as increasing individual donations and strengthening partnership work. Additionally, we are exploring innovative ways to generate income through the intelligent use of our premises, ensuring sustainability and growth each year.

The Baytree Centre relies on the following advisors:

Auditor: Goldwins, London, NW6 2EG

Bank: HSBC, Brixton, London

Governing Document: Constitution of a Charitable Incorporated Organisation

Management Team:

Caroline Guarnaccia, Chief Executive Officer, also responsible for the Youth Service;

Carmen Gonzalez, Fundraising and Development Director;

Anna Iacuzzi, Women Service Director

Rebecca Ross was appointed Chief Executive Officer from 1st September 2024 when Caroline retired.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

REPORT OF THE TRUSTEES

Trustees

Trustee Name	Office	Appointment	Office Appointment	Resigned	Tenure Ends
Ozohu Adoh	Chair	06.07.2022	24.04.2024		24.04.2027
Ana-Carolina Aranda		18.10.2023			18.10.2026
Ada Anteyi		13.12.2023			13.12.2026
Liz Beh		11.05.2022		03.05.204	
Marie Claire Daaboul		06.05.2021			06.05.2024
Tsede Hailu	Chair	11.01.2021	08.11.2021	24.04.2024	
Ekene Olele	Secretary	13.12.2018	21.05.2020		21.05.2026
Maria O hAodha		28.02.2024			28.02.2027
Sophia Pain	Treasurer	11.11.2017	25.10.2018		25.10.2024

During the year we advertised our trustee role and went through a round of interviews. Our governing document allows for 9 trustees. We were mindful of our ethnic diversity and tried to match that of our beneficiaries. As a result the ethnic percentages are:

Ethnicity

	Lambeth	BAYTREE Beneficiaries	Trustees 2023	Trustees 2024
	%	%	%	%
Asian, Asian British or Asian Welsh	7.3	6.4	13	10
Black, Black British, Black Welsh, Caribbean, or African	24	44.5	54	32
Mixed or Multiple Ethnic Groups	8	6.1	13	25
White	55	9.4	13	22
Other ethnic groups	5.7	33.6	7	11
Total	100	100	100	100

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

REPORT OF THE TRUSTEES

Statement of trustees' responsibilities for an unincorporated Charity/CIO

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 & 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 the income and expenditure of the charity 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 in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- 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 maintaining proper accounting records, which 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/constitution. 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.

The trustees are responsible for the maintenance and integrity of the charity 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.



Ozohu Adoh – Chair

19th December 2024

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

REPORT OF THE TRUSTEES

The Baytree Centre acknowledges and thanks the generosity of funders and donors through the grants, sponsorship, commissioning and donations received in 2023-2024 which have enabled us to provide the much-needed services and support for women, girls and families in the local community.

The Apple Tree

The Anthony & Pat Foundation

BBC Children in Need

CAF Keystone

CVC Partnership

City Bridge Trust (Propel – PFA Partnership)

Denton UK

The Drapers' Company

EA Foundation

Fyrish Foundation

Garfield Weston Foundation

GLA New Deal for Young People (BYB Partnership)

GLA: Advice in Community Settings (PFA Partnership)

Grant Thornton

Guinness Partnership

Impact 100

Jack Petchey Foundation

John Lewis Partnership Foundation

The Julia & Hans Rausing Trust

Lloyds Bank Foundation

London Borough of Lambeth EIPS (Early Intervention and Play Services)

The London Borough of Lambeth, Adult Learning Services

London Legal Support Trust (Propel - PFA Partnership)

London Leg Up Fund

London Marathon Charitable Trust

London Youth Summer

L'Oreal Fund for Women

Nationwide Building Society (Community Grants)

Porticus UK

Peter Stebbings

Sir Walter St John's Educational Charity

Porticus

Sisters of the Holy Cross CIO

Sports England Jubilee Fund

St James Place Charitable Foundation

Sir Walter & St John

Sports England Jubilee Fund

Terra Firma Charitable Trust

The Charles Plater Trust

The Childhood Trust (in partnership with The Big Give)

The Henry Smith Charity

The Mercers' Company

The National Lottery Community Fund (TNLCF)

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

REPORT OF THE TRUSTEES

Violence Reduction Unit (VRU): My Ends - Community Connectors (Ecosystems Coldharbour Partnership)

The Walcott Foundation

The Willian Wates Memorial Trust

WONDER Foundation

And our sincere thanks to the many individuals and organisations who generously helped financially & in kind.

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024**

Auditor's Report to the Trustees of The Baytree Centre

Opinion

We have audited the financial statements of The Baytree Centre (CIO) for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and 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 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 Charity's affairs as at 31 August 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 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 directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

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 are required to determine whether there is a material misstatement in the financial

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

Auditor's Report to the Trustees of The Baytree Centre

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

In the light of the knowledge and understanding of the Charity and environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, 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 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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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 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 extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures:
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024**

Auditor's Report to the Trustees of The Baytree Centre

- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. 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.

The logo for Goldwins Limited, featuring the word "Goldwins" in a stylized, cursive script font.

**GOLDWINS LIMITED
75 Maygrove Road
West Hampstead
London NW6 2EG**

**CHARTERED ACCOUNTANTS
AND REGISTERED AUDITORS**

20 December 2024

Goldwins 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.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

		Unrestricted	Restricted		Unrestricted	Restricted	
		Funds 2024	Funds 2024	2024	Funds 2023	Funds 2023	2023
	Note	£	£	£	£	£	£
<u>Income</u>							
Donations and Legacies	3	77,857	54,026	131,883	113,178	-	113,178
Charitable activities	4	267,159	760,849	1,028,008	217,833	524,910	742,743
Investment Income	5	39,221	-	39,221	32,642	-	32,642
Total income		384,237	814,875	1,199,112	363,653	524,910	888,563
<u>Expenditure</u>							
Costs of raising funds	6	53,040	-	53,040	45,688	-	45,688
Charitable activities	7						
Women Service		218,703	327,287	545,990	143,421	284,569	427,990
Volunteer Service		61,217	37,036	98,253	52,645	32,500	85,145
Youth Service		111,664	340,893	452,557	128,482	264,346	392,828
Total		444,624	705,216	1,149,840	370,236	581,415	951,651
Net loss before transfers		(60,387)	109,659	49,272	(6,583)	(56,505)	(63,088)
Transfer between funds		-	-	-	-	-	-
Net movement in funds	8	(60,387)	109,659	49,272	(6,583)	(56,505)	(63,088)
Total funds brought forward		690,951	188,156	879,107	697,534	244,661	942,195
Total Funds carried forward		630,564	297,815	928,379	690,951	188,156	879,107

All income and expenditure derive from continuing activities. The statement of financial activities includes all gains and losses recognised in the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

BALANCE SHEET

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	10		59,870		70,325
Current assets					
Debtors	11	31,427		20,243	
Cash at bank and in hand	12	961,067		915,423	
Total Current Assets		992,494		935,666	
Creditors: amounts falling due within one year	13,14	(123,985)		(126,884)	
Net current assets			868,509		808,782
Total assets less current liabilities			928,379		879,107
Creditors: amounts falling after more than one year			-		-
			928,379		879,107
Funds					
Unrestricted			630,564		690,951
Restricted	17		297,815		188,156
			928,379		879,107

The financial statements were approved by the Board on 19th December 2024 and signed on their behalf by



Ozohu Adoh
Chair



Sophia Pain
Treasurer

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

STATEMENT OF CASHFLOW

		2024	2024	2023	2023
	Notes	£	£	£	£
Cash flows from operating activities:					
Net cash provided by/(used in) operating activities	20		6,423		(142,639)
Cash flows from investing activities:					
Dividends, interest and rents from investments		39,221		32,642	
Proceeds from sale of fixed assets		-		-	
Purchase of fixed assets		-		-	
Proceeds from sale of investments		-		-	
Purchase of fixed assets		-		-	
Net Cash provided by/(used in) investing activities			39,221		32,642
Cash flows from financing activities					
Repayment of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Net Cash provided by/(used in) financing activities			-		-
Changes in cash and cash equivalents in the year			45,644		(109,997)
Cash and cash equivalents at the beginning of the year			915,423		1,025,420
Cash and cash equivalents at the end of the year	21		961,067		915,423

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS

1. Basis of Preparation

1. Basis of accounting

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

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) (Charities SORP FRS102)

The Baytree Centre constitutes a public benefit entity as defined by FRS 102.

2. Going Concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next accounting period.

2. Accounting Policies

2.1 Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when

- the charity becomes entitled to the resources; it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Income from legacies and donations is accounted for on a received basis and grossed up for any tax recoverable.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Government grants

The charity has received government grants in the reporting period

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Donated goods

In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised, we are very aware of the great benefit the charity receives from all its volunteers, please refer to the trustee's annual report for more information about their contribution.

Support Costs

The charity has incurred expenditure on support costs.

Income from interest, royalties and dividends

Interest on funds 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.

2.2 Expenditure and Liabilities

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance and support costs

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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

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

Provisions for liabilities

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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

2.3 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost. Fixtures and fittings are depreciated over 10 years straight line.

Operating Leases

Rental charges are charged on a straight-line basis over the term of the lease.

Investments

Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current assets.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Current asset investments

The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due.

They are valued at fair value except where they qualify as basic financial instruments.

Pensions

The charity operates a stakeholder pension scheme.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. Income from Donations and Legacies

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Donations and Legacies				
Trusts & Foundations	13,800	-	13,800	7,000
Corporate	9,553	54,026	63,579	23,839
Individuals	54,504	-	54,504	82,339
Total	77,857	54,026	131,883	113,178

Donations and Legacies (prior year)			Total	Total
			2023	2022
	£	£	£	£
Trusts & Foundations	7,000	-	7,000	40,842
Corporate	23,839	-	23,839	5,024
Individuals	82,339	-	82,339	78,288
Total	113,178	-	113,178	124,154

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Income from Charitable Activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Women Service	131,905	373,769	505,674	450,275
Youth Service	105,092	320,044	425,136	276,215
Volunteering	30,162	67,036	97,198	16,253
Total	267,159	760,849	1,028,008	742,743

Income from charitable activities (prior year)

			Total 2023	Total 2022
	£	£	£	£
Women Service	136,601	313,674	450,275	410,886
Youth Service	67,479	208,736	276,215	369,944
Volunteering	13,753	2,500	16,253	83,896
Total	217,833	524,910	742,743	864,726

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Source of Charitable income

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Grants	255,026	705,815	960,841	718,513
Contracts	-	55,034	55,034	21,000
Fees	12,133	-	12,133	3,230
Other charitable activities		-	-	-
Total	267,159	760,849	1,028,008	742,743

Source of Charitable income (prior year)	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Grants	214,603	503,910	718,513	839,210
Contracts	-	21,000	21,000	23,000
Fees	3,230	-	3,230	1,036
Other charitable activities		-	-	1,480
Total	217,833	524,910	742,743	864,726

Analysis of Government Grants and Contracts

	Total 2024	Total 2023
	£	£
ACS with IRMO	10,006	18,843
Coldharbour Ecosystems	18,385	31,154
GLA NDYP Mentoring	36,928	19,648
GLA LPAC	-	2,000
LALS	40,784	-
YLF	-	4,500
Total	106,103	76,145

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

5. Income from investments

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Bank interest	39,221	-	39,221	32,642
Total	39,221	-	39,221	32,642

All investment income in 2023 was unrestricted.

6. Expenditure on raising funds

	Total 2024	Total 2023
	£	£
Staff Costs	39,792	32,754
Direct Costs	13,248	12,934
	53,040	45,688

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

7. Analysis of expenditure

	Charitable Activities					2024 Total
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	
	£	£	£	£	£	£
Staff Costs	22,398	314,949	231,255	41,855	313,091	923,548
Direct Costs	3,700	15,503	32,707	2,514	52,153	106,577
Premises					115,562	115,562
Governance Costs					4,153	4,153
	26,098	330,452	263,962	44,369	484,959	1,149,840
Support costs	26,711	213,692	186,980	53,423	(480,806)	
Governance	231	1,846	1,615	461	(4,153)	
Total	53,040	545,990	452,557	98,253	-	1,149,840

Support and Governance costs are allocated on the basis of use of the building.
Of the total expenditure, £444,624 (2023: £370,236) was unrestricted and £705,216 (2023: £581,415) was restricted.

Analysis of expenditure (prior year)

	Charitable Activities					2023 Total
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	
	£	£	£	£	£	£
Staff Costs	20,374	224,133	202,422	37,380	222,845	707,154
Direct Costs	1,740	15,269	25,391	618	39,438	82,456
Premises					145,764	145,764
Governance Costs					16,277	16,277
	22,114	239,402	227,813	37,998	424,324	951,651
Support costs	22,670	181,354	158,685	45,338	(408,047)	
Governance	904	7,234	6,330	1,809	(16,277)	
Total	45,688	427,990	392,828	85,145	-	951,651

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

8. Net movement in funds

This is stated after charging:

	2024	2023
	£	£
Depreciation of tangible assets	10,455	11,407
Operating lease rentals: equipment	-	-
Audit fee/Independent examiner's fee (excluding VAT)	4,500	2,800

9. Staff Costs

	2024	2023
	£	£
Salaries and wages	831,771	640,302
Social Security Costs	74,841	54,474
Employer's contribution to defined contribution pension scheme	16,936	12,379
	923,548	707,154

No employee earned between £60,000 to £69,999 in the year (2023 one).
One employee earned between £70,000 to £79,999 in the year (2023 none).

The total employee benefits including pension contributions of the key management personnel were £173,545 (2023: £177,334).

The average monthly headcount, analysed by function was as follows:

	2024	2023
	Number	Number
Direct charitable expenditure	27	24
Central Management	3	3
	30	27

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Tangible fixed assets

	Fixtures, Fittings & equipment	Total
	£	£
Cost or valuation		
At 1 September 2023	158,722	158,722
Additions during the year	-	-
At 31 August 2024	158,722	158,722
Depreciation		
At 1 September 2023	88,397	88,397
Charge for the year	10,455	10,455
At 31 August 2024	98,852	98,852
Net book value		
At 31 August 2024	59,870	59,870
At 31 August 2023	70,325	70,325

All fixed assets are used for direct charitable purposes.

11. Sundry debtors and prepayments

	2024	2023
	£	£
Prepayments and accrued income	15,529	12,409
Other debtors	15,898	7,834
	31,427	20,243

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

12. Cash at bank and in hand

	2024	2023
	£	£
Short term deposits	778,500	879,270
Cash at bank and in hand	182,567	36,153
	961,067	915,423

13. Creditors and accruals

	2024	2023
	£	£
Other creditors	14,229	22,736
Accruals and deferred income	90,113	89,955
Taxation and social security	19,643	14,193
	123,985	126,884

14. Deferred income

Unrestricted income that relates to delivery of a final report in the future is deferred.

	2024	2023
	£	£
Balance at 1 September	74,125	175,500
Amounts added in the current year	84,000	97,250
Amounts released to income from previous year	(74,125)	(198,625)
Balance at 31st August	84,000	74,125

15. Legal status of the charity

The Baytree Centre is a charitable incorporated organisation (CIO) registered with the Charity Commission (registration number 1175145). Its governing document is its constitution and the only voting members are the trustees.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

16. Analysis of net assets between funds

	General unrestricted	Restricted	Total Funds 2024
	£	£	£
Tangible fixed assets	59,870	-	59,870
Investments	-	-	-
Net current assets	572,252	305,565	877,817
	632,122	305,565	937,687

Analysis of net assets between funds (prior year)

	General unrestricted	Restricted	Total Funds 2023
	£	£	£
Tangible fixed assets	70,325	-	70,325
Investments	-	-	-
Net current assets	620,626	188,156	808,782
	690,951	188,156	879,107

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Movement in funds 2024

	1 September 2023	Incoming	Transfe r	Outgoing	31 August 2024
Restricted funds	£	£	£	£	£
BBC Children in Need	6,668	10,000	-	9,996	6,672
BBC Children in Need - STEM	6,741	-	-	6,741	-
	-	-	-		
CVC Partnership	-	29,026	-	29,026	-
Charles Plater Trust	-	30,000	-	30,000	-
Drapers	-	25,000	-	8,332	16,668
EA Foundation	3,335	25,000	-	15,833	12,502
Ecosystem: My ends	2,647	18,385	-	21,032	-
Fryish Foundation	-	20,000	-	-	20,000
Grant Thornton	-	20,000	-	1,667	18,333
GLA NDYP*	(6,272)	36,928	-	36,626	(5,970)
GLA: Advice in Community	5,335	10,005	-	16,869	(1,528)
Guinness Partnership	-	20,000	-	10,000	10,000
John Lewis Foundation	-	25,000	-	25,000	-
Lambeth EIPS	(336)	14,250	-	12,331	1,583
LALS	-	40,784	-	40,784	-
L'Oreal Fund for Women	72,377	-	-	33,900	38,477
London Marathon	-	10,000	-	9,174	826
Nationwide Building Society	-	59,994	-	19,998	39,996
Propel	-	24,718	-	24,718	-
Sisters of Holy Cross CIO	13,332	20,000	-	20,000	13,332
TAD	-	25,000	-	25,000	-
The Mercers Company	17,192	35,000	-	35,225	16,967
The National Lottery Community Fund (TNLCF)	6,978	41,074	-	39,229	8,823
TNLF/DCMS	-	25,000	-	20,833	4,167
Terra Firma Charitable Trust	20,000	60,000	-	30,000	50,000
Walcott Foundation	-	30,000	-	20,000	10,000
W Wates Memorial Trust	833	10,000	-	10,000	833
WONDER Foundation	37,708	115,661	-	119,482	33,887
Other	1,617	34,050	-	33,420	2,247
Total Restricted Funds	188,156	814,875	-	705,216	297,815
Unrestricted Funds	690,951	384,237	-	444,624	630,564
Total Funds	879,107	1,199,112	-	1,149,840	928,379

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Movement in funds (prior year)

	1 September 2022	Incoming	Transfer	Outgoing	31 August 2023
	£	£	£	£	£
BBC CIN*	6,668	10,000	-	10,000	6,668
BBC CIN* - STEM	5,741	41,000	-	40,000	6,741
BBC CIN* Money Heros	-	1,000	-	1,000	-
Childhood Trust	7,500	-	-	7,500	-
City Bridge Trust	9,075	-	-	9,075	-
City of London	6,665	-	-	6,665	-
EA Foundation	7,336	10,000	-	14,001	3,335
Ecosystem: My ends*	4,186	31,154	-	32,693	2,647
GLA NDYP*	1,658	19,648	-	27,578	(6,272)
GLA: AIC*	5,443	18,843	-	18,951	5,335
GLA – Thrive*	9,250	4,500	-	13,750	-
John Coates Charitable Trust	-	5,000	-	5,000	-
John Lewis Foundation	25,000	-	-	25,000	-
Lambeth EIPS*	-	21,000	-	21,336	(336)
London Community Fund	5,555	-	-	5,555	-
L'Oreal Fund for Women	-	101,707	-	29,330	72,377
The Mercers Company	6,253	40,200	-	29,261	17,192
The National Lottery Community Fund (TNLCF)	34,581	53,834	-	81,436	6,978
Peter Stebbings	10,000	-	-	10,000	-
Sir Walter & St John Charity	-	5,000	-	6,664	(1,664)
St James Place	-	5,000	-	2,919	2,081
Sisters of Holy Cross CIO	6,667	20,000	-	13,335	13,332
Sports England Jubilee Fund	-	7,200	-	6,000	1,200
Terra Firma Charitable Trust	50,000	-	-	30,000	20,000
The Charles Plater Trust	30,000	-	-	30,000	-
Walcot Foundation	6,250	-	-	6,250	-
William Wates Memorial Trust	833	10,000	-	10,000	833
WONDER Foundation	6,000	113,124	-	81,416	37,708
Other	-	6,700	-	6,700	-
Total restricted funds	244,661	524,910	-	581,415	188,156

Restricted funds

* Key

BBC CIN is BBC Children in Need

GLA NDYP is GLA New Deal for Young People (BYB Partnership), GLA: AIC is GLA Advice in Community Settings (PFA Partnership), GLA- Thrive is GLA Young Londoners Fund: Thrive

Lambeth EIPS is London Borough of Lambeth EIPS (Early Intervention and Paly Services)

Ecosystems is Violence Reduction Unit (VRU) My Ends -Community Connectors (Ecosystem Coldharbour Partnership)

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Unrestricted funds (prior year)

	1 September 2022	Incoming	Transfer	Outgoing	31 August 2023
Designated funds	200,000	-	(200,000)	-	-
General funds	497,534	363,653	200,000	370,236	690,951
Total unrestricted funds	697,534	363,653	-	370,236	690,951
Total funds	942,195	888,563	-	951,651	879,107

Purpose of restricted funds

The Women service is for the provision of educational and development programmes to women learners.

The Youth service is for the provision of educational programmes to young people.

The Volunteer Service provides recruitment, training and support for our volunteers.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

18. Operating lease commitments

The charity has no future minimum lease payments under non-cancelling operating leases.

19. Transactions with trustees and related parties

Trustee remuneration

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

Trustee Expenses

No trustee has received travel or accommodation reimbursements. £50 was paid to cover training costs.

Related party transactions

There have been no related party transactions during the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2024

NOTES TO THE FINANCIAL STATEMENTS (Continued)

20. Reconciliation of net income/expenditure to net cash flow from operating activities

	2024	2023
	£	£
Net income/expenditure for the reporting period	49,272	(63,088)
Depreciation of tangible assets	10,455	11,407
Interest rent and dividends from investments	(39,221)	(32,642)
(Loss)/profit on sale of fixed assets	-	-
(Increase)/decrease in debtors	(11,184)	21,586
Increase/(decrease) in creditors within one year	(2,899)	(79,902)
Net cash (outflow)/inflow from operating activities	6,423	(142,639)

21. Analysis of cash and cash equivalents

	At 1 September 2023	Cash flows	Other Charges	At 31August 2024
	£	£	£	£
Cash in hand	915,423	45,644	-	961,067
	915,423	45,644	-	961,067

Analysis of cash and cash equivalent (prior year)

	At 1 September 2022	Cash flows	Other Charges	At 31August 2023
	£	£	£	£
Cash in hand	1,025,420	(109,997)	-	915,423
	1,025,420	(109,997)	-	915,423

Accounts



**THE BAYTREE CENTRE
CIO 1175145**

TRUSTEES' REPORT AND ACCOUNTS

**FOR THE PERIOD
1ST SEPTEMBER 2022 – 31ST AUGUST 2023**

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES**

The Trustees of The Baytree Centre present their report and financial statements for the period 1st September 2022 to 31st August 2023. The financial statements have been prepared based on the accounting policies set out in note 2 to the financial statements.

The Baytree Centre is a social inclusion charity for women and girls, based in the heart of Brixton, an integral part of the community since 1992.

WHY WE EXIST?

Baytree's mission is to inspire and support women and girls to gain the skills, confidence and wisdom they need to thrive in life, work, and family. Baytree's unique approach provides the accompaniment, programs and opportunities that empower women and girls. By supporting the women in our community, we aim to improve economic and social inclusion for them and their families.

THE CHANGE WE WANT TO SEE

All women and girls achieve their potential and lead fulfilled lives.

HOW WE WORK, Our Values and Core Principles

Our Values

- Love & Respect
- Person-Centered & Family Oriented
- Safe & Welcoming
- Professional & Trustworthy
- Collaborative & Positive

Core Principles Our core principles are based on Catholic social teachings and inspired by Saint Josemaria. They inform how we live out our mission, promoting and upholding:

- The personal freedom and responsibility of every individual.
 - The dignity of each person from conception to natural death and their right to be treated with love and respect.
 - The importance of the family in creating a strong society.
 - Women hold a central role in the family, and helping women flourish will also help families and society flourish.
- The empowerment of women through equal access to opportunities.
- Skills and personal development are anchored in strengths of character and a strong moral compass.
 - The value of work done well and attentiveness to the little things as a service to all.

Letter from the Chair

At The Baytree Centre, this year started with renewed determination to fulfil our mission of empowering women and girls in South London. We have been successful at meeting high demands for our services, upskilling our staff and supporting 472 women and 459 girls.

Our work continues to address the enduring problem of gender inequality in the UK and the diverse social issues affecting the communities we work with from rising violence to inadequate housing. Whilst the increasing cost of living crisis has added to our women's hardships, we have noticed that poor housing conditions have become the biggest obstacle for many of the families we support. We stand unwavering in our commitment to provide support, guidance, and safety to those affected by violence and economic challenges; and remain optimistic about the transformative impact of our work.

In this report, you will read about the remarkable achievements of our women and girls. Each one has a unique story, background and promising future. Many of our women have gone on to work, moved to better houses, excelled in their education, or simply feel confident enough to face the challenges of life without fear but with hope. Their success is a testament that our work empowers, inspires, and transforms lives.

Baytree thrives thanks to our dedicated staff and the over 200 volunteers, who have supported us this year. Our immense gratitude also goes to our generous funders, supporters, corporate partners, trusts, foundations and partner charities. Together, we make a difference in Lambeth and beyond.

In closing, I want to extend heartfelt thanks to everyone who supports our work. Your contributions enable us to turn aspirations into realities for women and girls. As we welcome another year, we do so with hope, determination, and a renewed commitment to empower individuals and communities to overcome their challenges, build skills and know that they matter.



Tseday Hailu

13 December 2023

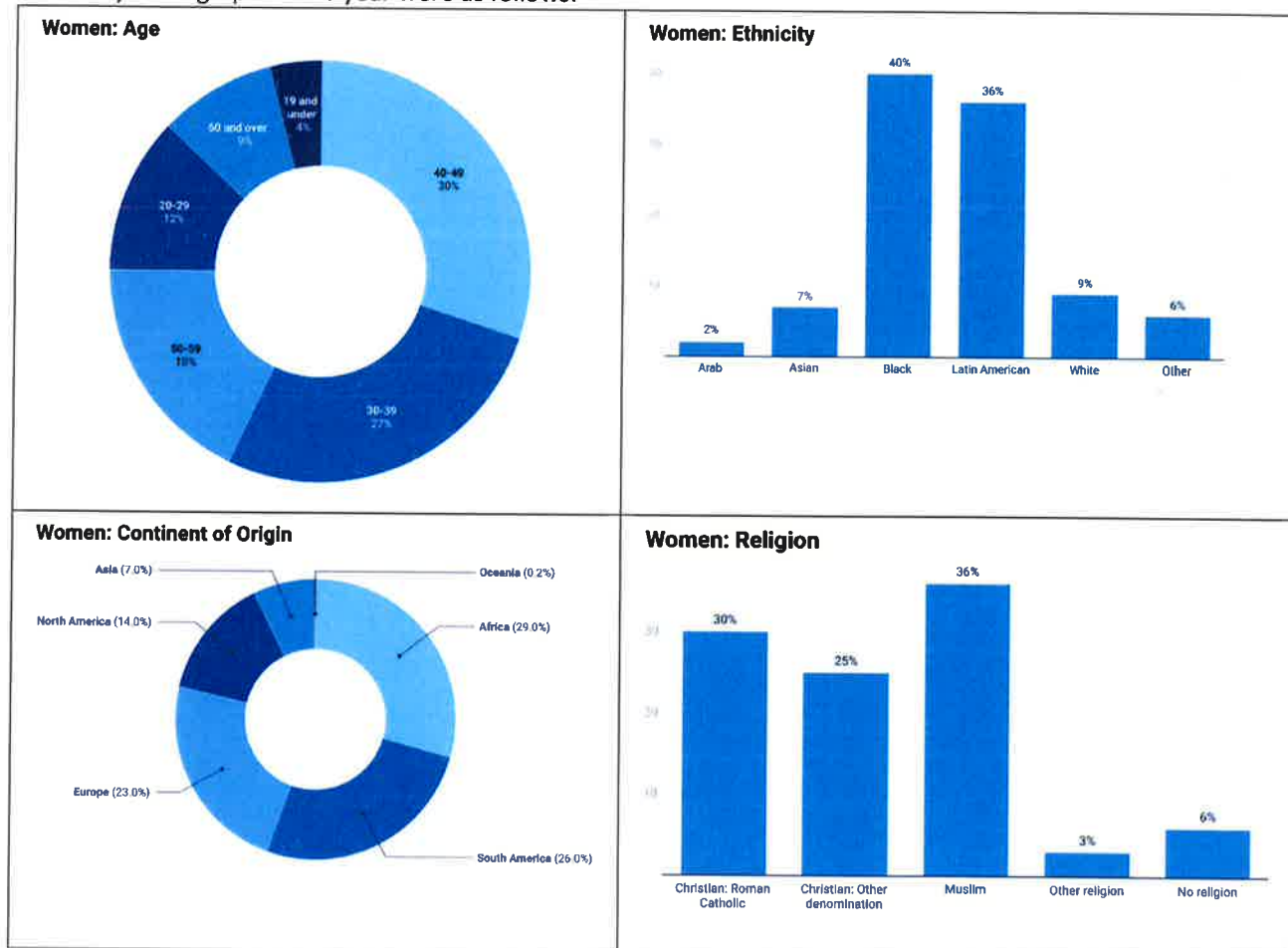
BAYTREE WOMEN'S SERVICE

SOCIAL MOBILITY PROGRAMME

What we do: The Women's Service at the Baytree Centre creates lasting change for women, their families and the broader community, by equipping women with the skills, knowledge and networks they need to break the cycles of poverty and isolation and lead more fulfilled lives.

Who we serve: Our Women's Service grew by over 15% this year, with **472 women** accessing the broad range of services that make up our Social Mobility Programme. These women are resilient, intelligent, hard-working and courageous in the face of adversity.

Some key demographics this year were as follows:



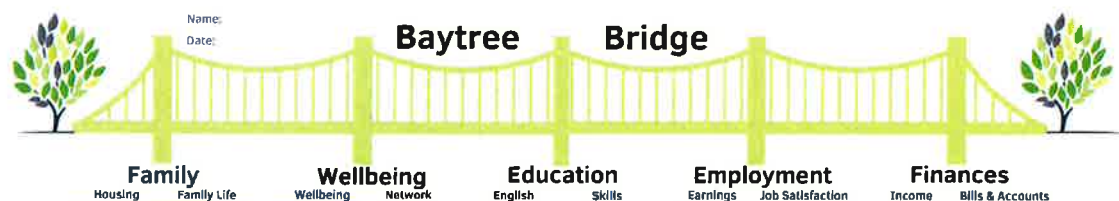
How we do it: Building on our 30-year track record of working with women living in poverty and isolation, we recognise the life-transforming potential of an effective executive function. The executive function is the brain's management system, including critical cognitive skills such as attentional control, working memory, reasoning and problem-solving. Against a backdrop of trauma and other adverse life experiences and faced with barriers (including low levels of language and education, poor mental and physical health, discrimination, and lack of employment and financial resources to name but a few), the executive function is often hindered, which can limit women's ability to make sound decisions.

Our Social Mobility programme, developed on the basis of the Empath Model (cf. [EMPath empathways.org](https://empathways.org)) engages women for sustained periods, aiming to (re)build their executive function, so that improvements to their immediate situations go hand in hand with bettering the longer term prospects of the women and their families.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES

Our support is highly customised, relational, respectful and non-judgmental, asset-based, holistic and trauma informed.

We treat every woman who crosses Baytree's threshold as a unique and valued member of our Baytree community. Following an initial assessment, the women determine the services of most interest and relevance to them, with a large portion of them joining either our one-to-one Social Mobility Coaching programme and/or our English and Literacy courses. From there, the women are welcome to engage in as many or as few of the other components of our services as they wish - all structured around the five pillars of the Baytree Bridge: Education, Employment, Family, Finance and Well-Being.



Pulling together their own personal menu of one-to-one and group services, we see the women develop both personally and in terms of their networks, building confidence and agency within the Centre. As their journeys progress, our strong community partnerships are invaluable in enabling the women to engage with resources beyond Baytree, expanding the networks and resources necessary for themselves and their families to thrive.

Our Coaching programme: 95% increased confidence and agency

135 women benefitted from a total of almost **1300 hours of one-to-one Coaching** delivered by our team of Social Mobility Coaches this year.

Following Empath's model for Social Mobility Coaching, each woman joining the programme works with her Coach to undertake an initial self-assessment of her life circumstances across the ten sub-pillars of the Baytree Bridge.

Applying this logical overlay to the woman's life is the first step in enabling her to approach matters rationally, prioritise and recognise interdependencies. From this basis, the woman sets her own personal goals and works with her Coach to put in place a goal action plan which forms the basis for their work together. Each meeting is an opportunity to celebrate progress and readjust as necessary.

100% of women became more able to discuss and evaluate their current situations; 97% more able to set and work towards goals; and 98% more able to find solutions to challenges.

The Coaches recording of the topics discussed in each session is a key tool in enabling us to spot trends and develop group activities and workshops to meet our clients' needs.

Our Information, Advice and Guidance service: 94% increased knowledge of where and how to access support; 91% increased ability to understand and act on advice

A lack of access to information and resources remains a critical issue for many of the women we serve. Our Information, Advice and Guidance service was born out of this need 2 years ago and continues to grow exponentially.

This year, in addition to the significant volumes of IAG that we provided within Coaching sessions, we delivered **focused IAG sessions to 194 women** (a 40% increase on last year) over almost **420 hours** on topics across the five pillars of: Finance, Education, Employment, Family and Well-Being. We are particularly proud of our two Social Mobility Coaches who studied for and obtained their IAG Level 3 qualifications to further add to their other qualifications and skill sets.

Our IAG outreach programme has been hugely valuable in terms of broadening our spread. Of the **47 women who attended initial appointments in our outreach locations**, a large portion of them have since become established inhouse Baytree clients and the professional relationships built with our outreach partners have been a source of many referrals since.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES

Having recognised that the model of advice predominant within most agencies does not meet our clients' needs (as they often lack the skills necessary to understand and implement the advice they receive), we have continued the very successful model of hosting inhouse clinics with specialist advice partners, Centre 70 and Cambridge House Legal, as a form of escalation route for more complex cases.

The Five Pillars:

1. The Education Pillar: 98% improved language or other skills/education

This year, **185 women attended 1060 hours of classes** across our accredited and non-accredited ESOL (English for Speakers of Other Languages) and Literacy Courses.

Our teaching team invested a great deal of effort this year in improving the quality and structure of our teaching provision, following the disruptions of the pandemic years. Key points of focus were:

- Developing and rolling out a full suite of standardised Schemes of Work;
- Improving the quality of Individual Learning Plan development and
- Improving user attendance and punctuality rates.

We were delighted that the quality of our academic provision was recognised by Lambeth Adult Learning Services this year, who awarded us a place on their Approved Providers List.

The launch of our EveryDay Digital course was a highlight of the year, with **27 women** attending throughout the year. In direct response to user feedback and developed in-house by staff and users, this was a great example of the women knowing best what they need. Whereas many digital skills courses focus on the use of software packages on desktop devices, EveryDay Digital supports the women to become digitally confident doing the tasks they need most, on the devices they use most: from applying add-ins to their mobile phones to read out English websites in their own languages, to booking GP and school appointments online or using GoogleMaps to find their way around town.

2. The Employment Pillar: 93% improved employability

In spite of their many strengths and qualities, accessing and retaining fulfilling, reasonably paid jobs that are compatible with their life commitments remains a very significant challenge for our women. We **supported 85 women with employability** this year with key initiatives including:

- One-to-one employment support including CV building, job and volunteer opportunity search support and interview practice;
- The Aspire Programme – 8-week group employability skills building programme delivered in conjunction with Zing Learning, which culminated in 4 days' of work experience placements;
- Talks from employers and inspirational women at presentations and panel events; and
- Establishing and strengthening partnerships with socially minded employers who are committed to creating opportunities and improving inclusivity, such as Old Spike Roastery, the Institute of Mechanical Engineering, Arepa and Co Venezuelan restaurant and Julius Rutherford cleaning agency.

3. The Family Pillar: 85% improved housing situation; 93% increased family stability; 92% felt more positive about the future for their family

Improving family stability and living conditions have been a key focus for many of the women on our programme this year and in total we have supported 177 women across these areas through a range of initiatives including:

- Via our Coaching and IAG services, highly customised support for women to tackle specific issues regarding their relationships with their children and with their children's schools;
- In-house housing clinics delivered in partnership with Centre 70's specialist housing advisor, which provide an invaluable escalation path for more complex cases;
- Our ever-popular mother and children activities, which provide an opportunity for mothers to connect with their children through a range of events, which recently have included a learning-literacy together workshop, theatre and museum trips, creative activities and self-defence classes.

4. The Finance Pillar: 96% improved finances or financial skills

With the cost-of-living crisis inflicting ever-greater financial hardship on our women, money management skills and knowledge regarding all available resources has been more important than ever this year.

116 women benefitted from one-to-one support with their finances through our Coaching and IAG programmes. The most common themes have been: support with understanding bills and benefits; navigating online benefits accounts; submitting new benefits applications and appeals (in conjunction with specialist agencies); managing debt (through referrals to regulated debt advisors).

These and other commonly encountered themes and challenges will be used to develop the content for our EveryDay Numbers programme (see below).

5. The Well-Being Pillar: 85% improved physical or mental well-being; 95% felt more positive about the future, 90% reported increased networks and community engagement

For many of our clients and partners, the Baytree Centre is all about well-being and it runs through everything we do, whether that is the warm first greeting provided by our Reception staff or the breaks in our workshops and classes for tea and community building.

In addition to these 'small things', we have a busy and ever growing timetable of specific well-being activities that this year have provided 153 women with opportunities to focus on their mental and physical well-being and integrate with others including:

- Our ever-popular well-being Wednesdays, with a broad range of guest speakers including some of our very own beneficiaries as they launch themselves into the world of volunteering;
- Weekly Yoga and Zumba sessions suitable for those of all abilities;
- Excursions including opportunities to spend more time outdoors (e.g. picnics, boat trips, guided walks and visits to Kew Gardens) and to learn more about the London's culture offerings (e.g. theatre and museum visits);
- Our mental health well-being programme, in partnership with the Creative Voices Collective, which focused on a different creative art each week and culminated in a public exhibition.

PRIORITIES FOR THE YEAR AHEAD:

- **Education:** Building on the success our EveryDay Digital programme, in 2023/24 we will develop (in collaboration with our participants) and deliver an EveryDay Numbers programme, to support women in building their numeracy and financial management skills.
- **Employment:** Skills building will be a key focus this year, we will use the wealth of online (and often free) resources to support our women to gain qualifications relevant to their chosen careers. This course will also improve women's digital literacy and confidence in the online world.
- **Family:** Expansions to our family pillar this year will recognise the value of the women's lived experiences, their skills in supporting one another and the value in them doing so. Co-design and peer support will be at the heart of our family programmes, kicking off with our, soon to launch, parental journaling group.
- **Finance:** In addition to ongoing one-to-one support and embedding within ESOL, we will explore opportunities to combine the typically unappealing topic of financial literacy with 'lighter' themes in various hands-on skills building programmes and workshops.
- **Well-Being:** We will expand our physical well-being sessions for women of all levels of fitness, as well as our mental well-being provision to include psycho-educational and self-help workshops.

Women's Service Case study

Misha is a woman in her early 40s, born in the Centre African Republic, her first language is French, although she speaks good English. She is a single mother with a primary school aged daughter.

Misha was referred to Baytree in late 2022 by her daughter's school (where Baytree had recently been delivering outreach work). During the introductory call, Misha expressed an interest in undertaking our Coaching programme and receiving employment support. Misha was matched with a Social Mobility Coach, who used our Social Mobility framework, the Baytree Bridge (a customised version of the Empath Bridge), as a tool to support Misha in assessing her current situation across five key pillars (Employment, Education, Family, Finance and Well-Being) and identifying her current development priorities.

Misha identified her desire to find more fulfilling employment and work towards greater financial stability as her primary objectives. As a first step, Misha and her Coach worked to chart out Misha's employment history, skills, and qualifications. Misha explained that she had been working as a sales administrator for over 10 years. She was unhappy with her job but in the fortunate position of having a number of qualifications behind her. She held a Masters in Business Administration and Human Resource Management; a Level 3 diploma in Specialist Support for Teaching and Learning in Schools; and a Level 1 in Health and Social care. Despite all this, Misha's confidence in her own abilities was rock bottom and she was feeling lost regarding which career path to follow. She was considering nursing because it was a vocational pathway but wasn't convinced it would be the right job for her for a variety of reasons including the incompatibility of shift work with her caring responsibilities.

Misha and her Coach took time to explore various jobs within the healthcare and business sectors. Her Coach guided her through different strategies to weigh up options and take decisions logically, as well as supported her with motivation and confidence building, focusing on recognising her own considerable strengths and achievements. In parallel, they worked on her CV. After a few Coaching sessions, Misha decided to pursue administrative roles within the NHS, recognising this as a way to combine her interest in the health sector with employment terms compatible with her responsibilities to her daughter.

Supported by her Coach, Misha applied for several administrative roles within the NHS and was granted an interview. Together they worked on interview preparation and the Coach referred Misha to SmartWorks, which provided Misha with a personalised dressing consultation and a smart interview outfit to keep.

Misha impressed at interview, received a job offer and compliments on her interview performance. She accepted the role and is now working as an administrator at a major London hospital. She is very proud of her progress and new job. She still meets with her Coach, and they are now focused on maintaining her confidence in undertaking her new role and strategies to successfully navigate workplace challenges.

In Misha's words:

"My Coach is an amazing divine feminine leader! Who have helped me to start believing in my strengths, and my potential. Having her as my Coach has been one of the best things that has happened to me. She has a wonderful approach - gentle but firm, and she will challenge your behaviour in a way that is supportive and caring. She brings her wonderful energy to inspire me to take risks, not stay in your comfort zone and most importantly not PLAY SMALL. She has helped me to build my CV based on my education and experiences and to file job applications, as a result I got a dream job that would take me out of benefits system for good. Thank you, you have inspired me that everything I want is possible, all that is needed is my commitment to me to achieve this. you are the best, May God grant you all your heart desires."

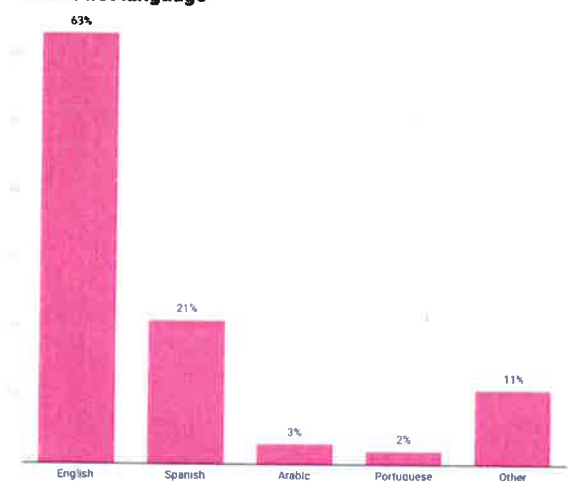
BAYTREE YOUTH SERVICE

What we do: The Baytree Centre's Youth Service provides a safe and supportive space for girls and young women aged 5-20 to develop personally and academically. Our wide variety of activities and workshops offer girls the opportunity to cultivate the key skills they need to build a brighter future for themselves, their family, and their community.

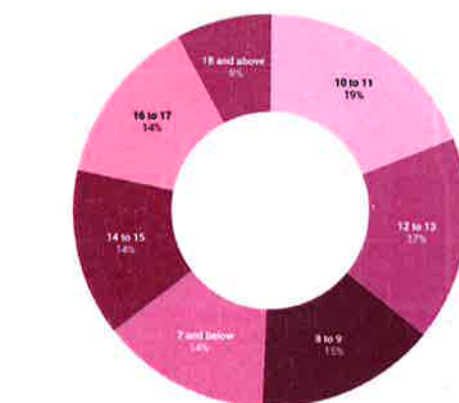
Who we serve: Our Youth Service grew by over 8% this year with **459 girls and young women** accessing more than 3,000 sessions of positive activities including academic & STEM clubs and workshops; wellbeing activities, employability & skills for life sessions; ESOL and integration activities and 1-1 mentoring. Notably, there has also been an increase in the number of girls who are entitled to Pupil Premium highlighting the impact the current economic climate is having on the community we serve and further emphasising the need for and importance for our services to our clients.

Some key demographics of our young people are as follows:

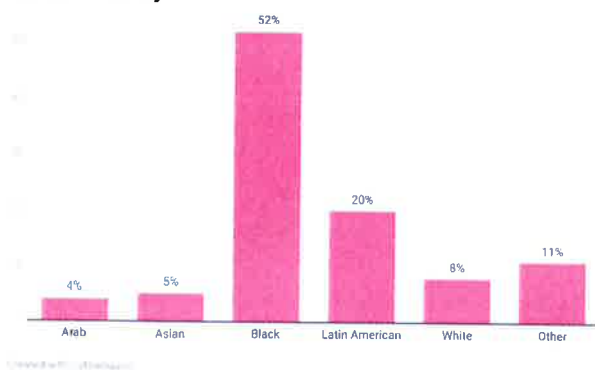
Youth: First language



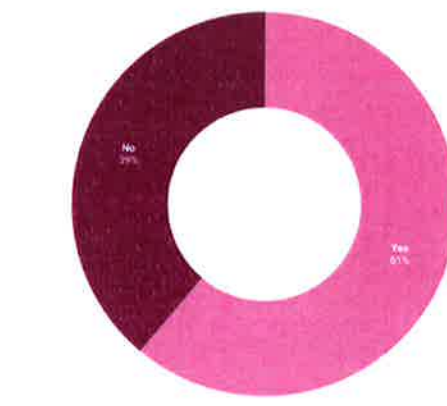
Youth: Age



Youth: Ethnicity



Youth: Pupil Premium



THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES

How we do it: We work in a person centred, trauma informed way, with the aim of raising the girls' and young women's confidence, self-esteem, and aspirations. We do this by providing support and guidance to girls across four key focus areas:

- **Positive activities & Wellbeing**
- **Education**
- **Skills for Life**
- **Employability**

Our programmes include:

- Positive, creative, and physical after school clubs
- Academic clubs with a particular focus on STEM and literacy
- One to one academic and personal development mentoring
- Weekly girls' support sessions which focus on the development of life skills including social and emotional skills and resilience
- Employability workshops, career insight days and work experience bootcamps
- Young volunteering opportunities
- ESOL classes and integration support for girls who are newly arrived.
- Mother and daughter activities
- Holiday activities and trips

Our programmes are youth-led and co-produced with the girls to ensure that all activities are always relevant to their needs and goals. We use Character Development as an educational approach that involves helping girls discover their own strengths and weaknesses and develop good habits and critical thought.

ACADEMIC/POSITIVE ACTIVITIES AND WELLBEING

85% improved academic achievement 89% improved well-being
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Our academic and STEM after-school offer has developed significantly over the year with clubs running at capacity and the need to add additional sessions to the timetable. Provision has not only included the 'traditional' after school clubs but also inspiring workshops that have focused on STEM such as **Digital Heroes Club** a series of workshops delivered by the Institute of Imagination. The project was called Experimental Cities the aim of which was for participants to design a smart city having been taught how to use microbits which they then embedded the technology into their smart cities.

The **Financial Harmony Programme** was delivered through our partnership and participation with Lambeth Peer Action Collective; a group of our young women surveyed young people to identify a programme which would support them in their future lives. Their findings identified that the majority felt they needed to be better informed about how to make informed financial decisions. The programme was delivered over 7 weeks in which the participants were educated, empowered and enabled to make informed financial decisions by being taught fundamental money management skills and financial literacy.

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We have partnered with several organisations that provided creative opportunities. Kazoom, a creative literacy and movement initiative, facilitated weekly club sessions that provided the space for girls to explore creative expression in new and dynamic ways. Station Hall Herne Hill and CWISL who host an annual literature festival called Stepping Into Stories, made it possible for us to host regular author events that provided participants an opportunity to meet authors and learn how to write their own stories.

The wellbeing of our young people is vital and to this end there has been a keen focus on developing a programme of physical activities which has included ballet, gymnastics, the incredibly popular football sessions as well as adventure play sessions and horse riding.

244 girls took part in 466 hours of positive & wellbeing activities
197 girls took part in 613 hours of education & academic support

We ended the year with 3 weeks of exciting & inspiring summer activities for girls aged from between 7 and 18 years old. Working with established partners and creative organisations the young people had the chance, for example to 'Make Music' in a professional recording studio; express their creative selves through pottery; hone their football skills with Fulham FC and much more besides. The summer concluded with a 5-day residential trip to the Isle of Wight for a week packed with team-based water sport activities at UKSA. 15 girls participated in fun-filled water-based activities such as kayaking, paddle boarding and raft building. They activated a few core skills such as teamwork, problem solving, initiative and creative thinking.

SKILLS FOR LIFE

89% improved self-esteem 81% improved relationships with friends

Our Spark programme (made up of Sparklers (Yr. 6 & 7); Junior Spark (Yr. 8 & 9) and Spark Yr. 10 & above) aim to equip girls with important skills for life including communication, self-management, resilience, problem solving and teamwork. All 3 clubs provide young women with a safe and supportive space to talk about the issues that are affecting them or that they feel strongly about.

Throughout the year the girls attending the Spark clubs benefitted from a number of skills for life workshops including **MyBnk** financial literacy programme, an award-winning finance and enterprise education charity, that helps young people develop financial knowledge, skills, and confidence to manage their money effectively and make enterprising choices throughout their lives. Through a range of high-energy, interactive financial activities, our young people learnt crucial life skills that taught them why caring about money matters. Whilst a 6-week self-defence course had a positive impact on participants' confidence.

95 girls took part in 209 hours of skills for life activities

EMPLOYABILITY

92% developed employability skills

During the last year our Sparking Futures employability programme offer has developed significantly and has been and will continue to be delivered through the following elements of provision:

1. SPARK

Weekly personal development and soft skills sessions covering personal values, character development, time management.

2. EMPLOYABILITY WORKSHOPS

Monthly workshops delivered by professionals covering tangible skills such as applying for jobs, self-promotion in interviews, routes into employment as well as rights and responsibilities in the workplace. During the year a number of these workshops were run of which two proved to be extremely popular.

An exciting workshop addressing myths and misconceptions about STEM careers was delivered by successful professionals Dr. Abigail Otchere and Donna Otchere. Their initiative through 'SiSTEM' not only supports women in STEM but also contributes to breaking stereotypes and encouraging more women, to pursue careers in science, technology, engineering, and mathematics.

A workshop teaching young women how to find relevant experience and highlight their transferable skills on their CV was incredibly valuable. Many of the participants face the challenge of building a CV without prior work experience, but there are numerous ways to showcase skills and qualifications gained through other activities.

3. CAREER CHAMPIONS

Young women are matched with a professional whose career is aligned with the young person's career aspirations and can offer them targeted one to one career mentoring including support with job applications, interview prep, tips, advice and guidance as well as networking and work experience opportunities.

4. WORK EXPERIENCE

Work experience bootcamps and career insight days: Meaningful experiences taking place in the school holidays, delivered in partnership with our corporate and community partners to provide an opportunity for young women to gain hands-on experience and insight into a particular career and workplace.

Over the Summer, we supported 9 girls with attaining work experience placements at a local solicitors' office, an architectural company in central London and Platform Cafe in Brixton. The girls' feedback was that it was a wonderful experience for them to gain confidence and develop new skills.

We also had 3 career insight days - Astrid & Miyu (a jewellery retailer), Passion Digital (a digital marketing agency) and Bureau of Silly Ideas (outdoor arts). During these trips, the girls gained insight into the various roles across different industries and engaged in employability focused activities.

Yet another group attended an apprenticeship event to learn all about STEM apprenticeships within business, finance, tech, engineering, and construction.

5. CAREER PANELS

We held two career panels one to mark International Women's Day and another for Black History Month. We invite successful and inspirational women from a broad range of sectors to talk about their journeys, their challenges and top tips for turning aspirations into realities. The panelists represented a spectrum of professions and careers from a biomedical engineer to a restaurateur and television personality. Both were well attended with an average of 40 participants at each event.

These events are youth led and therefore provide a great opportunity for a handful of young people to host the event and develop important communication and leadership skills such as public speaking and facilitation.

6. YOUNG VOLUNTEERING

Training and volunteering opportunities for young people to contribute positively to their community and gain important skills such as leadership.

113 young women took part in 586 hours of employability activities

COMMUNITY OUTREACH

As part of our outreach strategy, we piloted the Sparking Futures employability programme with Saint Gabriel's College, a secondary school in Camberwell. Our goal was to increase recruitment avenues for our programmes while also deepening our networks within the local community. 18 students signed up from year groups 10 and 11 and they will be taking part in our Employability programme from September 2023.

We are currently in talks with 3 secondary schools that have an expressed interest in taking part in the programme in spring and autumn term 2024. This engagement has helped to increase the number of attendees for our Pizza and Chill sessions, a safe space for girls to meet and make friends, play games and feel a part of a community.

In partnership with Herne Hill Forum, we have agreed to host a literature festival for local primary schools in the spring term. Participating schools will receive the free opportunity for their students to enjoy an author event and this provides us the opportunity to promote Baytree's programmes and recruit for our Sparklers clubs, our after-school transition offer.

PRIORITIES FOR THE YEAR AHEAD

- **Positive Activities & Wellbeing:** Embed mental wellbeing within all positive activities; continue to grow our physical activity offer and forge partnerships with specialist organisations to provide tailored offers in conjunction with our provision
- **Education:** Develop relationships with universities to engage specialist volunteers in academic subject areas to support the academic club provision with a particular focus on STEM clubs
- **Skills for Life:** Grow our outreach to engage more young women in our Spark portfolio of clubs with a particular focus on the transition years and strengthen the youth voice through the Baytree Youth Council
- **Employability:** Working closely with our Corporate Relations team grow the Career Champions element of the programme and develop more experiential experiences

Youth Service Case study

Hanna is 18, Black British and lives with her two siblings and her parents in a council flat in Peckham. Hanna joined Baytree at the end of July as she heard about it from her younger cousin who attends afterschool activities at Baytree. Hanna had just finished her A-levels but was unsure of what she wanted to do with her future career. She was not sure if university was the right option for her and lacked a sense of direction and motivation. Hanna decided to take a gap year to buy her some time to figure out what her next step would be. Over the summer holidays, Hanna joined a wide range of Sparking Futures employability workshops and activities including the digital marketing career insight day with Passion Digital as well as the work experience bootcamp with Astrid & Miyu, both of which she enjoyed. She was able to develop some fundamental employability skills such as communication and time management and thanks to that was able to find a part-time job in retail.

Unfortunately, only 6 weeks after starting her new job, she was made redundant, due to the closure of the store. Hanna was disheartened and her confidence started to dip. When the Baytree Youth team started the recruitment process for the two Peer Mentors and Youth Support Worker, Hanna applied. She was desperate and reported that she thought this may be her only chance to find employment. She received support to write her CV and cover letter and prepare for the interview process. However, Hanna lacked confidence in the interview and was not able to demonstrate a passion for working with young people and was therefore unsuccessful in getting the role. As a result, she was matched with a career champion who was able to offer her bespoke support as well as information, advice, and guidance regarding her career options.

After a few sessions, her career champion was able to find out that Hanna in fact, ran her own small businesses, baking, and decorating cakes for special occasions. She had established a successful social media presence and was getting regular orders. She had not considered this relevant and had thus far not mentioned this in her CV. When Baytree was sent a job opportunity for the role of executive assistant of Apprentice contestant and successful restaurateur April Jackson, it seemed like the perfect fit for Hanna. Their joint love for good food, her passion and demonstrable skills in marketing and social media, and her hard work ethic all made her a good candidate. With the help of her career champion, Hanna applied for the role. In celebration of Black History Month, Baytree hosted a career event at which April spoke as one of the 5 panelists. Hanna attended the event and was encouraged to introduce herself to April. The two of them got on very well and April, impressed with her courage to approach her, invited Hanna for the interview. With the support of her career champion, Hanna prepared for her interview. She went in feeling confident, inspired and passionate about the job and was successful. She wrote to her career champion: *'I just wanted to thank you for your help. I really appreciate it. I just had my interview, and she has offered me a job :) I am so happy. Thank you so much for your help!'* Hanna is now working full-time with April Jackson, as her executive assistant. She is earning a very competitive salary and receives many company perks. Hanna and her career champion are still having regular check-ins and her career champion continues to offer her good advice and guidance that is helping her in her new role. Hanna is loving her new job and is starting to plan what her future may look like.

INTO SCHOOL

During the first term of the academic year 22/23 we took the opportunity of reviewing, re-imagining and redesigning our **Into School** programme considering the changing immigration landscape. The programme was relaunched in February 2023 and has been a great success with a total of **48 migrant girls** aged 11-19 who have been out of education for weeks prior to registering at Baytree being supported, from various cultural backgrounds.

**93% reported to have increased their self-esteem
and feel positive about their lives**

146 sessions have been delivered over a total of **445 hours** with **878 session attendances**.

Girls on our Into School Programme have benefited from the following:

- Two full days per week of classes (5 hours each day) including ESOL, Maths, Fitness and Cookery
- Opportunity to take exams (achieving an ESOL Entry 1 Full Award qualification)
- Educational offsite visits to **Lambeth College, South Thames College, Science Museum, Van Gogh House London**
- Workshops and positive activities including a literacy workshop facilitated by two well-known artists from the Netherlands (Nina Glockner and Sachi Miyake)
- A unique opportunity to participate in the **launch of WONDER Foundation's report on migrant girls' access to education in the UK in the Parliament**, at which event our girls spoke eloquently and compellingly about their experiences of the UK's education system
- Gaining work experience at **Platform Café**

One of the key features of the programme is to provide a wide range of opportunities for newly arrived migrant girls aged 11 to 18 to develop life skills in their new environment. In their English lesson in the Summer Term, girls undertook a project work on 'dining' and had a chance to collaboratively plan their own restaurant with writing up their own menus, hiring 'staff' and designing a logo while practising all skills (listening, speaking, writing, and reading) in addition to developing important skills for the 21st century, like critical thinking, creativity, and negotiation skills. This project was linked to their cookery lessons straight after which made it highly relevant and meaningful for them. During the cookery lessons, girls developed some basic cooking skills (e.g., handling the knife, safety in the kitchen, cutting skills) while practising vocabulary related to food and dining. At the end of the term, they made a small presentation about their restaurant in front of the group.

Five of our girls on the Into School Programme attended horse-riding lessons at **Ebony Horse Club** in Brixton and had the opportunity to learn horse-grooming skills, brushing the horses' coat and removing excess mud or dirt. Moreover, they learned how to place the saddle correctly on the horse before they started to learn basic trotting skills and changing direction while riding. All the girls have reported that these lessons improved their wellbeing, helped further develop their empathy and increased their self-esteem. They felt confident approaching any of the horses in the club and thought carefully about their interaction with them.

Our exciting new after school EAL programme (English as an Additional Language) has engaged 14 girls, who have joined us from schools in Lambeth, Croydon, and Southwark boroughs. These girls have benefited from the following features of the programme:

- English a Conversation Club, designed to develop the Basic Interpersonal Communication Skills of beginner and elementary users of English
- Educational offsite visits
- English with Maths, Science and Digital Skills Club, designed to develop the Cognitive Academic Language Proficiency skills of intermediate and above English speakers

Into School Case Study:

This case study is about a Muslim family from Kuwait with asylum-seeking status accommodated in a bridging hotel allocated by the Home Office in London Bridge. Mr. and Mrs. Ahmed's four daughters were referred to us by an NHS Nurse practitioner and first visited our centre in March 2023. Nadia (17), Dona (15), Rahel (13) and Sara (12) have never had formal schooling in a state school, but they were educated in a Mosque where they studied classical Arabic and some Maths and English. All the girls have been out of education since their arrival to the UK in October 2022.

All girls were assessed for English language proficiency level at the start of the course with the following results: Nadia (ESOL Entry 1), Dona (pre-entry), Rahel (pre-entry) and Sara (pre-entry) and apart from Nadia, none of the girls were secure in their knowledge of the Latin Alphabet. Their confidence seemed to be very low, and they were quite despondent because of a lack of routine, interaction with the community and engagement.

The girls were enrolled into our Into School Programme at the end of March and their engagement in the activities was excellent. They diligently prepared for the ESOL lessons, did all the homework assigned and showed great curiosity about the different topics we covered. They visited the Science Museum with us and first time in their lives had a chance to dive into Scientific topics, learn about space and the development of medicine etc. They absolutely loved it! Nadia visited South Thames and Lambeth College with the group and successfully enrolled into an ESOL Entry 1 short course at Lambeth starting in May 2023. She reported that she was really enjoying her time in the college and hoped to continue her studies there.

Dona, Rahel and Sara continued to work hard in Into School and D was entered into ESOL Entry 1 Full Award exams and she successfully passed all components! Rahel and Sara made tremendous progress in all skill areas, listening, and speaking, reading, and writing. Both girls have grown so much in confidence that they can initiate a conversation with any member of staff in the building and have no difficulties asking questions and making requests. Sara and Rahel have made great progress in Maths too as it was reported by the Maths Teacher.

On 18th July, Dona, Sara and Rahel participated in the launch of WONDER Foundation's report on migrant girls' access to education in the UK in the Parliament, where they spoke eloquently and compellingly about their experiences regarding the education system of the UK and Baytree's support to them in front of three Members of the Parliament, Lords, and several educational experts from all over the UK. They made it very clear that there was a gap in the education system and unfortunately, they stood on the suffering end. Disappointingly, Southwark council had not responded to the family's school application for the girls despite numerous enquiries from our centre until our social mobility coach, who also worked closely with the family, contacted Duncan Lewis Law Firm regarding the family's struggle to secure school places for their children. Duncan Lewis sent a reminder to Southwark Council about their legal obligation of securing a school place.

All children have been admitted to schools and have made a successful start both in terms of academic and social engagement. We received telephone calls and emails from Notre Dame Catholic School reporting on the children's excellent attitude to learning, great curiosity and extreme eagerness to achieve good grades. Nadia who is studying ESOL full time in Lambeth College, decided to stay on the Into School Programme to make the most out of her week. The three younger daughters have enrolled into our one-to-one academic mentoring and EAL Programmes and their mother, Sara has enrolled into our ESOL class delivered by the Women's Service.

The family is extremely grateful for the support they have been given from various professionals at The Baytree Centre and they finally feel that their hopes and aspirations are turning into reality.

YOUTH MENTORING PROGRAMME

What we have achieved and what we've learnt

Throughout the academic year, the Youth Mentoring Programme has offered academic support to **83 girls** aged 8 - 20, mainly in the subjects of English, Science and Maths. Mentors also encouraged their mentees to work towards their personal development, educational and/or future professional goals, using our Character Development framework.

Our hybrid approach, which combines online and face-to-face sessions, has proven to be very successful and has helped to improve mentor retention. For those mentees who receive online mentoring and live in overcrowded accommodation, we have provided them with the option to come to our centre, use one of our laptops, and have their session in a quiet and distraction-free environment.

We conducted five Volunteer Induction & Mentoring training sessions, both online and in-person, where we welcomed 37 new volunteers. All mentors were given the opportunity to schedule 1-1 supervision meetings with the Mentor Coordinator. Additionally, our mentors took part in a workshop on Character Development, which was offered to all volunteers. This helped them gain a better understanding of the holistic approach that we follow at Baytree and provided them with different ways to apply the framework to their mentoring sessions.

The creation of WhatsApp group chats between the Mentoring Coordinator, the Mentee's parent/carer, and the Mentor played a vital role in facilitating communication. It became an essential channel to improve attendance confirmation from both parties; it also gave direct access to information and resources that were added to the group chat description. It has proved to be an effective tool in increasing parental/carer engagement.

We reviewed and improved our monitoring and evaluation tools which led to changes in the Youth Questionnaire and led to us implementing a Volunteer Observation Tool. We are pleased to report that there has been significant improvements in participants self-esteem and life-skills.

94% IMPROVED SELF-ESTEEM | 90% IMPROVED LIFE-SKILLS

We launched the Cambridge CEM assessment tool to monitor the academic progress of secondary school girls. This tool generates reports with test results and recommendations, which have been shared with mentors and parents. Considering the assessment's characteristics, we opted to introduce this tool exclusively for secondary school girls. The CEM assessment was successfully undertaken by mentees and the findings suggest that girls are performing at an average rate compared to the national average.

83% REPORTED IMPROVED ACADEMIC ENGAGEMENT

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As a part of our BYB partnership funding, we piloted a Peer Mentor programme and hired two Peer Mentors. Their duties included session facilitation and some limited peer-to-peer mentoring. They received extensive training and weekly supervision. While the Peer Mentors were helpful in facilitating Junior Sparks and Sparklers sessions, peer mentoring presented challenges in terms of safeguarding and building rapport with the girls. So, it has been decided not to continue with the programme.

We have developed a Parent Engagement programme that focuses on improving communication and engagement with parents/carers whose daughters are enrolled in the Youth Service. We carried out extensive consultations to identify parenting needs and challenges. Based on our findings, we have hired an external facilitator to conduct a series of interactive workshops called ProParent. These workshops will take place from September to December 2023 and are designed for those whose children are benefiting from the Youth Service. The sessions will cover various important topics such as effective study techniques for children and emotional intelligence.

We completed the Mayor of London Mentoring Quality Framework and developed a comprehensive mentoring development plan with key action points and timeframes to improve our programme. Moreover, we had the opportunity to deliver a presentation on Monitoring & Evaluation in the context of mentoring to London Youth. Other mentoring organisations that attended the session provided positive feedback, highlighting the relevance and usefulness of our insights.

To meet the increasing demand for the Youth Mentoring Programme we hired a Mentoring Coordinator who joined us in August 2023.

PRIORITIES FOR THE YEAR AHEAD

- **Increase mentoring pairs** - One of our key priorities is increasing the recruitment of mentors and mentees to achieve the overall target of 100 active mentoring relationships throughout the academic year. We will explore and expand our outreach methods in order to attract more mentees and mentors. We will also define the profile target of the girls we provide mentoring to, prioritizing those from low-income households.
- **Continue improving mentors' engagement** - Our retention rate for the academic year transition stands at 84%. We are committed to improving this rate by providing ongoing support and engagement strategies. In October 2023, a facilitator will conduct a Volunteer Sharing session, where mentors will be invited to participate. This session aims to create a sense of community among volunteers and give them an opportunity to discuss their experiences. We will also reinforce mentor supervision to ensure the quality and effectiveness of the mentoring relationships.
- **Mentoring Quality Framework** – Successfully complete all actions required of our development plan.
- **Into School Mentoring** – We will prioritise the matching of Into School girls. We will also work on creating special resources and training materials for the mentors and mentees part of the IS mentoring, addressing their unique needs and challenges in education.
- **Continue the Parent Engagement Programme** - We will put emphasis on working towards involving parents more actively in the mentoring programme, recognising their vital role in their children's education, by implementing the Parental Engagement Journey. We will also encourage mentee's mums to engage in the WS activities if we think they would benefit from them and maintain regular meetings with the mum's Social Mobility Coach. Additionally, we will use the feedback gathered from the ProParent sessions to develop new ways of engaging and supporting mums whose daughters benefit from mentoring.

Youth Mentoring Case study

In this case study, we explore the mentoring journey of Alia, a 13-year-old residing in Brixton, who with the guidance of her mentor, Ozo, overcame challenges and blossomed academically and personally through the Baytree program.

Alia's family lived in the Brixton area but never heard about Baytree until May 2022. They learned about the organisation through word of mouth and sought support for their daughter. They thought Alia would particularly benefit from the Sparklers programme, because of the many signs of shyness and anxiety that she had shown in unfamiliar social situations. Alia had also been diagnosed with autism spectrum disorder and attention deficit hyperactivity disorder (ADHD) and that added weight to her personal and academic development. After attending a couple of Sparklers sessions, Alia heard about the mentoring programme and felt more inclined to engage with 1-1 support rather than group activities in that moment. Besides, it was a great opportunity to improve her English comprehension, Mathematics, and communication skills.

Alia's mentoring journey began on October 6th with the first introductory session with her mentor, Ozo, who played a crucial role in her academic development. An initial assessment was conducted to evaluate Alia's level in Vocabulary, Maths, and Non-Verbal reasoning. While Anna overall performance was "in line with expectation," Mathematics posed a challenge. Seeing this, Ozo and Alia's mum decided that one of the main goals would be to improve her math skills and improve her personal skills with a focus on resilience to help reduce exam stress.

Ozo used a variety of online resources, including Mathletics - a Maths platform - to improve Alia's mathematical abilities. Measurable progress was evident as Alia's confidence and competence in this subject improved noticeably. Additionally, efforts were made to foster Alia's reading skills, with engaging discussions centered around books like 'Charlie and the Chocolate Factory' and 'Matilda.' These literary adventures contributed to Alia's growth as a student and reader.

One of the main challenges in Alia and Ozo's mentoring journey was engagement. Although their first session took place face-to-face at the Baytree Centre, the rest of their mentoring session would be online. However, between trying to maintain Alia's concentration and the poor Wi-Fi connection, Ozo struggled to engage through the camera with Alia. To overcome this, Alia started connecting remotely from Baytree, where a quiet space, good internet connection and a laptop was provided. Additionally, Ozo included online interactive games in the sessions to maintain Alia's engagement. These included activities like Hangman, Battleship and quizzes. These engaging activities served a dual purpose: they made the sessions enjoyable for Alia and helped build a strong rapport and trust between mentor and mentee. The mentor's commitment to fostering a comfortable and supportive environment encouraged Alia to participate and engage actively in the mentoring process.

The mentoring relationship went beyond academics, focusing on Alia's personal development. Tailored worksheets and discussions were instrumental in shaping Alia's qualities, such as resilience, fairness, self-control, and good judgment. The holistic approach adopted by the mentor ensured that Alia not only excelled academically but also grew as an individual. This approach aimed to nurture a well-rounded, confident, and empowered mentee.

Alia and Ozo had their last session on 13th July 2023, after a journey that lasted one academic year. After a year of weekly mentoring sessions, Alia's family and Ozo saw progressively a more confident version of Alia, who now was able to ask questions when she didn't understand something and was more comfortable in social environments. Alia found at Baytree a safe space in which to work on her academic and personal development with the 1-1 support of Ozo, and she now has the tools to apply to her everyday life.

BAYTREE'S VOLUNTEER SERVICE

Volunteering remains a key component of Baytree's model of delivery. 2022-23 has been a year of remarkable achievements, thanks to the unwavering commitment of our volunteers. With an exceptional team we have not only managed to maintain the quality of our services but have also expanded our reach to provide a diverse range of skills and experiences, enriching our programmes in the process.

Recruitment and Retention

We have maintained our commitment to recruitment and retention, strengthened by our hybrid approach in Youth Mentoring and Women Befriending initiatives. These programmes offer flexibility, allowing sessions to be conducted either online or in person, ensuring our services are accessible and adaptable to the needs of our community.

This year, **229** unique volunteers supported Baytree's users. Their skills, passion, and unwavering commitment have ensured the smooth delivery of services across various programmes:

59 Youth Service volunteers

84 Youth & Into School mentors

7 Women Service volunteers

13 Women's Service befrienders

61 Interns and general volunteers

11 Young volunteers and work experience

Delivery

Volunteers generously contributed **5,742 hours**. Volunteer-led after-school clubs are integral to our youth activities and in Youth Mentoring, providing crucial academic support to girls. Additionally, volunteers in the Women's Service have been instrumental in providing one-on-one conversation support, leading conversation clubs, and offering much-needed English and literacy practice. Also, their involvement in Wellbeing Wednesday sessions has been invaluable, contributing significantly to the success of these events.

Volunteer Experience

Volunteers at Baytree have shared many benefits from their experience, highlighting the opportunity to teach new skills and engage positively with the girls in our supportive environment. The chance to connect with people from diverse backgrounds has enriched their mental well-being, deepening their sense of purpose and personal growth.

"Volunteering at Baytree helps me to put all my problems away and allows me to focus on something good"

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REPORT OF THE TRUSTEES

During the 2022-2023 academic year, we received feedback responses from 22% of our volunteers. The table below illustrates the outcomes of the Volunteer Service, as gathered from the questionnaire responses. It is noteworthy that the highest outcome, at 87%, indicates that volunteers' express satisfaction with the support, supervision, and training they have received.

Outcomes	%
Satisfied with the support, management and training they received	87%
Felt they improved their personal skills set	75%
Felt volunteering helped in their job trajectory	47%
Felt that diverse environment helped build their social network	55%
Experienced an increased sense of cultural identity	70%
Remote Online Volunteering	79%

Apart from the inquiries related to the outcomes, volunteers engaged in online mentoring reported the following:

- The promptness in addressing queries and concerns (94%)
- The usefulness of available resources (94%)
- Whether volunteering has alleviated feelings of isolation (55%)
- Whether volunteering has positively contributed to their overall sense of well-being (80%)

Case Studies

Ana, a compassionate soul from Brazil, embodies the essence of community spirit at Baytree. As the mother of a lively 10-year-old daughter, Ana joined Baytree back in 2016, when she started attending ESOL classes. Her story isn't just one of receiving help; it's a testament to the transformative power of empathy and giving back.

During her journey to obtain a childcare qualification outside the ESOL classes, Ana noticed a gap in Baytree's afternoon delivery. Mothers with young children, unable to participate in activities, often found themselves with time to spare and little to do. Therefore, Ana, with her keen observation and caring nature, decided to bridge this gap.

With quiet determination, Ana organised mother-and-child storytime sessions in our canteen. These sessions not only filled idle hours with enriching activities but also created moments of connection and learning for our community. Her actions spoke volumes, demonstrating how small initiatives can make a significant difference.

Ana's generosity extended beyond our walls. She generously dedicated her time and energy to represent the Baytree Centre at outreach fairs. Ana also acted as a valuable bridge by assisting with translations during workshops for our Portuguese-speaking attendees. Her contributions went even further, as she generously donated a sum of her own money to support the Baytree Centre, giving back to the very place that had supported her.

Ana's story reminds us of the profound influence one person's kindness and determination can have on a community. We are deeply grateful for her meaningful contributions and support.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES

Laura is a vibrant 54-year-old Baytree volunteer living in Brixton. She's not just any volunteer; she's a force of positivity and determination, currently embarking on her Information Advice and Guidance course through a local service provider. Laura's been volunteering as a Women Befriender since April to fulfill her course requirements, and in the process, she's been paired with a Baytree ESOL student with specific goals.

Laura's mentee's goals include passing the Life in the UK exam and developing essential life skills like community integration, confidence, and communication. Armed with the knowledge she gained from her Information Advice and Guidance course; Laura became a great of support for her mentee. Together, they've ventured beyond the Baytree Centre to places like the local library, where they've practised for the Life in the UK exam.

Laura's active involvement not only enriched her coursework but also provided invaluable experience for future employment opportunities. Each session became a two-way street of learning and growth.

Laura's commitment and adaptability make her a key contributor to Baytree.

PRIORITIES FOR THE YEAR AHEAD

Corporate Volunteering relationships – In the upcoming year, we will focus on strengthening our corporate volunteering relationships. We aim to maximise our existing networks to develop programmes offering meaningful opportunities to our users and generating financial support. Incorporating career mentoring through volunteer career champions, corporate experiences, and internships will provide previously inaccessible opportunities for girls.

Investing in Volunteers Accreditation – we are committed to renewing our Investing in Volunteers Accreditation. This renewal demonstrates the importance we give to supporting volunteering, and it highlights the invaluable contributions of our volunteers to the lives of women and girls who come to Baytree.

PARTNERSHIP WORK

Working in partnership is part of our collaborative value. It is essential to achieve better results for the people we serve. With all the charities we collaborate with, we share expertise, skills and resources and these partnerships also allow us to have a deeper insight into local needs and service available.

Baytree is an active and founding member of three consortia:

BUILDING YOUNG BRIXTON (BYB) has seen progress and growth over the last year. The partnership has undergone significant developments and positive changes with the following key achievements and activities.

Review and Restructuring: The Steering Group conducted workshops to critically assess BYB's core principles, decision making processes, ambitions, governance structures and membership criteria. The review led to the creation of a new BYB Handbook, partnership agreement and a tiered membership structure. These changes indicate a proactive approach to ensuring the consortium's effectiveness.

Partnership Expansion: BYB invited other local organisations to join the partnership. More than 20 youth organisations and community groups applied and after a thorough selection process Step Now and Big Kid were accepted as associate members, contributing to the new three-tiered governance structure.

Funding & Support: BYB secured extension funding from the GLA and this funding allowed the partnership not only to increase its delivery but also to offer mini grants to five local organisations. These grants were aimed at helping these organisations enhance their mentoring capacity and meet the mentoring quality framework requirements.

Collaboration Toolkit: The Collaboration Toolkit, developed in collaboration with BYB Partners, was launched and made available for download on the BYB website. This toolkit provides valuable insights and resources based on collective learning from 6 years of partnership working. The fact that it has been downloaded more than 40 times in just two months shows the demand and interest in such collaborative resources.

These achievements demonstrate BYB's commitment to improving its operations, expanding its network and supporting local youth organisations. They also highlight a strong focus on collaboration and sharing knowledge with the community through initiatives like the Collaboration Toolkit.

BYB has made significant strides in enhancing its role in the community and promoting effective youth engagement and support. Last year the partnership supported more than 1,500 local young people.

ECOSYSTEMS COLDHARBOUR is funded by the Violence Reduction Unit (VRU) MyEnds programme and is now in its 3rd year. The Consortium aims to address root causes of violence affecting young people and the community and to provide positive opportunities with a specific focus on tailored interventions.

The partnership is made up of 5 local organisations, each of them embedded within the community and each with specialisms which cover the spectrum of support (Universal; Early Intervention & Prevention; Targeted support & Specialist support).

Following a recent review the **Key Learnings** are: 1. Community led approach proved beneficial to the community, statutory partners and the Consortium; 2. Change takes time, requires patience & empathy; brokering relationships & trust between the community, statutory partners & providers takes time, but is

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES

critical to success; 3. Young people need real experiences, solutions and opportunities; less consultation, more action; 4. Great need for parent support in raising and advocating for their children; 5. Simplified access to funding is needed; 6. Human needs must be addressed in order to engage the most vulnerable; 7. More flexibility with funding outcomes enables more creative solutions & improved results.

Key outcomes 1. Stronger community networks with a shared commitment; 2. Greater capacity within community networks; 3. More inclusive decision making between stakeholders.

Through our **PLACE FOR ALL PARTNERSHIP**, we have continued to work in close collaboration with our local charity partners High Trees and IRMO (the Indo American Refugee Organisation). The conclusion of our initial four-year grant from the National Lottery provided excellent opportunities for learning and reflection; we were particularly pleased with the outcomes of the independent external evaluation undertaken and the creation of a new Partnership Terms of Reference to ensure the partnership's sustainability going forwards. With a refreshed sense of purpose, we were delighted to receive extension funding from the Greater London Authority for the partnership's successful Advice In Community Settings outreach services, reaching more of those in need by delivering not only in house but also at local Children's Centres, school, foodbanks and faith settings. Based on our learnings regarding the expanding need for advice services witnessed through that programme, the three existing partners then joined forces with two more organisations (LAWRS (the Latin American Women's Rights Service) and the Southwark Law Centre) to secure funding for an exciting and ambitious new programme, aimed at building the strength and resilience of the local advice sector. Funded by the City Bridge Trust and the London Legal Support Trust, we will shortly be welcoming our first cohort of 4 trainee advisors who will undertake a 10-month training programme across the five organisations through which they will secure their Level 3 Information Advice and Guidance qualifications as well as the work experience necessary to begin their careers in this fast-growing sector.

In addition to these formal partnerships, Baytree works in close collaboration with many other local services, including:

- Centre 70 – housing and welfare benefits advice
- Cambridge House Legal – welfare benefits, housing and other legal advice
- Zing Learning – employability workshops
- Old Spike Roastery, Julius Rutherford, Penrose Care, Arepa and Co, Home Start – employment and volunteering opportunities
- Children's Centres - Brixton and Stockwell and North Lambeth Better Start areas
- GAIA and Solace Women's Aid - violence against women and counselling
- CAP – debt advice
- LEAP – various
- Lambeth Children's and Families and VAWG working groups
- Lambeth (and other local boroughs) Early Help and Children's and Adults Social care

FINANCIAL REVIEW

Although our overall income has fallen this year, our unrestricted income excluding investment income has risen by nearly 5% due to the focus on corporate giving. Our investment income comes from interest on our cash reserves and so has risen substantially this year.

We have been able to support 17% more women beneficiaries this year and our costs for the Women's service have increased accordingly. We have supported 8% more youth beneficiaries but our increase in Youth Service costs is greater as we were able to fill all of our Youth Service positions compared to last year when we had savings due to staff vacancies. Our volunteers were able to deliver 50% more hours with an increase of costs in the service of only 20%. We have spent more on our beneficiaries than we received during the year as we wanted to maintain or increase the same service for our beneficiaries. Long term support is a key element of our strategy of support. Fortunately we had some restricted funds which allowed us to do this.

The charity has free reserves of £690,951 which represents about 8- or 9-months expenditure on charitable activities. In reviewing its reserves requirement, the trustees have considered the cost of delivering our programmes. The funding cycle is about a year long and we would therefore like to have 12 months reserves at any one time. We initially aimed to achieve this within 5 years and although we have not achieved this, we are happy to have secured sufficient funding for the current year and some for 2024.

The restricted funds are not included in the trustees' view of reserves as restricted funds are held by the charity for specific projects and will normally be spent within 6 months.

It is no longer feasible to develop the building for social investment to provide an income for the charity and therefore the designated building fund of £200,000 has been returned to unrestricted reserves.

Risk Management

The trustees keep a risk register which is reviewed periodically. The trustees recognise that the charity is subject to operational and financial risks and they believe they have procedures in place to reduce these risks

- To human life and welfare, by the adoption of health and safety policies and training
- To young and vulnerable people, by having in place suitable policies and procedures. Ongoing training for the Safeguarding team and all staff is monitored and we review the procedure once a year
- To charity resources, by appropriate control procedures and monitoring

The Baytree Centre relies on the following advisors:

Auditor: Goldwins, London, NW6 2EG

Bank: HSBC, Brixton, London

The Baytree Centre address: 300 Brixton Road, Brixton, London SW9 6AE

Governing Document: Constitution of a Charitable Incorporated Organisation

Management Team:

Caroline Guarnaccia, Chief Executive Officer, also responsible for the Youth Service;

Carmen Gonzalez, Fundraising and Development Director;

Anna Iacuzzi, Women Service Director

Our recruitment of a new CEO is continuing in 2023 as Caroline Guarnaccia will be retiring in March 2024.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES

Trustees

Trustee Name	Office	Appointment	Office Appointment	Resigned	Tenure Ends
Ozohu Adoh		06.07.2022			06.07.2025
Ana-Carolina Aranda		18.10.2023			
Liz Beh		11.05.2022			11.05.2025
Laura Carderera		01.12.2021		8.2.2023	
Marie Claire Daaboul		06.05.2021			06.05.2024
Tsede Hailu	Chair	11.01.2021	08.11.2021		11.01.2024
Chinedu Maduakar		06.07.2022		18.10.2023	06.07.2025
Ekene Olele	Secretary	13.12.2018	21.05.2020		21.05.2026
Sophia Pain	Treasurer	11.11.2017	25.10.2018		25.10.2024

During the year we advertised our trustee role and went through a round of interviews. Our governing document allows for 9 trustees. We were mindful of our ethnic diversity and tried to match that of our beneficiaries. As a result the ethnic percentages are:

Ethnicity

	Lambeth	BAYTREE Beneficiaries	Trustees 2022	Trustee 2023
	%	%	%	%
White	38	2	11	13
White other	18	7	0	0
Black	13	46	44	54
Asian	19	6	22	13
Mixed	7	4	11	13
Other	5	35	12	7
Total	100	100	100	100

Statement of trustees' responsibilities for an unincorporated Charity/CIO

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 & 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 the income and expenditure of the charity 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 in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- 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 maintaining proper accounting records, which 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/constitution. 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.

The trustees are responsible for the maintenance and integrity of the charity 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.



Tseday Hailu

13 December 2023

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
REPORT OF THE TRUSTEES

The Baytree Centre acknowledges and thanks the generosity of funders and donors through the grants, sponsorship, commissioning and donations received in 2022-2023 which have enabled us to provide the much-needed services and support for women, girls and families in the local community.

BBC Children in Need
City Bridge Foundation: Cornerstone Fund (BYB Partnership)
City of London Corporation (Inspiring Cultures)
EA Foundation
Garfield Weston Foundation
GLA New Deal for Young People (BYB Partnership)
GLA: Advice in Community Settings (PFA Partnership)
GLA: Young Londoners Fund: Thrive
John Coates Charitable Trust
John Lewis Foundation
Lloyds Bank Foundation
London Borough of Lambeth EIPS (Early Intervention and Play Services)
London Community Fund
L'Oreal Fund for Women
Nationwide Building Society (Community Grants)
Nike: King Baudouin Foundation
Peter Stebbings
Sir Walter and St John Charity
Porticus
Sisters of the Holy Cross CIO
Sports England Jubilee Fund
St James Place
Terra Firma Charitable Trust
The Charles Plater Trust
The Childhood Trust in partnership with The Big Give
The Henry Smith Charity
The Mercers Company
The National Lottery Community Fund (TNLCF)
Violence Reduction Unit (VRU): My Ends - Community Connectors (Ecosystems Coldharbour Partnership)
Walcott Foundation
William Wates Memorial Trust
WONDER Foundation
And our sincere thanks to the many individuals and organisations who generously helped financially & in kind.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
Independent Examiner's Report to the Trustees of the Baytree Centre

I report to the trustees on my examination of the accounts of the Baytree Centre (CIO) for the year ended 31 August 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Anthony Epton

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

14 December 2023

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

		Unrestricted	Restricted		Unrestricted	Restricted	
		Funds 2023	Funds 2023	2023	Funds 2022	Funds 2022	2022
	Note	£	£	£	£	£	£
<u>Income</u>							
Donations and Legacies	3	113,178	-	113,178	116,312	7,842	124,154
Charitable activities	4	217,833	524,910	742,743	199,828	664,898	864,726
Investment Income	5	32,642	-	32,642	2,918	-	2,918
Total income		363,653	524,910	888,563	319,058	672,740	991,798
<u>Expenditure</u>							
Costs of raising funds	6	45,688	-	45,688	39,303	-	39,303
Charitable activities	7						
Women Service		143,421	284,569	427,990	106,889	264,241	371,130
Volunteer Service		52,645	32,500	85,145	34,495	36,300	70,795
Youth Service		128,482	264,346	392,828	6,317	269,552	275,869
Total Expenditure		370,236	581,415	951,651	187,004	570,093	757,097
Net loss before transfers		(6,583)	(56,505)	(63,088)	132,054	102,647	234,701
Transfer between funds		-	-	-	-	-	-
Net movement in funds	8	(6,583)	(56,505)	(63,088)	132,054	102,647	234,701
Total funds brought forward		697,534	244,661	942,195	565,480	142,014	707,494
Total Funds carried forward		690,951	188,156	879,107	697,534	244,661	942,195

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
BALANCE SHEET

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	10		70,325		81,732
Current assets					
Debtors	11	20,243		41,829	
Cash at bank and in hand	12	915,423		1,025,420	
Total Current Assets		935,666		1,067,249	
Creditors: amounts falling due within one year	13,14	(126,884)		(206,786)	
Net current assets			808,782		860,463
Total assets less current liabilities			879,107		942,195
Creditors: amounts falling after more than one year			-		-
			879,107		942,195
Funds					
Unrestricted			690,951		497,534
Designated			-		200,000
Restricted	17		188,156		244,661
			879,107		942,195

The financial statements were approved by the Board on 13th December 2023 and signed on their behalf by



Tseday Hailu
Chair



Sophia Pain
Treasurer

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
STATEMENT OF CASHFLOW

		2023	2023	2022	2022
	Notes	£	£	£	£
Cash flows from operating activities:					
Net cash provided by/(used in) operating activities	20		(142,639)		157,615
Cash flows from investing activities:					
Dividends, interest and rents from investments		32,642		2,918	
Proceeds from sale of fixed assets		-		-	
Purchase of fixed assets		-		-	
Proceeds from sale of investments		-		-	
Purchase of fixed assets		-		-	
Net Cash provided by/(used in) investing activities			32,642		2,918
Cash flows from financing activities					
Repayment of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Net Cash provided by/(used in) financing activities			-		-
Changes in cash and cash equivalents in the year			(109,997)		160,533
Cash and cash equivalents at the beginning of the year			1,025,420		864,887
Cash and cash equivalents at the end of the year	21		915,423		1,025,420

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS

1. Basis of Preparation

1. Basis of accounting

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

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) (Charities SORP FRS102)

The Baytree Centre constitutes a public benefit entity as defined by FRS 102.

2. Going Concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next accounting period.

2. Accounting Policies

2.1 Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when

- the charity becomes entitled to the resources; it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Income from legacies and donations is accounted for on a received basis and grossed up for any tax recoverable.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Government grants

The charity has received government grants in the reporting period

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Donated goods

In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised, we are very aware of the great benefit the charity receives from all its volunteers, please refer to the trustee's annual report for more information about their contribution.

Support Costs

The charity has incurred expenditure on support costs.

Income from interest, royalties and dividends

Interest on funds 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.

2.2 Expenditure and Liabilities

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance and support costs

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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

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

Provisions for liabilities

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

2.3 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost. Fixtures and fittings are depreciated over 10 years straight line.

Operating Leases

Rental charges are charged on a straight-line basis over the term of the lease.

Investments

Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current assets.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Current asset investments

The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due.

They are valued at fair value except where they qualify as basic financial instruments.

Pensions

The charity operates a stakeholder pension scheme.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. Income from Donations and Legacies

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Donations and Legacies				
Trusts & Foundations	7,000	-	7,000	40,842
Corporate	23,839	-	23,839	5,024
Individuals	82,339	-	82,339	78,288
Total	113,178	-	113,178	124,154

Donations and Legacies (prior year)			Total	Total
			2022	2021
	£	£	£	£
Trusts & Foundations	33,000	7,842	40,842	4,000
Corporate	5,024	-	5,024	2,515
Individuals	78,288	-	78,288	40,023
Total	116,312	7,842	124,154	46,538

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Income from Charitable Activities

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Women Service	136,602	313,674	450,276	410,886
Youth Service	67,479	208,736	276,215	369,944
Volunteering	13,753	2,500	16,253	83,896
Total	217,833	524,910	742,743	864,726

Income from charitable activities (prior year)			Total 2022	Total 2021
	£	£	£	£
Women Service	111,920	298,966	410,886	485,935
Youth Service	70,911	299,033	369,944	360,440
Volunteering	16,997	66,899	83,896	96,409
Total	199,828	664,898	864,726	942,784

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Source of Charitable income

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Grants	214,603	503,910	718,513	839,210
Contracts	-	21,000	21,000	23,000
Fees	3,230	-	3,230	1,036
Other charitable activities		-	-	1,480
Total	217,833	524,910	742,743	864,726

Source of Charitable income (prior year)				
	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Grants	197,312	641,898	839,210	941,804
Contracts	-	23,000	23,000	-
Fees	1,036	-	1,036	980
Other charitable activities	1,480	-	1,480	-
Total	199,828	664,898	864,726	942,784

Analysis of Government Grants

	Total 2023	Total 2022
	£	£
ACS with IRMO	18,843	18,309
Coldharbour Ecosystems	31,154	42,538
GLA Young Londoners COVID	-	9,397
GLA NDYP Mentoring	19,648	10,678
GLA LPAC	2,000	-
YLF	4,500	27,900
Total	76,145	108,822

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

5. Income from investments

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Bank interest	32,642	-	32,642	2,198
Total	32,642	-	32,642	2,198

All investment income in 2022 was unrestricted.

6. Expenditure on raising funds

	Total 2023	Total 2022
	£	£
Staff Costs	32,754	32,263
Direct Costs	12,934	7,040
	45,688	39,303

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

7. Analysis of expenditure

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2023 Total
	£	£	£	£	£	£
Staff Costs	20,374	224,133	202,422	37,380	222,845	707,154
Direct Costs	1,740	15,269	25,391	618	39,438	82,456
Premises					145,764	145,764
Governance Costs					16,277	16,277
	22,114	239,402	227,813	37,998	424,324	951,651
Support costs	22,670	181,354	158,685	45,338	(408,047)	
Governance	904	7,234	6,330	1,809	(16,277)	
Total	45,688	427,990	392,828	85,145	-	951,651

Support and Governance costs are allocated on the basis of use of the building.
Of the total expenditure, £370,236 (2022: £187,004) was unrestricted and £581,415 (2022: £570,093) was restricted.

Analysis of expenditure (prior year)

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2022 Total
	£	£	£	£	£	£
Staff Costs	19,231	205,089	111,879	32,302	234,583	603,084
Direct Costs	1,048	13,851	30,823	445	30,302	76,469
Premises					63,440	63,440
Governance Costs					14,104	14,104
	20,279	218,940	142,702	32,747	342,429	757,097
Support costs	18,240	145,922	127,682	36,481	(328,325)	
Governance	784	6,268	5,485	1,567	(14,104)	
Total	39,303	371,130	275,869	70,795	-	757,097

Support and Governance costs are allocated on the basis of use of the building.
Of the total expenditure, £187,004 (2021: £24,679) was unrestricted and £570,093 (2021: £800,116) was restricted.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

8. Net movement in funds

This is stated after charging:

	2023	2022
	£	£
Depreciation of tangible assets	11,407	11,408
Operating lease rentals: equipment	-	-
Independent examiner's fee	2,750	2,750

9. Staff Costs

	2023	2022
	£	£
Salaries and wages	640,302	548,270
Social Security Costs	54,474	43,802
Employer's contribution to defined contribution pension scheme	12,379	11,012
	707,154	603,084

One employee earned between £60,000 to £69,999 in the year (2022 one).

The total employee benefits including pension contributions of the key management personnel were £177,334 (2022: £144,560).

Redundancy payments of nil (2022: £2,314) were made during the prior year.

The average monthly headcount, analysed by function was as follows:

	2023	2022
	Number	Number
Direct charitable expenditure	24	21
Central Management	3	3
	27	24

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Tangible fixed assets

	Fixtures, Fittings & equipment	Total
	£	£
Cost or valuation		
At 1 September 2022	158,722	158,722
Additions during the year	-	-
At 31 August 2023	158,722	158,722
Depreciation		
At 1 September 2022	76,990	76,990
Charge for the year	11,407	11,407
At 31 August 2023	88,397	88,397
Net book value		
At 31 August 2023	70,325	70,325
At 31 August 2022	81,732	81,732

All fixed assets are used for direct charitable purposes.

11. Sundry debtors and prepayments

	2023	2022
	£	£
Prepayments and accrued income	12,409	11,220
Other debtors	7,834	30,609
	20,243	41,829

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

12. Cash at bank and in hand

	2023	2022
	£	£
Short term deposits	879,270	916,628
Cash at bank and in hand	36,153	108,792
	915,423	1,025,420

13. Creditors and accruals

	2023	2022
	£	£
Other creditors	22,736	13,560
Accruals and deferred income	89,955	180,534
Taxation and social security	14,193	12,692
	126,884	206,786

14. Deferred income

Unrestricted income that relates to delivery of a final report in the future is deferred.

	2023	2022
	£	£
Balance at 1 September	175,500	202,812
Amounts added in the current year	97,250	170,000
Amounts released to income from previous year	(198,625)	(197,312)
Balance at 31st August	74,125	175,500

15. Legal status of the charity

The Baytree Centre is a charitable incorporated organisation (CIO) registered with the Charity Commission (registration number 1175145). Its governing document is its constitution and the only voting members are the trustees.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

16. Analysis of net assets between funds

	General unrestricted	Designated	Restricted	Total Funds 2023
	£	£	£	£
Tangible fixed assets	70,325	-	-	70,325
Investments	-	-	-	-
Net current assets	620,626	-	188,156	808,782
	690,951	-	188,156	879,107

Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Total Funds 2022
	£	£	£	£
Tangible fixed assets	-	81,732	-	81,732
Investments	-	-	-	-
Net current assets	497,534	118,268	244,661	860,463
	<u>497,534</u>	<u>200,000</u>	<u>244,661</u>	<u>942,195</u>

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Movement in funds

	1 September 2022	Incoming	Transfer	Outgoing	31 August 2023
	£	£	£	£	£
BBC CIN*	6,668	10,000	-	10,000	6,668
BBC CIN* - STEM	5,741	41,000	-	40,000	6,741
BBC CIN* Money Heros	-	1,000	-	1,000	-
Childhood Trust	7,500	-	-	7,500	-
City Bridge Trust	9,075	-	-	9,075	-
City of London Corporation Inspiring Cultures	6,665	-	-	6,665	-
EA Foundation	7,336	10,000	-	14,001	3,335
Ecosystem: My ends*	4,186	31,154	-	32,693	2,647
GLA NDYP*	1,658	19,648	-	27,578	(6,272)
GLA: AIC*	5,443	18,843	-	18,951	5,335
GLA – Thrive*	9,250	4,500	-	13,750	-
John Coates Charitable Trust	-	5,000	-	5,000	-
John Lewis Foundation	25,000	-	-	25,000	-
Lambeth EIPS*	-	21,000	-	21,336	(336)
London Community Fund	5,555	-	-	5,555	-
L'Oreal Fund for Women	-	101,707	-	29,330	72,377
The Mercers Company	6,253	40,200	-	29,261	17,192
The National Lottery Community Fund (TNLCF)	34,581	53,834	-	81,436	6,978
Peter Stebbings	10,000	-	-	10,000	-
Sir Walter & St John Charity	-	5,000	-	6,664	(1,664)
St James Place	-	5,000	-	2,919	2,081
Sisters of Holy Cross CIO	6,667	20,000	-	13,335	13,332
Sports England Jubilee Fund	-	7,200	-	6,000	1,200
Terra Firma Charitable Trust	50,000	-	-	30,000	20,000
The Charles Plater Trust	30,000	-	-	30,000	-
Walcot Foundation	6,250	-	-	6,250	-
William Wates Memorial Trust	833	10,000	-	10,000	833
WONDER Foundation	6,000	113,124	-	81,416	37,708
Other	-	6,700	-	6,700	-
Total restricted funds	244,661	524,910	-	581,415	188,156

Restricted funds

* Key

BBC CIN is BBC Children in Need

GLA NDYP is GLA New Deal for Young People (BYB Partnership), GLA: AIC is GLA Advice in Community Settings (PFA Partnership), GLA- Thrive is GLA Young Londoners Fund:Thrive
Lambeth EIPS is London Borough of Lambeth EIPS (Early Intervention and Paly Services)
Ecosystems is Violence Reduction Unit (VRU) My Ends -Community Connectors (Ecosystem Coldharbour Partnership)

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Unrestricted funds

	1 September 2022	Incoming	Transfer	Outgoing	31 August 2023
Designated funds	200,000	-	(200,000)	-	-
General funds	497,534	363,653	200,000	370,236	690,951
Total unrestricted funds	697,534	363,653	-	370,236	690,951
Total funds	942,195	888,563	-	951,651	879,107

Purpose of restricted funds

The Women service is for the provision of educational and development programmes to women learners.

The Youth service is for the provision of educational programmes to young people.

The Volunteer Service provides recruitment, training and support for our volunteers.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Movement in funds (2022 - prior year)

	1 September 2021	Incoming	Transfer	Outgoing	31 August 2022
Restricted funds	£	£	£	£	£
Anthony & Pat Foundation	-	5,000	-	5,000	-
BBC Children in Need	-	10,000	-	3,332	6,668
BBC Children in Need - STEM	5,241	40,500	-	40,000	5,741
Bread & Roses	-	5,335	-	5,335	-
Childhood Trust	-	7,842	-	342	7,500
City of London	-	10,000	-	10,000	-
City Bridge Trust	9,075	37,000	-	37,000	9,075
City of London	-	10,000	-	3,335	6,665
Cornerstone	-	5,750	-	5,750	-
EA Foundation	-	22,000	-	14,644	7,336
Ecosystem: My ends	-	42,538	-	38,352	4,186
Fresh Leaf Foundation	6,547	-	-	6,547	-
GLA Young Londoners	5,000	9,397	-	14,397	-
GLA NDYP	-	10,678	-	9,020	1,658
GLA: Advice in Community	-	18,308	-	12865	5,443
John Lewis Foundation	-	15,000	-	15,000	-
John Lewis Foundation	-	25,000	-	-	25,000
Lambeth EIPS	-	23,000	-	23,000	-
London Community Fund	-	16,666	-	11,111	5,555
Mercers	6,253	25,000	-	25,000	6,253
National Lottery Community Fund A Place for All	37,757	48,628	-	68,465	17,920
National Lottery Community Fund BYB	-	40,213	-	23,552	16,661
Nationwide	25,000	-	-	25,000	-
Nike	-	14,985	-	14,985	-
Peter Stebbings	-	10,000	-	-	10,000
Plater Trust	-	30,000	-	-	30,000
Sisters of Holy Cross	-	20,000	-	13,333	6,667
Terra Firma Charitable Trust	20,000	60,000	-	30,000	50,000
Walcot Foundation	6,250	25,000	-	25,000	6,250
W Wates Memorial Trust	-	10,000	-	9,167	833
WONDER Foundation	-	54,000	-	48,000	6,000
YLC	20,892	-	-	20,892	-
YLF – Thrive	-	27,900	-	18,650	9,250
Other summer	-	3,000	-	3,000	-
Total restricted funds	142,014	672,740	-	570,093	244,661

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

	1 st September 2021	Incoming	Transfer	Outgoing	31st August 2022
Unrestricted funds					
Designated fund	200,000	-	-	-	200,000
General funds	365,480	319,058	-	187,004	497,534
Total unrestricted funds	<u>565,480</u>	<u>319,058</u>	<u>-</u>	<u>187,004</u>	<u>697,534</u>
Total funds	<u>707,494</u>	<u>991,798</u>	<u>-</u>	<u>757,097</u>	<u>942,195</u>

18. Operating lease commitments

The charity has no future minimum lease payments under non-cancelling operating leases.

19. Transactions with trustees and related parties

Trustee remuneration

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

Trustee Expenses

No trustee has received travel or accommodation reimbursements

Related party transactions

There have been no related party transactions during the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2023
NOTES TO THE FINANCIAL STATEMENTS (Continued)

20. Reconciliation of net income/expenditure to net cash flow from operating activities

	2023	2022
	£	£
Net income/expenditure for the reporting period	(63,088)	234,701
Depreciation of tangible assets	11,407	11,408
Interest rent and dividends from investments	(32,642)	(2,918)
(Loss)/profit on sale of fixed assets	-	-
(Increase)/decrease in debtors	21,586	(35,455)
Increase/(decrease) in creditors within one year	(79,902)	(50,121)
Net cash (outflow)/inflow from operating activities	(142,639)	157,615

21. Analysis of cash and cash equivalents

	At 1 September 2022	Cash flows	Other Charges	At 31August 2023
	£	£	£	£
Cash in hand	1,025,420	(109,997)	-	915,423
	1,025,420	(109,997)	-	915,423

Analysis of cash and cash equivalent (prior year)

	At 1 September 2021	Cash flows	Other Charges	At 31August 2022
	£	£	£	£
Cash in hand	864,887	160,533	-	1,025,420
	864,887	160,533	-	1,025,420

Accounts



THE BAYTREE CENTRE
CIO 1175145

TRUSTEES' REPORT AND ACCOUNTS

FOR THE PERIOD

1ST SEPTEMBER 2021 – 31ST AUGUST 2022

THE BAYTREE CENTRE (CIO 1175145)

FOR THE YEAR ENDED 31ST AUGUST 2022

REPORT OF THE TRUSTEES

The Trustees of The Baytree Centre present their report and financial statements for the period 1st September 2021 to 31st August 2022. The financial statements have been prepared based on the accounting policies set out in note 2 to the financial statements

The Baytree Centre is a social inclusion charity for women and girls, based in the heart of Brixton, an integral part of the community since 1992.

WHY WE EXIST?

Baytree's mission is to inspire and support women and girls to gain the skills, confidence, and wisdom they need to thrive in life, work, and family. Baytree's unique approach provides the accompaniment, programs and opportunities that empower women and girls. By supporting the women in our community, we aim to improve economic and social inclusion for them and their families.

THE CHANGE WE WANT TO SEE

All women and girls achieve their potential and lead fulfilled lives.

HOW WE WORK, Our Values and Core Principles

Values

- Love & Respect
- Person-Centered & Family Oriented
- Safe & Welcoming
- Professional & Trustworthy
- Collaborative & Positive

Core Principles Our core principles are based on Catholic social teachings and inspired by Saint Josemaria. They inform how we live out our mission, promoting and upholding:

- the personal freedom and responsibility of every individual.
- the dignity of each person from conception to natural death and their right to be treated with love and respect.
- the importance of the family in creating a strong society.
- women hold a central role in the family, and helping women flourish will also help families and society flourish.
- the empowerment of women through equal access to opportunities.
- skills and personal development are anchored in strengths of character and a strong moral compass.
- the value of work done well and attentiveness to the little things as a service to all.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

Letter from the Chair

We began this year with renewed hope to realise our commitment to supporting our users and their families, who were badly hit by the Covid-19 pandemic, the digital divide, job losses, and educational setbacks due to remote schooling. It has been a busy year concerned with resetting our services, regrouping our staff, rethinking our strategy and reframing who we are. We have given a lot of thought to ensuring we remain relevant and creative to serve our users better. After reporting last year on how we innovated and modified our services to respond to the new needs that were brought on by the pandemic, we are pleased to report that we have produced a refreshed Mission, Vision and Values and developed a 3-year Strategy to reach more women and girls in South London and achieve the best we can for them.

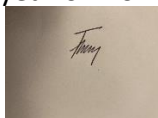
Our refreshed identity recognises the fact that women's inequality is still a problem in the UK that is felt in many aspects of life - from the gender pay gap, gender-based violence to disparities in health and life expectancy. This has been exacerbated by the Covid-19 pandemic, which has led to disproportionate burdens on women. Inequality between men and women is even sharper when it intersects with racial inequalities. For our women, who come from disadvantaged communities and/or from ethnic minority backgrounds, life has become harder. It is evident that our women only services are as necessary today as they were when Baytree first opened its doors in the 1980s. Our coaching service aims to empower our women to navigate through these challenges.

Our brilliant staff and volunteers continue to work tirelessly to accompany each of the 409 women and 426 girls, who have accessed our programmes this year. Each one of these women and girls is a unique individual with a story, a background and a future full of possibilities. Despite the adverse current economic climate, we remain optimistic about the impact of our work to transform many lives for the better. Throughout this report, you will read what our women and girls have achieved despite ongoing significant disruptions due to the Covid-19 pandemic and the cost of living crises.

As always, we are extremely grateful to all our staff, volunteers and colleagues on the board for their dedication and hard work. We want to extend a very special thanks and well wishes to those staff and board members, who have moved on this year.

Our work would not be possible without the support of our generous funders, supporters, corporates, trusts and foundations. Our partner charities also deserve a specific mention: Ecosystems Coldharbour continues to be a miracle collaboration aiming to reduce youth violence in the area; Place for All and Building Young Brixton gave us the opportunity to exchange talents, and together, have a greater impact on the lives of the residents of Lambeth.

To everyone who has supported Baytree in any way, THANK YOU and let us look forward to another year of working together to change aspirations into realities for women and girls.



Tseday Hailu

14th December 2022

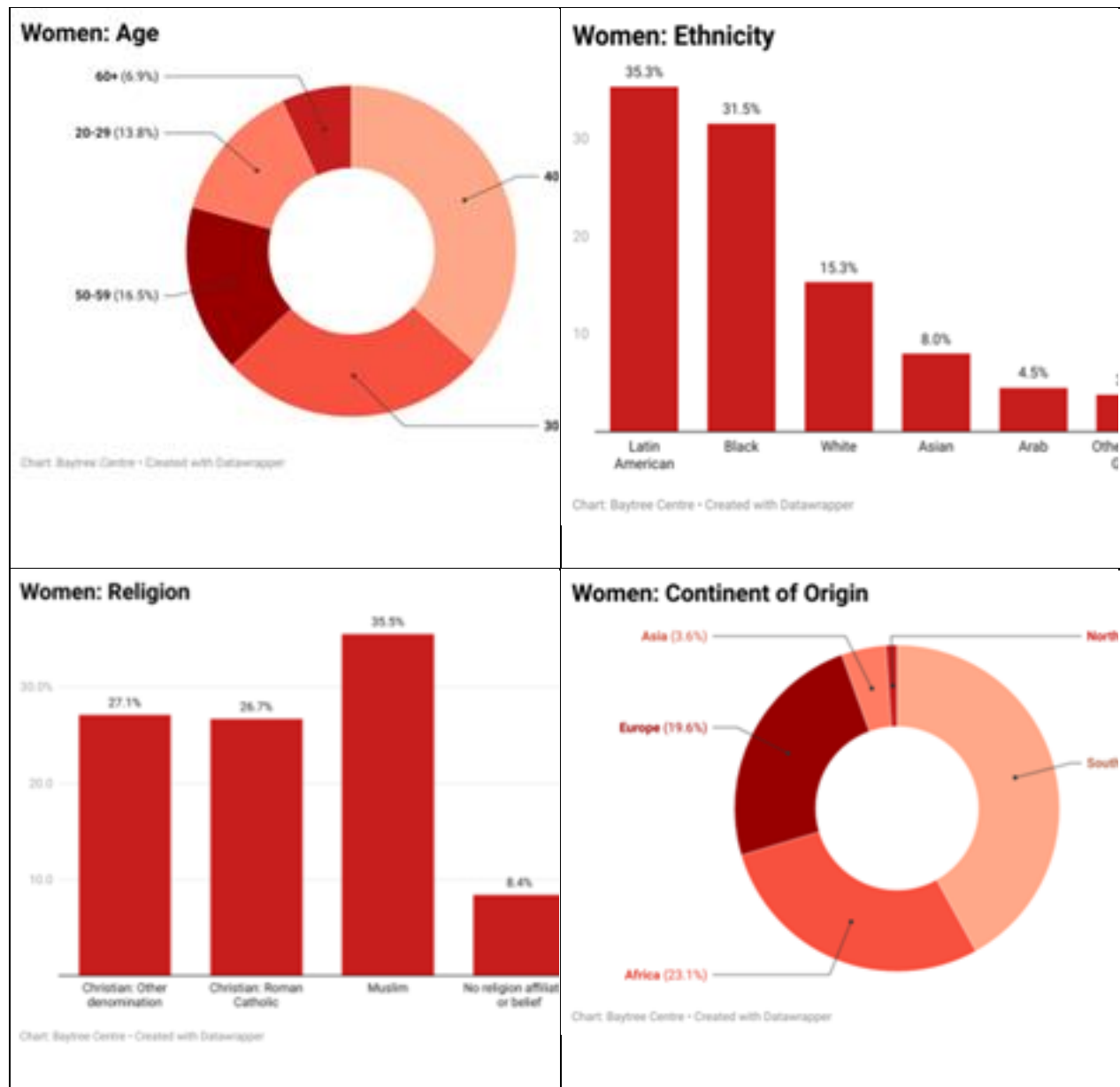
BAYTREE WOMEN'S SERVICE

SOCIAL MOBILITY PROGRAMME

What we do: the Baytree Centre's Social Mobility programme supports women to develop the confidence, agency, skills and networks they want and need to enable them to lead fulfilled lives.

Who we serve: In 2021/22, we were proud to support a total of **409 women**.

Our services are open to all women and this year our demographic breakdown across some key indices was as follows:



THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

How we do it: Recognising the unique strengths and challenges of the many women we serve, our experienced and dedicated team of Social Mobility Coaches and Tutors work with each user to develop a personalised plan to support her in achieving her goals. Our support is needs led, highly customised, respectful, non-judgemental, holistic and trauma informed.

Our Coaching Programme: *76% increased confidence and agency*

This year, **144 women** received almost **1400 hours** of Coaching across the **five pillars** of the BAYTREE Bridge:



Our Coaching approach is based on EMPath's Mobility Mentoring® model and the BAYTREE Bridge has been adapted from Empath's Bridge to Self-Sufficiency® to suit the cohort of women whom we serve. These methods were developed by EMPath based on the science of how toxic stress can affect a person's decision-making and sense of self.

Our professional Coaches support the women in user-led, one-to-one partnerships through which the women develop the resources, skills and behaviours necessary to achieve their goals. The Bridge is used throughout the programme as a tool for reflection, self-evaluation and progress monitoring. Our Coaches support the women in considering what they would like to work on, mapping out goal action plans, thinking through solutions to potential barriers, and identifying what additional resources they will require and where they might access these.

The Coaching sessions also act as a key source of information to enable us to design and deliver workshops and activities across the five pillars based on the needs and preferences expressed by the women. In this way, we ensure that our users' voices are central to programme design.

"My Coach makes me feel important, that I am not a number, I am a person."

"The coaching sessions are nourishing to my life on many levels. It is a relief to have someone to talk with. It is also a practical service, that has helped me with things that I wouldn't otherwise known how to access or manage on my own. This kind of support has an indirect positive impact on my children's lives and well-being also."

Our Information Advice and Guidance service:

In response to the increased needs of the women we serve and the broader community, this year we launched our Information, Advice and Guidance (IAG) service, which provided **139 participants** with issue specific support across the five pillars of the BAYTREE Bridge. To support the service, we became members of the Advice UK network and our Coaches received extensive training on a range of topics including on benefits and housing advice.

We delivered focused IAG support both in the Centre and in **outreach at weekly IAG clinics in two local Children's Centres and a local primary school**. This initiative was delivered in collaboration with our longstanding partners, IRMO (Indo-American Refugee and Migrant Organisation) and High Trees Community Development Trust and enabled us to deliver IAG in 12 community settings altogether, with a view to reaching those who might not otherwise have accessed support.

Our in-house IAG service was particularly enhanced by our community partnerships with Centre70 and Cambridge House Legal, who delivered specialist advice clinics here at BAYTREE. These partnerships provide an invaluable escalation route on complex matters. They ensure that our women receive the benefit of specialist issue-specific advice within the context of the longer term supportive relationships and safe space that BAYTREE provides.

"This is to let you know that I followed your advice. It is also to thank you because BAYTREE seemed to be the only ones that really cared."

From a local headteacher: *"A huge thank you for the Outreach Service you and your team are providing at our school. The Baytree Centre is very well respected in the community and this helps the parents to feel they can speak to someone they can trust. Please let me know how we can work together further to continue to support our families."*

The FIVE pillars:

Education: *79% improved language or other skills*

We are particularly proud of the BAYTREE Class of 21/22 who, despite ongoing significant disruptions due to the COVID-19 pandemic, applied themselves to their studies to build their skills and improve their prospects. **212 learners** attended **1501 classroom hours** of Literacy or ESOL tuition and we had a **90%** pass-rate from our students sitting accredited exams.

Our experienced team of Tutors remained dedicated to the Women's progress throughout. Even beyond the restrictions, we continued to deliver 30% of our courses online to support those women who had benefited from the opportunity to learn remotely (e.g. those with caring responsibilities that prevented them from attending the Centre.)

The women's classroom learning this year was complemented by various opportunities to put their language skills into action, including our **three-times weekly informal Conversation Clubs** and our Befriending programme which matched **26 women with volunteer Befrienders** with whom to practice their English.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

Digital literacy has been another key area of focus within our Education pillar and this year **75 women improved their digital literacy skills** through embedded learning or attendance at a 6 week in-house ICT course delivered in collaboration with our partner High Trees.

"Before, when I go for appointment or school meeting, I have to call the interpreter for me or translator, but now I go for school meetings I don't need help. Thank you BAYTREE for helping me."

"I like it. I'm study English. It's important. Maybe it change my life. I do a lot – I'm reading, writing, communications with people. I'm late studying but always I want to try try try..."

Employment: *69% improved employability*

For many of the women on our Coaching programme, moving towards the labour market or improving their working conditions was a key goal. All our Coaches deliver one-to-one employment advice and some of the women elected to use their recurrent Coaching sessions to work with their Coaches to identify their skills, build their knowledge of the UK labour market, apply for work and prepare for interviews. Additionally, **36 women joined our weekly Jobs Drop-In service** where they benefited from the same services and built their networks with others in similar situations. Overall, we are proud to report that **32 women** took up **new jobs or voluntary roles** this year.

This year also saw the establishment of some particularly supportive employer partnerships which enabled women to gain valuable experience and work within the hospitality and care sectors, including Old Spike Roastery, Spaghetti House, Arepa and Co and Penrose Care.

We also continued to work closely on Employability programmes (as well as others) with our partner, High Trees, and a few our women participated in their pre-employment training programmes.

"I'm very happy now because I work and I didn't have a job before. My Coach helped me to make a CV and I now work for a cleaning agency. Next, I'd like to work in a children's centre or in a hospital - in health care. That's my dream!"

Family: *71% improved housing situations* *59% increased family stability*

The criticality of supporting the whole family is evidenced by the fact that support with family relationships and their children's education (particularly interacting with their children's schools and school transitions) were amongst the most common goals for women on our Coaching programme.

Beyond the Coaching programme, **107 women** participated in **84 hours** of dedicated family stability activities throughout the year. A particular highlight was our series of Mother and Daughter activities, which provided mothers and daughters with an invaluable opportunity to connect and create shared experiences across a broad range of themes including: excursions to the City of London, Kidzania and the Unicorn Theatre; dance; self-defence; beauty; and painting.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

Housing has been a top priority for our families this year. The end of the lockdown prohibition on evictions left a few families in perilous situations and overall we have seen a stark increase in families living in inadequate conditions, with overcrowding, damp, vermin infestations and anti-social neighbours being of particular concern. We have built strong relationships with other specialist agencies and with Lambeth Councillors and Lambeth Housing, who have supported us in improving housing situations for our families.

"I like that BAYTREE understands the importance of supporting myself and my daughter as a whole and BAYTREE feels like family. I have so much gratitude for my Coach and the BAYTREE community for everything you do."

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Finances: *79% improved finances or financial skills*

112 women benefited from financial skills training. To ensure we reached as many users as possible, we rolled out basic financial skills training as an embedded element in all our ESOL classes and, during the Spring term, a number of women enhanced their financial understanding and skills through attendance at a successful Money Matters course delivered at BAYTREE by our community partner, WLM St Luke's.

Additionally, our Coaches deliver 121 support with finance and financial skills to the women in both Coaching sessions and IAG appointments. This enables the women to deal with immediate financial issues, as well as to increase their own financial awareness and particularly ability to budget and understand income and outgoings.

Wellbeing and Integration: *68% improved physical or mental well-being* *82 increased networks and community engagement*

In addition to the well-being elements embedded within all our programmes, **146 women participated in 75 hours of well-being activities** delivered throughout the year.

Our Well-Being Wednesday sessions have gone from strength to strength this year. Each session is facilitated by a guest speaker and provides the women with an opportunity to come together, take time for themselves, broaden their horizons and make friendships across a range of well-being topics.

Another highlight of the year was our successful partnership with Bread and Roses, with whom we delivered a highly successful well-being and integration programme to a cohort of asylum seekers and refugees. Each week's session included: floristry for well-being, ESOL and information about local services. This programme highlighted the value in combining a 'softer' well-being element alongside 'harder' education and advice elements. This was evidenced in the fantastic feedback received from the women both in terms of their well-being and their learning.

"Coming to BAYTREE feels like breathing a breath of fresh air."

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"I love the well-being sessions. If I hadn't met BAYTREE, I don't know what would have been about me. All of you have helped me a lot and it has been fantastic."

Priorities for the year ahead:

- **Education** – the digital divide remains a key barrier to progress for many women. Extending and deepening our digital literacy initiatives will be a key area of focus this year.
- **Employment** – the nationwide skills shortage makes this an optimal time to work collaboratively with employers and we will focus on building relationships within the hospitality and care industries.
- **Family** – we will continue to grow our family support initiatives. We are currently scoping out the options for running an in-house parenting programme, something which was not possible in recent years due to the COVID-pandemic.
- **Financial** – this year we have seen the value of combining 'softer' and 'harder' topics together (see above re embedded learning and the Bread and Roses programme) to increase the women's willingness to engage with the latter. This will be a key strategy in our delivery of financial skills programmes this year.
- **Well-being** – with the lifting of COVID restrictions, we are looking forward to increasing our provision of physical activity sessions. These will be inclusive and appropriate for women of all ages and levels of fitness.

Case Study:

Nadia is a woman in her early 30s from Pakistan. She originally came to BAYTREE to join one of our ESOL courses.

Noticing that she was often withdrawn, self-conscious and reluctant to contribute in class, her Tutor encouraged her to sign up to the Coaching programme, which hesitantly she did.

During her initial BAYTREE Bridge self-assessment with her Coach, Nadia set goals around raising her general well-being and self-belief. She recognised employment as a key factor in all of this and set a secondary goal of moving towards the workplace, ideally catering - her dream being to share food from her culture with everyone.

Conscious of her need to build skills as well as confidence, Nadia's Coach referred her to a local charity offering a food sharing training programme, through which Nadia was proud to gain her Hygiene Level 2 qualification.

Obtaining work experience became Nadia's next goal and with her Coach's support she secured volunteering placements in both the catering industry, to formalise her food preparation experience, and in a charity shop, to develop her client service skills.

She did all this whilst keeping up with her English studies and to her BAYTREE Tutor's delight was successful in all 4 of the ESOL exams that she sat this year.

The combination of improving her English, acquiring new skills and building her experience has meant that Nadia's confidence has increased immeasurably over the past year.

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Her newfound self-belief was very evident when she recently delivered a workshop to her peers here at BAYTREE, teaching them how to prepare food from her home country.

Nadia continues her studies alongside her voluntary work and has a new sense of optimism for the future.

BAYTREE'S YOUTH SERVICE

What we do: The Baytree Centre's Youth Service provides a safe and supportive space for girls and young women to develop personally and academically. Our wide variety of activities and workshops offer girls the opportunity to cultivate the key skills they need to build a brighter future for themselves, their family, and their community.

Who we serve: In 2021/22, we were proud to support a total of **426 girls**. Our services are open to girls and young women aged 5 to 20 and this year our demographic breakdown across some key indices was as follows:

Youth: Age

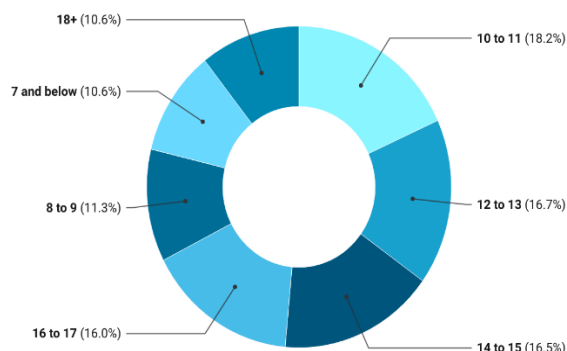


Chart: Baytree Centre • Created with Datawrapper

Youth: Ethnicity

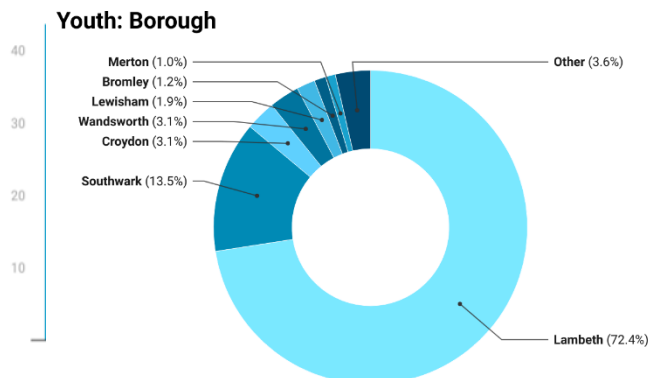


Chart: Baytree Centre • Created with Datawrapper

Youth: First Language

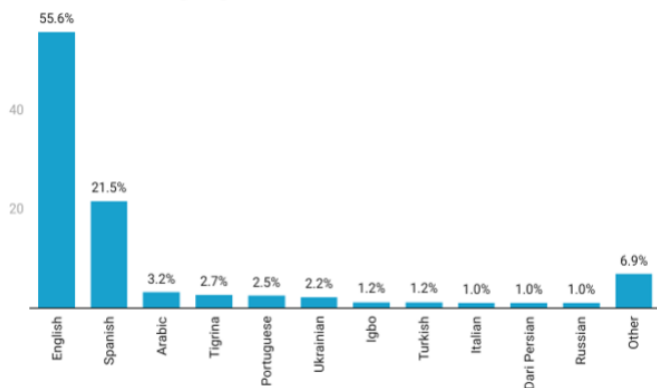


Chart: Baytree Centre • Created with Datawrapper

Youth: Free Meals



Created with Datawrapper

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How we do it: We work in a person centred, trauma-informed way, with the aim of raising the girls' and young women's confidence, self-esteem, and aspirations. We do this by providing support and guidance to girls across four key focus areas:

- Positive activities/wellbeing;
- Education;
- Skills for life; and
- Employability.

Our programmes include:

- Positive, creative, and physical after school clubs
- Academic clubs with a particular focus on STEM and literacy
- One to one academic and personal development mentoring
- Weekly girls' support sessions which focus on the development of life skills including social and emotional skills and resilience
- Employability workshops, career insight days and work experience bootcamps
- Young volunteering opportunities
- ESOL classes and integration support for girls who are newly arrived
- Mother and daughter activities
- Holiday activities and trips

Our programmes are youth-led and co-produced with the girls to ensure that all activities are always relevant to their needs and goals.

We use Character Development as an educational approach that involves helping girls discover their own strengths and weaknesses and develop good habits and critical thought. This year we have worked with City Wise and a Character Development Consultant to develop a new character development framework, along with additional resources and a toolkit for mentoring sessions.

Positive activities and wellbeing – 67% improved well-being; 71% improved community integration

As part of the Youth Service's holistic approach, we offer a wide scope of positive and wellbeing activities that range from after school clubs to trips, workshops and family activities. With the lifting of all Covid restrictions, our after-school clubs timetable saw a noticeable increase in the number of weekly sessions delivered, by adding some new and long-awaited activities: Stretch and Balance for girls in Year 1-6, Hip Hop and Street Dance for girls in Year 7+ and an additional Cookery session, following its historical success and high number of girls on the waiting list. With all this, the number of girls attending went back to pre-pandemic figures, with 247 girls taking part in 422 hours of positive and wellbeing activities.

In response to the many missed yet important childhood experience and development opportunities during the pandemic, it was one of our key priorities to expand our holiday activities offer, making sure that girls and young women had access to exciting, fun and engaging activities during all school holidays, not only during the summer holidays.

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The need for more academic support was also noticeable in the demand for academic after school clubs. We responded to this demand by adding one to one reading support as well as a maths club for girls in years 1 and 2 and book club for girls in years 3 to 6 to the timetable.

STEM activities remain a key focus area for the Youth Service. Activities included weekly maths, science, coding, photography and podcasting clubs as well. Thanks to a newly developed partnership with the Institute of Imagination staff and volunteers were trained to deliver engaging coding workshops using micro bits and merge cubes.

Overall, 169 girls participated in 687 hours of educational and STEM group sessions, as part of our after-school programme.

A further 45 girls took part in 140 hours of ESOL and maths classes as part of the Into School programme. We were proud to deliver Into School as an outreach programme at City Heights, a local secondary school where young people benefitted from additional ESOL support during school hours. A further notable achievement of the Into School programme was building partnerships with local and national refugee organisations and hotels housing asylum seekers. This resulted in Baytree facilitating the weekly transportation of 30 young women from their hotel to Baytree to access the Into School programme.

Skills for life - 56% improved self-esteem; 62% improved relationships with friends

The transition from primary to secondary school is a significant one in young people's lives and can bring with it many changes and challenges. In response, we launched our new Sparklers programme for girls in their final term of year 6 and in year 7. The weekly sessions aim to support this transition by equipping girls with important skills for life including communication, self-management, resilience, problem solving and teamwork. Sparklers now sits alongside our Junior Spark and Spark clubs, which support girls in years 8 to 9, and years 10 and above, respectively. All three clubs provide young women with a safe and supportive space to talk about the issues that are affecting them or that they feel strongly about. Girls are empowered to understand and value their identity and potential, become women who are comfortable and confident within themselves, support those around them and contribute to society.

This year, 100 girls took part in 171 hours of delivery across our Sparklers, Junior Spark and Spark programme.

Our Young Volunteering programme has gone from strength to strength. This year 48 young women volunteered for 305 hours. We offer young women in years 10 and above the opportunity to volunteer their time and skills, helping run our afterschool academic and wellbeing clubs for girls of primary school age. Young Volunteers act as role models to the younger girls and develop important skills for life such as communication, time management, teamwork and leadership.

Volunteering is also an important part of our Character Development Programme, as it supports girls to develop purpose, resilience, fairness, good judgement, and self-control. Girls receive training and support throughout their journey and are able to gain certificates in Safeguarding, Fire Awareness and Food and Hygiene that will strengthen their CV.

Employability - 88% developed employability skills; 59% increased aspirations

This year saw the launch of Sparking Futures, a targeted employability programme for girls aged 14+. The Covid-19 lockdowns resulted in many young people missing out on work experience opportunities at school and conversations with young women at Baytree revealed a heightened anxiety about their future job prospects. The Sparking Futures programme offers young women the opportunity to take part in monthly employability workshops, covering tangible skills such as applying for jobs, self-promotion in interviews, routes into employment as well as rights and responsibilities in the workplace. Young women are also able to take part in meaningful work experience bootcamps and career insight days during school holidays, delivered in partnership with our corporate and community partners. Thanks to our partnerships with Astrid & Miyu, Passion Digital, the Sainsburys Wellcome Centre, King's College London, Milbank LLP, The Glass House Community Led Design and Spiral, young people were able to gain hands on experience and insight into the following careers and industries: Branding, digital marketing, media, human resources, jewelry design, event planning, hospitality law, architecture and urban design, neuroscience, and psychology. A key focus area of the programme is to empower young women to build their professional networks. For this we hosted three career panels, one to mark International Women's Day, and another to for Black History Month. Baytree girls and young women were joined by successful and inspirational women from a broad range of sectors who spoke to them about their journeys, challenges and top tips for turning your aspirations into realities.

Throughout the year, 87 young women benefited from 350 hours of employability activities.

Priorities for the year ahead:

Our young members of the Baytree Youth Council met monthly with staff as well as board members and were instrumental in shaping the youth service strategy.

- **Positive activities and wellbeing** – we have found that young people's physical activity has declined since the start of the pandemic. We are therefore looking to expand the delivery of sports-based activities including ballet, gymnastics, fitness, and self-defence.
- **Education** – we want to strengthen our academic programmes and will be implementing the Cambridge CEM assessment tools to monitor the girls' progress in English and Maths across our mentoring programme. We are also aiming to develop more guidance and resources for volunteers and mentors.
- **Life skills** – over the last year we have been approached by schools and community organisations who have been interested in us delivering the Spark programme at their premises. We are looking forward to exploring how Spark can be delivered off site as an outreach programme. A youth led peer research project, that we have been part of through the BYB partnership, has found the need for financial literacy support for young people. We are scoping out options for running financial literacy and money management sessions for girls and young women aged 14 and above.
- **Employability** – after the successful launch of our Sparking Futures employability programme, we are eager to expand the career champions element of this programme which will see young women receiving bespoke one to one career guidance and practical support from a female mentor whose career and experience match the young woman's aspirations.

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Case Study:

Now 18, Layla has been accessing Baytree since she was 10. Layla lives in Angell Town with her family and is a young carer to her older sister. When Layla joined Baytree, her mother wanted her to benefit from engaging in positive activities outside of the school and the home.

A couple of years into secondary school, Layla who had always been academically bright, started struggling at school. She had very high levels of energy, was easily distracted and struggled to focus in class, leading to her grades dropping. In response, Layla was offered academic support sessions in Maths and Literacy and was matched with a mentor who worked with her on setting goals for herself, channeling her energy and creativity into doing something productive and developing strategies to focus in school.

Layla also joined the Spark programme, where she had the opportunity to discuss things that were impacting her as she navigated her way through adolescence and puberty. Conflict with peers, family members, the pressures of school, future plans and GCSE and A-Level choices, emotional changes and wellbeing were amongst some of the issues she was learned to navigate and get support with on Spark. Thanks to the support she received through mentoring and Spark, Layla was able to try new things, take part in exciting opportunities and trips and, as a result, learn about herself and discover her talents.

By taking part in youth led social action and volunteering days, for example at a care home and a homeless shelter, she discovered that she had a strong moral compass, an exceptional interest in social issues, and a passion for debating and advocating for others. With a clear goal of becoming a lawyer in mind, Layla started channeling her high energy into her schoolwork and her grades started to soar. She was accepted onto a high-ranking 6th form college where she studied hard for her A-Level exams.

During the Covid-19 lockdowns, Layla struggled with having to do all her schoolwork at home online. Baytree supported her through this challenging time through regular wellbeing check-ins and was also able to provide her with a mobile router. This allowed her to study in the quietness of her bedroom, rather than having to share the kitchen table with all her siblings.

Over the summer 2021, Baytree was able to introduce Layla to a Barrister, who offered her the opportunity to shadow her on one of her cases and get some hands-on work experience and advice. Having received outstanding A-Level results, Layla has just started a degree at Kings College University. She plans to use her law degree to support and advocate for the rights of migrants, refugees and asylum seekers.

Other testimonies:

“The best part of mentoring is that I have fun while I’m learning new things. Throughout these years of mentoring, I have improved my confidence and learnt subjects like Maths and English. My mentor is very funny, she is always positive and believes in me.” (Young person aged 13, Mentoring since 2018)

“My mentor has made me feel I can achieve more. The best thing about mentoring is that you two become friends and she helps you in whatever you don’t understand.” (Young person aged 12, Mentoring since 2017)

“My daughter is in love with your centre. I have never seen her enjoying an activity like this before. Thank you for making her so happy.” (Mother of one of our young people)

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‘I believe that Spark has helped me so much. It has been really insightful. It’s opened me to a lot of opportunities. Especially the employability skills ones as well as the speaker panels as well. I’ve also been able to really work on my skills; communication and talking to new people in large groups. I was also able to host one of the speaking panels and that just really helped me a lot because I just gave me another insight of what I could do and how well I can push myself.’ (Young person aged 15, Spark programme)

‘Baytree has helped me make connections with other young women and girls. Coming to Spark is nice point in my week where I can just confide in other girls, learn from other people’s experiences and just have and build a nice community. The pizza nights and the employability stuff. It’s just a lot of fun. The panels we had with black women during black history month was really eye opening to learn how women from the same background as me can be trailblazers in their field and especially because I want to go into neurology and there was a neurologist there. I’ve learned so much from her and I actually have her contact so I’ve networked through Baytree, so it was wonderful.’ (Young person aged 16, Spark programme)

‘I love everything about Baytree. It’s helped me in life. It’s helped me make friends. It’s helped me with my social skills, employability skills, life skills in general. It’s helped me a lot. I have fun whilst doing it and Baytree’s given me the opportunity to go into the career path I want to go into. I’m being trained as a peer researcher. A job commissioned by the government to speak to other young people in my community and that’s been really interesting and eye opening and it’s given me the experience to know what I actually enjoy and I go into the career path which I’ve chosen.’ (Young person aged 16, Spark programme)

‘Baytree is a place where I can feel safe and feel a sense of community. Being a part of Baytree and Spark has given me the confidence to make friends and to be able to attempt new challenges. The staff and volunteers at Baytree are always so helpful and are there for you whenever you need to talk. Baytree and Spark has done so much for me in terms of social, educational and life skills which I am very grateful for. One of the most important aspects is that it is so welcoming and accepting of everyone and every culture.’
(Young person aged 16, Spark programme)

BAYTREE'S VOLUNTEER SERVICE

Baytree continues to be a place where women want to give their time to volunteer in a meaningful way. Despite the current challenges, Volunteers have continued to make an incredible contribution and impact on the delivery of our services this academic year. We are in a fortunate position to have a wide-ranging team of volunteers who bring a wealth of skills, resources and experience to the Centre, enhancing the quality and scope of our provision across all services.

Recruitment and Retention

Recruitment and retention have remained steady. Whilst flexible working patterns led to an increase in volunteer applications, some existing volunteers left once workplaces reopened. The fluctuation in attrition and new applications enabled us to fill opportunities quickly. Face to face delivery of services has all but fully resumed. However, we also continue to adopt a hybrid approach, and so are able to offer flexible volunteering opportunities that reflect the changing nature of the workforce.

244 volunteers supported Baytree's work this year. With their skills, passion and dedication, they have contributed towards the smooth-running delivery of services across all programmes, detailed below: -

67 Youth Service

100 Youth & Into School Mentors

16 Women's Service

20 Women's one to one support

18 Interns and general volunteering

23 Young volunteering and work experience

The Centre received over 250 new volunteering enquiries during this year, 65% of which were recruited and onboarded into activities. This year we have been able to attract more volunteers from underrepresented and diverse groups, greater reflecting the community and continuing to work towards making the programme inclusive, equitable and accessible.

Delivery

Our volunteers have given an incredible **3800 hours** of their time and are involved in every area and aspect of the Centre's work. Volunteer-led after school activities are an integral part of the delivery and service outcomes of youth activities. This year we have been able to operate a full timetable and introduced 5 new volunteer led activities. One new activity was the Reading programme, which was established and led by a student placement volunteer who did an amazing job of ensuring the girls enrolled on the programme were well supported and had adequate resources. Her connections within the community led to hundreds of Oxford Reading Tree books being donated so the girls had reading materials appropriate for their ages and abilities. Our new Hip Hop dance, Book Club, and additional cookery sessions have all contributed to an enriched and varied timetable.

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Volunteers in the **Women's Service** provide one to one conversation support and lead three conversation clubs during the week. These sessions have offered the opportunity of much needed additional English practice, and in some cases literacy skills. These sessions help to raise confidence and increase social mobility. Most of the volunteers recruited into this programme have a lived experience of learning English, adding a level of empathy and understanding. Wellbeing Wednesday sessions are also supported by volunteers who contribute enormously to the success of the events.

Volunteer Experience

We aim to ensure that volunteering at Baytree is engaging, rewarding and, if appropriate, offers an opportunity for growth. We have a rigorous process of support and supervision that ensures volunteers feel confident and equipped to support others.

Inductions – 59 Induction and training sessions were held throughout the year

Professional Development – A volunteer-led training and development programme ran throughout the year, providing the opportunity for volunteers to discuss and explore topics relevant to their volunteering. Termly sessions were held covering trauma, cultural awareness and communicating with young people.

Fundraising Initiatives

Some of our volunteers actively engaged in fundraising initiatives. From selling products to running marathons, they raised over £2,600 for the Centre!

Corporate and external partnerships

Our corporate and external partnerships go from strength to strength. Staff from Morgan Stanley continued to provide academic mentoring support. The staff team from the Lancet volunteered in various ways, providing mentoring club activity and administrative support.

This year, our relationships with educational bodies CAPA, EUSA, LSE, UCL, Kings, and Simon Fraser University in Canada have provided talented interns and students from around the world, who have carried out invaluable research that enabled us to effectively monitor and evaluate and improve our services. Students from Simon Fraser University worked tirelessly to develop a mentoring app, still in the early stages of development, but when complete, will digitalise the mentoring reporting process and make it easier for volunteers to report and engage with the team.

Our Volunteers

Edna, Volunteer Administrator

Edna Joined Baytree at a time when she felt she wanted to do something more useful with her time. She had previously worked as a team leader in mental health services, supporting the elderly. Mobility issues led her to early retirement, so volunteering seemed like the next best thing. Baytree was recommended by her niece, who came here for after school activities. Despite her mobility problems, Edna loves volunteering and feels lucky to live nearby because she can walk here. Baytree has had a positive impact on Edna.

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When asked whether she would recommend BAYTREE to others considering volunteering - *“ I would recommend Baytree, it’s a place that respects everyone regardless of their nationalities and disabilities. Baytree is like families meeting. Everyone who works there is very kind and patient”*

Helene, Youth Mentor

Helene has been volunteering for different charities for many years; she enjoys the contact with people she might not meet in life or her work environment. She joined Baytree whilst already volunteering at a soup kitchen but wanted to be in more regular contact with young people.

Helene has made many friends over the years through volunteering, meeting like-minded people who are involved in their communities, sharing their time and skills with others. She also feels she now has a better awareness of the challenges faced by different groups and has gained confidence in her skills as a mentor.

Helene really enjoys volunteering at Baytree *“spending time working with the women and girls on their development and skills building is rewarding. The volunteering programme is well run, and we receive good initial training as well as ongoing support. Baytree has a joyful atmosphere where girls and women can relax, learn and enjoy themselves.”*

Priorities for the Year Ahead

Corporate Volunteering relationships – Now more than ever, employers are seeing the benefits of offering access to volunteering to their staff. Over this next year we intend to strengthen our current corporate relationships and attract new ones. We want to maximise the contacts and networks we have through our volunteers and partners to develop a programme for employers to give their staff meaningful opportunities and generate financial donations. As well as fundraising, we are looking to incorporate career mentoring through volunteer career champions, corporate experience days and internships which will give girls access to organisations and environments previously inaccessible.

Investing in Volunteers Accreditation – We will seek to renew our accreditation this coming year which will focus on volunteer impact and developing effective evaluation tools that demonstrate the importance of volunteering and its impact on the community. We also want to evidence to volunteers and funders just how much of an impact their contributions have on the lives of women and girls who come to Baytree.

PARTNERSHIP WORK

Working in partnership is part of our collaborative value. It is essential to achieve better results for the people we serve. With all the charities we collaborate with, we share expertise, skills and resources and these partnerships also allow us to have a deeper insight into local needs and service available.

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Baytree is formally a member of three consortia:

Building Young Brixton is a consortium of eight Lambeth-based youth service providers creating opportunities for young people to thrive. The consortium enables young people to access personal and skills development, education and career support, play activities, and advocacy training. Last year, Building Young Brixton supported more than 1000 young people to improve their wellbeing, build positive relationships and increase civic participation through integrated youth service delivery. Building Young Brixton has received support from Lambeth Council, the GLA, The National Lottery and City Bridge Trust and has created a blueprint for community partnerships in Lambeth and beyond.

Place for All works towards a more inclusive Lambeth by developing communities' skills for life, work, and civic participation. The partnership involves the Baytree Centre, High Trees and Indo-American Refugee Organisation (IRMO) to develop practical systems and referral routes as well as learning and best practice across our education, employment, and advice services. Our collaboration has been supported by National Lottery Community Foundation and the GLA, enabling us to deliver much needed services to more than 1000 local people yearly. This year considering the economic challenges facing residents we have successfully raised £50,000 from the Greater London Authority to deliver welfare advice across our own community sites as well as Children Centres', primary schools, foodbanks, and religious sites, broadening our reach to communities in need.

Ecosystems Coldharbour is funded by the My Ends programme which provides support for neighbourhoods that are experiencing higher levels of violence. My Ends is one of the strategies being executed by the Mayor's Violence Reduction Unit. The Consortium aims to address root causes of violence affecting young people and the community and to provide positive opportunities with a specific focus on tailored interventions. The area of focus is Coldharbour Ward and the surrounding areas, and while the spread of this work will be fluid and inclusive, it will be focused on the ward's largest estates of Angell Town, Loughborough and Moorlands as well as central Brixton.

In addition to these formal partnerships, Baytree works in close collaboration with many other local services, including:

- Centre 70 – housing and welfare benefits advice
- Cambridge House Legal – welfare benefits, housing and other legal advice
- Southeast London Community Energy - energy efficiency advice and solutions
- Bread and Roses – floristry for well-being, ESOL and Signposting for refugees and asylum seekers
- WLM St Luke's – financial literacy courses
- GAIA and Solace Women's Aid - violence against women and counselling
- LEAP – various
- Lambeth (and other local boroughs) Early Help and Children's and Adults Social care

COVID 19

We are all aware of the impact COVID-19 has had, and will continue to have, on users, employees, volunteers and operations. The worldwide economy has felt the impact. The pandemic has forced change. Although we have now left social distancing behind, we made several repairs to improve our ventilation and future proof the Centre. And although by June 2022 the Centre had fully recovered the buzz and activity of pre-Covid days, we continued to deliver some ESOL classes and mentoring sessions online.

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From the financial point of view COVID has meant that a lot of our grants are short term investments and we have not a lot of certainty for the next 3 years. BAYTREE has responded to this challenge by investing more in marketing and communications and try to attract more donations from individual donors.

FINANCIAL REVIEW

The charity has free reserves of £497,534 which represents about 7 or 8 months expenditure on charitable activities. In reviewing its reserves requirement, the trustees have considered the cost of delivering our programmes. The funding cycle is about a year long and we would therefore like to have 12 months reserves at any one time. We initially aimed to achieve this within 5 years and although we have not achieved this, we are happy to have secured sufficient funding for the current year and some for 2023.

We had some extraordinary expenses in 2021 related to COVID and changes in senior management leadership. We did not expect these to be repeated in the current year and that is reflected in our running costs for this year. We also had some vacancies in our Youth Service during the year and that has reduced our costs. This is not sustainable and our budget for this year is higher than last year as a result.

The restricted funds are not included in the trustees' view of reserves as restricted funds are held by the charity for specific projects and will normally be spent within 6 months.

Risk Management

The trustees keep a risk register which is reviewed periodically. The trustees recognise that the charity is subject to operational and financial risks and they believe they have procedures in place to reduce these risks

- To human life and welfare, by the adoption of health and safety policies and training
- To young and vulnerable people, by having in place suitable policies and procedures. Ongoing training for the Safeguarding Officer and key staff is monitored and we review the procedure once a year
- To charity resources, by appropriate control procedures and monitoring

The Baytree Centre relies on the following advisors:

Auditor: Goldwins, London, NW6 2EG

Bank: HSBC, Brixton, London

The Baytree Centre address: 300 Brixton Road, Brixton, London SW9 6AE

Governing Document: Constitution of a Charitable Incorporated Organisation

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Management Team:

Caroline Guarnaccia, Chief Executive Officer, also responsible for the Youth Service;
 Carmen Gonzalez, Fundraising and Development Director;
 Anna Iacuzzi, Women Service Director

During 2023 we will be recruiting a new CEO as Caroline Guarnaccia will be retiring in June.

Trustees

Trustee Name	Office	Appointment	Office Appointment	Resigned	Tenure Ends
Ozohu Adoh		06.07.2022			06.07.2025
Liz Beh		11.05.2022			11.05.2025
Laura Carderera					
Marie Claire Daaboul		06.05.2021			06.05.2024
Tsedu Hailu	Chair	11.01.2021	08.11.2021		11.01.2024
Muyri Mahauthamn		06.05.2021		9.11.2022	
Chinedu Maduakar		06.07.2022			06.07.2025
Susan O'Brien		06.05.2021		09.03.2022	
Ekene Olele	Secretary	13.12.2018	21.05.2020		21.05.2023
Brenda Osieyo		06.05.2021		19.1.2022	
Sophia Pain	Treasurer	11.11.2017	25.10.2018		25.10.2024
Suzy Wood		11.11.2017		11.05.2022	
Katie Wrightson	Chair	18.07.2019	11.03.2021	22.09.2021	

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

During the year we advertised our trustee role and went through a round of interviews. Our governing document allows for 9 trustees. We were mindful of our ethnic diversity and tried to match that of our beneficiaries. As a result the ethnic percentages are:

Ethnicity

	Lambeth	BAYTREE Beneficiaries	Trustees 2021	Trustee 2022
	%	%	%	%
White	38	3	22	11
White other	17	12	11	0
Black	24	38	39	44
Asian	7	7	11	22
Mixed	8	5	6	11
Other	6	35	11	12
Total	100	100	100	100

Statement of trustees' responsibilities for an unincorporated Charity/CIO

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 & 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 the income and expenditure of the charity 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 in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- 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 maintaining proper accounting records, which 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/constitution. 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.

The trustees are responsible for the maintenance and integrity of the charity 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.

Tseday Haililu
14th December 2022

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

The Baytree Centre acknowledges and thanks the generosity of funders and donors through the grants, sponsorship, commissioning and donations received in 2021-2022 which have enabled us to provide the much-needed services and support for women, girls and families in the local community.

Awards for All

Anthony & Pat Foundation

BBC Children in Need

Big Give in partnership with The Childhood Trust

Bread & Roses

City of London

City Bridge Trust

Cornerstone

EA Foundation

Ecosystem: My ends program

Fresh Leaf Charitable Foundation

Friends of BAYTREE and the many individuals who generously helped financially & in kind

Garfield Weston

Greater London Authority

Henry Smith

John Lewis Foundation

Lambeth

Leathersellers

London Community Foundation

Lloyds

Mercers Company

The National Lottery – Community Fund

Nationwide

Nike

Peter Stebbings

Plater Trust

Porticus

Serpentine Trust

Sisters of the Holy Cross Charitable Trust

Terra Firma

Walcott Foundation

William Wates Foundation

Wonder Foundation

Young Lambeth Cooperative

Young Londoners

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
Independent Examiner's Report to the Trustees of the Baytree Centre

I report to the trustees on my examination of the accounts of the Baytree Centre (CIO) for the year ended 31 August 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Anthony Epton

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

3 January 2023

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

		Unrestricted	Restricted		Unrestricted	Restricted	
		Funds	Funds	2022	2021	2021	2021
Note		£	£	£	£	£	£
<u>Income</u>							
Donations and Legacies	3	116,312	7,842	124,154	46,538	-	46,538
Charitable activities	4	199,828	664,898	864,726	175,240	767,544	942,784
Investment Income	5	2,918	-	2,919	101	-	101
Total income		319,058	672,740	991,798	221,879	767,544	989,423
<u>Expenditure</u>							
Costs of raising funds	6	39,303	-	39,303	-	23,939	23,939
Charitable activities	7						
Women Service		106,889	264,241	371,130	17,692	384,983	402,675
Volunteer Service		34,495	36,300	70,795	3,902	78,941	82,843
Youth Service		6,317	269,552	275,869	3,085	312,253	315,338
Total		187,004	570,093	757,097	24,679	800,116	824,795
Net income before transfers		132,054	102,647	234,701	197,200	(32,572)	164,628
Transfer between funds		-	-	-	-	-	-
Net movement in funds	8	132,054	102,647	234,701	197,200	(32,572)	164,628
Total funds brought forward		565,480	142,014	707,494	368,280	174,586	542,866
Total Funds carried forward		697,534	244,661	942,195	565,480	142,014	707,494

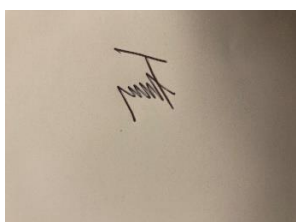
All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
BALANCE SHEET

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	10		81,732		93,139
Current assets					
Debtors	11	41,829		6,375	
Cash at bank and in hand	12	1,025,420		864,887	
Total Current Assets		1,067,249		871,262	
Creditors: amounts falling due within one year	13,14	(206,786)		(256,907)	
Net current assets			860,463		614,355
Total assets less current liabilities			942,195		707,494
Creditors: amounts falling after more than one year			-		-
			942,195		707,494
Funds					
Unrestricted			497,534		365,480
Designated			200,000		200,000
Restricted	17		244,661		142,014
			942,195		707,494

The financial statements were approved by the Board on 14th December 2022 and signed on their behalf by



Tseday Hailu
Chair



Sophia Pain
Treasurer

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
STATEMENT OF CASHFLOW

		2022	2022	2021	2021
	Notes	£	£	£	£
Cash flows from operating activities:					
Net cash provided by/(used in) operating activities	20		157,615		307,538
Cash flows from investing activities:					
Dividends, interest and rents from investments		2,918		101	
Proceeds from sale of fixed assets		-		-	
Purchase of fixed assets		-		(99,783)	
Proceeds from sale of investments		-		-	
Purchase of fixed assets		-		-	
Net Cash provided by/(used in) investing activities			2,918		(99,682)
Cash flows from financing activities					
Repayment of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Net Cash provided by/(used in) financing activities			-		-
Changes in cash and cash equivalents in the year			160,533		207,857
Cash and cash equivalents at the beginning of the year			864,887		657,030
Cash and cash equivalents at the end of the year	21		1,025,420		864,887

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS

1. Basis of Preparation

1. Basis of accounting

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

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) (Charities SORP FRS102)

The Baytree Centre constitutes a public benefit entity as defined by FRS 102.

2. Going Concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next accounting period.

2. Accounting Policies

2.1 Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when

- the charity becomes entitled to the resources; it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies

Legacies are included in the SoFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Income from legacies and donations is accounted for on a received basis and grossed up for any tax recoverable.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Government grants

The charity has received government grants in the reporting period

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Donated goods

In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised, we are very aware of the great benefit the charity receives from all its volunteers, please refer to the trustee's annual report for more information about their contribution.

Support Costs

The charity has incurred expenditure on support costs.

Income from interest, royalties and dividends

Interest on funds 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.

2.2 Expenditure and Liabilities

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance and support costs

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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

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

Provisions for liabilities

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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

2.3 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost. Fixtures and fittings are depreciated over 10 years straight line.

Operating Leases

Rental charges are charged on a straight-line basis over the term of the lease.

Investments

Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current assets.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Current asset investments

The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due.

They are valued at fair value except where they qualify as basic financial instruments.

Pensions

The charity operates a stakeholder pension scheme.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. Income from Donations and Legacies

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Donations and Legacies				
Trusts & Foundations	33,000	7,842	40,842	4,000
Corporate	5,024	-	5,024	2,515
Individuals	78,288	-	78,288	40,023
Total	116,312	7,842	124,154	46,538

Donations and Legacies (prior year)			Total	Total
			2021	2020
	£	£	£	£
Trusts & Foundations	4,000	-	4,000	1,800
Corporate	2,515	-	2,515	450
Individuals	40,023	-	40,023	36,751
Total	46,538	-	46,538	38,821

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Income from Charitable Activities

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Women Service	111,920	298,966	410,886	485,935
Youth Service	70,911	299,033	369,944	360,440
Volunteering	16,997	66,899	83,896	96,409
Total	199,828	664,898	864,726	942,784

Income from charitable activities (prior year)			Total 2021	Total 2020
	£	£	£	£
Women Service	102,801	383,134	485,935	452,919
Youth Service	59,369	301,071	360,440	331,122
Volunteering	13,070	83,339	96,409	98,321
Total	175,240	767,544	942,784	882,362

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Source of Charitable income

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Grants	197,312	641,898	839,210	941,804
Contracts	-	23,000	23,000	-
Fees	1,036	-	1,036	980
Other charitable activities	1,480	-	1,480	-
Total	199,828	664,898	864,726	942,784

Source of Charitable income (prior year)

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Grants	174,260	767,544	941,804	826,433
Contracts	-	-	-	37,267
Fees	980	-	980	9,652
Rental income	-	-	-	9,010
Total	175,240	767,544	942,784	882,362

Analysis of Government Grants

	Total 2022	Total 2021
	£	£
ACS with IRMO	18,309	-
YLC Ltd, part of a Consortia bid to support family and youth	-	23,000
Mayor - Young Londoners Fund	-	28,800
Coldharbour Ecosystems	42,538	-
CJRS-HMRC	-	11,616
GLA Young Londoners	-	38,048
GLA Young Londoners COVID	9,397	60,000
GLA NDYP Mentoring	10,678	-
YLF	27,900	27,900
Total	108,822	161,464

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

5. Income from investments

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Bank interest	2,198	-	2,198	101
Total	2,198	-	2,198	101

All investment income in 2021 was unrestricted.

6. Expenditure on raising funds

	Total 2022	Total 2021
	£	£
Staff Costs	32,263	20,899
Direct Costs	7,040	3,040
	39,303	23,939

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

7. Analysis of expenditure

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2022 Total
	£	£	£	£	£	£
Staff Costs	19,231	205,089	111,879	32,302	234,583	603,084
Direct Costs	1,048	13,851	30,823	445	30,302	76,469
Premises					63,440	63,440
Governance Costs					14,104	14,104
	20,279	218,940	142,702	32,747	342,429	757,097
Support costs	18,240	145,922	127,682	36,481	(328,325)	
Governance	784	6,268	5,485	1,567	(14,104)	
Total	39,303	371,130	275,869	70,795	-	757,097

Support and Governance costs are allocated on the basis of use of the building.
Of the total expenditure, £187,004 (2021: £24,679) was unrestricted and £570,093 (2021: £800,116) was restricted.

Analysis of expenditure (prior year)

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2021 Total
	£	£	£	£	£	£
Staff Costs	20,899	224,939	129,208	61,539	151,254	587,839
Direct Costs	3,040	823	9,217	414	109,031	122,525
Premises					111,077	111,077
Governance Costs					3,354	3,354
	23,939	225,762	138,425	61,953	374,716	824,795
Support costs	-	175,270	175,270	20,822	(371,362)	
Governance	-	1,643	1,643	67	(3,354)	
Total	23,939	402,675	315,338	82,843	-	824,795

Support and Governance costs are allocated on the basis of use of the building.
Of the total expenditure, £24,679 (2020: £52,748) was unrestricted and £800,116 (2021: £638,688) was restricted.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

8. Net movement in funds

This is stated after charging:

	2022	2021
	£	£
Depreciation of tangible assets	11,408	11,826
Operating lease rentals: equipment	-	-
Independent examiner's fee	2,750	2,750

9. Staff Costs

	2022	2021
	£	£
Salaries and wages	548,270	540,963
Social Security Costs	43,802	36,869
Employer's contribution to defined contribution pension scheme	11,012	10,586
	603,084	588,418

One employee earned between £60,000 to £69,999 in the year (2021 one).

The total employee benefits including pension contributions of the key management personnel were £144,560 (2021: £145,832).

Redundancy payments of £2,314 were made during the year.

The average monthly headcount, analysed by function was as follows:

	2022	2021
	Number	Number
Direct charitable expenditure	21	20
Central Management	3	3
	24	23

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Tangible fixed assets

	Fixtures, Fittings & equipment	Total
	£	£
Cost or valuation		
At 1 September 2021	158,722	158,722
Additions during the year	-	-
At 31 August 2022	158,722	158,722
Depreciation		
At 1 September 2021	65,583	65,583
Charge for the year	11,407	11,407
At 31 August 2022	76,990	76,990
Net book value		
At 31 August 2022	81,732	81,732
At 31 August 2021	93,139	93,139

All fixed assets are used for direct charitable purposes.

11. Sundry debtors and prepayments

	2022	2021
	£	£
Prepayments and accrued income	11,220	6,375
Other debtors	30,609	-
	41,829	6,375

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

12. Cash at bank and in hand

	2022	2021
	£	£
Short term deposits	916,628	732,711
Cash at bank and in hand	108,792	132,176
	1,025,420	864,887

13. Creditors and accruals

	2022	2021
	£	£
Other creditors	7,470	4,469
Accruals and deferred income	180,534	235,998
Taxation and social security	18,782	16,440
	206,786	256,907

14. Deferred income

Unrestricted income that relates to delivery of a final report in the future is deferred.

	2022	2021
	£	£
Balance at 1 September	202,812	68,333
Amounts added in the current year	170,000	182,812
Amounts released to income from previous year	(197,312)	(48,333)
Balance at 31st August	175,500	202,812

15. Legal status of the charity

The Baytree Centre is a charitable incorporated organisation (CIO) registered with the Charity Commission (registration number 1175145). Its governing document is its constitution and the only voting members are the trustees.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

16. Analysis of net assets between funds

	General unrestricted	Designated	Restricted	Total Funds
	£	£	£	£
Tangible fixed assets	-	81,732	-	81,732
Investments	-	-	-	-
Net current assets	497,534	118,268	244,661	860,463
	497,534	200,000	244,661	942,195

Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Total Funds
	£	£	£	£
Tangible fixed assets	-	93,139	-	93,139
Investments	-	-	-	-
Net current assets	365,480	106,861	142,014	614,355
	365,480	200,000	142,014	707,794

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Movement in funds

Restricted funds

	1 September 2021	Incoming	Transfer	Outgoing	31 August 2022
	£	£	£	£	£
Anthony & Pat Foundation	-	5,000	-	5,000	-
BBC Children in Need	-	10,000	-	3,332	6,668
BBC Children in Need - STEM	5,241	40,500	-	40,000	5,741
Bread & Roses	-	5,335	-	5,335	-
Childhood Trust	-	7,842	-	342	7,500
City of London	-	10,000	-	10,000	-
City Bridge Trust	9,075	37,000	-	37,000	9,075
Cornerstone	-	5,750	-	5,750	-
EA Foundation	-	22,000	-	14,644	7,336
Ecosystem: My ends	-	42,538	-	38,352	4,186
Fresh Leaf Foundation	6,547	-	-	6,547	-
GLA Young Londoners	5,000	9,397	-	14,397	-
GLA NDYP	-	10,678	-	9,020	1,658
GLA: Advice in Community	-	18,308	-	12865	5,443
John Lewis Foundation	-	15,000	-	15,000	-
John Lewis Foundation	-	25,000	-	-	25,000
Lambeth EIPS	-	23,000	-	23,000	-
London Community Fund	-	16,666	-	11,111	5,555
Mercers	6,253	25,000	-	25,000	6,253
National Lottery Community Fund A Place for All	37,757	48,628	-	68,465	17,920
National Lottery Community Fund BYB	-	40,213	-	23,552	16,661
Nationwide	25,000	-	-	25,000	-
Nike	-	14,985	-	14,985	-
Peter Stebbings	-	10,000	-	-	10,000
Plater Trust	-	30,000	-	-	30,000
Sisters of Holy Cross	-	20,000	-	13,333	6,667
Terra Firma Charitable Trust	20,000	60,000	-	30,000	50,000
Walcot Foundation	6,250	25,000	-	25,000	6,250
W Wates Memorial Trust	-	10,000	-	9,167	833
Wonder	-	54,000	-	48,000	6,000
YLC	20,892	-	-	20,892	-
YLF – Thrive	-	27,900	-	18,650	9,250
Other summer	-	3,000	-	3,000	-
Total restricted funds	142,014	672,740	-	570,093	252,161

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Unrestricted funds

Designated funds	200,000	-	-	-	200,000
General funds	365,480	319,058	-	187,004	497,534
Total unrestricted funds	565,480	319,058	-	187,004	697,534
Total funds	707,494	991,798	-	757,097	942,195

Purpose of restricted funds

The Women service fund is for the provision of training and intensive educational programmes to women learners.

The Youth service is for the provision of educational programmes to young people.
The Volunteer Service provides recruitment, training and support for our volunteers.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

Movement in funds (2021 - prior year)

	1 September 2020 £	Incoming £	Transfer £	Outgoing £	31 August 2021 £
Restricted funds					
All Churches Trust	-	24,000	-	24,000	-
BBC Children in Need	10,830	8,477	-	19,307	-
BBC Children in Need - STEM	5,241	20,436	-	20,436	5,241
BBC Children in Need - COVID	3,333	-	-	3,333	-
Berkley Foundation	11,250	-	-	11,250	-
City Bridge Trust	9,075	37,000	-	37,000	9,075
City Bridge Trust – Covid	5,843	-	-	5,843	-
CJRS-HMRC	-	11,616	-	11,616	-
Fresh Leaf Foundation	6,548	25,000	-	25,000	6,548
Goldsmiths	3,000	-	-	3,000	-
GLA Young Londoners	-	98,048	-	93,048	5,000
John Lewis Foundation	15,000	-	-	15,000	-
John Lewis Covid Fund	14,285	-	-	14,285	-
LandAid Covid Fund	10,000	-	-	10,000	-
Lloyds	-	91,623	-	91,623	-
London Community Fund	10,000	-	-	10,000	-
Mercers	6,253	25,000	-	25,000	6,253
National Lottery Community Fund A Place for All	32,337	125,983	-	120,563	37,757
Nationwide	-	50,000	-	25,000	25,000
Plater Trust	-	5,000	-	5,000	-
Terra Firma Charitable Trust	20,000	30,000	-	30,000	20,000
Walcot Foundation	6,250	25,000	-	18,750	6,250
Walcot Covid Fund	5,176	-	-	5,176	-
YLC	-	23,000	-	2,108	20,892
YLF – Thrive	-	28,800	-	28,800	-
Other – COVID	165	-	-	165	-
Other	-	2,162	-	2,162	-
	<u>174,586</u>	<u>767,544</u>	<u>-</u>	<u>800,116</u>	<u>142,014</u>
Unrestricted funds					
Designated fund	200,000	-	-	-	200,000
General funds	168,280	221,879	-	24,679	365,480
Total unrestricted funds	<u>368,280</u>	<u>221,879</u>	<u>-</u>	<u>24,679</u>	<u>565,480</u>
Total funds	<u>542,866</u>	<u>989,423</u>	<u>-</u>	<u>824,795</u>	<u>707,494</u>

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

18. Operating lease commitments

The charity has no future minimum lease payments under non-cancelling operating leases.

19. Transactions with trustees and related parties

Trustee remuneration

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

Trustee Expenses

No trustee has received travel or accommodation reimbursements

Related party transactions

There have been no related party transactions during the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
NOTES TO THE FINANCIAL STATEMENTS (Continued)

20. Reconciliation of net income/expenditure to net cash flow from operating activities

	2022	2021
	£	£
Net income/expenditure for the reporting period	234,701	164,628
Depreciation of tangible assets	11,408	11,826
Interest rent and dividends from investments	(2,918)	(101)
(Loss)/profit on sale of fixed assets	-	-
(Increase)/decrease in debtors	(35,455)	1,426
Increase/(decrease) in creditors within one year	(50,121)	129,760
Net cash (outflow)/inflow from operating activities	157,615	307,539

21. Analysis of cash and cash equivalents

	At 1 September 2021	Cash flows	Other Charges	At 31 August 2022
	£	£	£	£
Cash in hand	864,887	160,533	-	1,025,420
	864,887	160,533	-	1,025,420

Analysis of cash and cash equivalent (prior year)

	At 1 September 2020	Cash flows	Other Charges	At 31 August 2021
	£	£	£	£
Cash in hand	657,030	207,857	-	864,887
	657,030	207,857	-	864,887

Accounts



**THE BAYTREE CENTRE
CIO 1175145**

TRUSTEES' REPORT AND ACCOUNTS

**FOR THE PERIOD
1ST SEPTEMBER 2020 – 31ST AUGUST 2021**

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
REPORT OF THE TRUSTEES

The Trustees of The Baytree Centre present their report and financial statements for the period 1st September 2020 to 31st August 2021. The financial statements have been prepared based on the accounting policies set out in note 2 to the financial statements.

Objects: As set out in our CIO registration The Baytree Centre provides educational programmes for women and girls facing deprivation, isolation and barriers to social inclusion and mobility.

Activities:

The Baytree's **Women's Service** provides critical customised support to help women overcome multiple barriers to social inclusion and mobility.

Our **Youth Service** creates a safe and supportive space for girls aged 6 to 18 to learn, develop and thrive academically and personally.

Key to our ability to support our beneficiaries is our **Volunteer Service**, which recruits and retains our large body of inspirational and dedicated volunteers, who deliver many of our activities.

In setting out our programme each year we have regard to the Charity Commission's general guidance on public benefit and the Advancement of Education for the public benefit. The trustees always ensure that the programmes we undertake are in line with our charitable objects. Our aim is that each individual beneficiary reaches their full potential.

How we work

The Baytree Centre was founded nearly 30 years ago as a project of a national educational charity, Dawliffe Hall Educational Foundation (DHEF) to respond to the local needs at the time of the Brixton riots. We are now reporting on the fourth year as an independent charity and continue to respond to the needs of our beneficiaries.

The Baytree Centre is a female-only safe place, supporting women and girls through customised programmes of one-to-one mentoring, education classes and group integration activities. Our experienced body of teaching staff provide education in ESOL to women and 'Into School' classes for girls. The majority of our adult mentoring provision is delivered by our professional Social Mobility Coaches, who (supported by volunteers and in partnership with other charities) also manage programmes of workshops across five pillars of our Social Mobility Framework: education, employment, family stability, financial stability and well-being. The plethora of youth programmes, from leadership and employability programmes to positive activities and youth mentoring, are delivered by our skilled and motivational youth team and our wonderful volunteers.

Informed by user voice, the team develops programmes to meet the needs of our beneficiaries and have demonstrated amazing agility adjusting services to respond to new and changing needs during the COVID pandemic, particularly supporting women and girls feeling isolated and frightened. Working in close collaboration within our established partnerships and finding new partners has enabled us to deliver a greater quality and breadth of service.

Our users experience multiple and diverse barriers to inclusion, including: lack of English language, literacy, numeracy and digital skills; lack of opportunities to learn in safe and culturally appropriate settings; inability to access employment opportunities; poverty; inability to access benefits and services; overcrowded and inadequate housing; mental and physical ill-health; racism and other discrimination; domestic abuse; family breakdown; a lack of family support and structure; isolation and lack of support networks generally. During the pandemic, many of these barriers grew. For example, the inability to access online services became an even greater barrier and we were able to help with our lending library of computers, tablets and routers. Our programmes are developed to help our beneficiaries to overcome these barriers. Activities are designed to benefit

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
REPORT OF THE TRUSTEES**

the whole family and involving parents and carers in their children's education and development remains central to our approach.

The Baytree Centre's policies and procedures remain the framework within which it operates. They define what our organisation does and how we do it. We have a range of policies and procedures essential for the smooth running of our organisation, and full copies of all policies are available on request. We are committed to safeguarding our young people and vulnerable adults; promoting equality and diversity for our staff, volunteers and service users alike; and ensuring health and safety for all.

Letter from the Chair

In the past 18 months the UK has been facing unprecedented challenges due to the Covid-19 pandemic, which has caused separation of families and friends, isolation, relationship problems, mental health difficulties, closure of businesses and loss of livelihoods not to mention the tragic loss of many lives. During these crises, the Baytree Centre remained accessible to our beneficiaries using innovative ways to respond to the unique circumstances of the time.

The Covid-19 restrictions and lockdowns have had negative effects on the lives of our beneficiaries and their families. Recognising the value of our services in the midst of these limitations, we adapted and ran our programmes constantly applying creativity and more resources. We have not only adapted our services (delivering activities online, distributing laptops, IT equipment and internet data), but we have also developed initiatives to respond to our beneficiaries' new priorities, whilst maintaining our usual provisions (ESOL, academic support, employability workshops, mentoring).

Our additional services have addressed critical needs brought on by the pandemic: notably supporting women fleeing domestic abuse, supporting women and girls with bereavement, and offering counselling to women and girls, who would have had to endure long waits to receive help from statutory agencies. We were also proactive in ensuring that all our women and girls always had someone to talk to through our regular wellbeing calls. Welfare advice is another new service that we have had to implement, as local capacity could not cope with referrals from Baytree. Finally, through our partnership with the Wonder Foundation we were able to provide urgent financial support to 80 families.

In the period 2020-2021 we have served 281 girls and 260 women with the help of 199 volunteers. The numbers are lower than in past years. However, due to pandemic-related economic and social disruptions experienced by our beneficiaries, the level of help provided to meet the level of need has been intense. This report shows the impact of our services on the lives of our beneficiaries and their families.

Whilst striving to meet the growing needs of our beneficiaries, we have also kept the wellbeing of our staff and volunteers at the forefront of our planning, ensuring it is always safeguarded despite an increase in workload. Our staff have access to one-to-one counselling as well as group clinical supervisions.

We are proud of our staff and volunteers without whom Baytree cannot continue its work of service. The support of our volunteers is truly invaluable. We would like to thank our committed and talented staff and volunteers, especially for their resilience and passion throughout the pandemic. With sadness we have seen some of our staff leave to whom we are grateful for their dedication and the valuable contributions over the years.

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We also express our deep gratitude to former members of the board of trustees: Margaret Parra, Riccardo Calliano and Katie Wrightson and the former chair Dorothea Eyewumi, for their time and effort in supporting Baytree's success during its early years as an independent charity. Our recruitment to the Board has increased our ethnic diversity.

Looking ahead, Baytree has taken time to study and prepare for a post Covid-19 recovery period. Our key priorities are educational achievement, employability support and wellbeing for many of our women and girls, who have been badly hit by the pandemic, the digital divide, job losses, and educational setbacks due to remote schooling.

Partnership working, in time of crisis and recovery, is of great importance. We remain committed to collaborating with local community organisations in Building Young Brixton and Place for All. We are also excited to join forces with the Ecosystems Coldharbour consortium.

We want to end by thanking our supporters, donors, and everyone that makes our work possible. We are extremely privileged to do what we do, and without you all this would not be possible. Much more is still required to support our women, girls, and their families to come out of the pandemic with renewed hope, resources, opportunities and aspirations. With our funders' backing, we shall continue our hard work to realise these ambitions.

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ACTIVITIES: ACHIEVEMENTS, PERFORMANCE AND IMPACT

WOMEN'S SERVICE



In a year characterised by the COVID pandemic, despite repeated lockdowns and the associated challenges for our women and staff, we are very pleased to report that:

- 143 women participated in our coaching programme
- 179 women attended ESOL and/or literacy classes
- 23 women participated in our employability workshops
- 53 women participated in our skills building workshops and courses
- 75 women took part in our well-being and integration activities
- 52 women and family members participated in our family activities

Coaching

Demand for one-to-one support soared during the pandemic and women relied more heavily than ever on our team of experienced Coaches for support with a very broad spectrum of critical needs. As ever, Baytree's approach to supporting the women has remained relational and holistic across the five pillars of our Social Mobility Framework: careers, education, family, financial management and wellbeing.

However, in response to the women's needs, the Coaches were forced to temporarily move away from medium to long-term goal setting to deal with short term urgent issues. Some of the most commonly arising challenges have been: loss of work, welfare and benefit claims, debt management, inadequacy of housing, mental and physical health problems and family crises (including domestic violence).

With the pandemic leaving many of the external agencies to whom we would normally have referred women for support oversubscribed and unable to take new referrals, our Coaches quickly and successfully upskilled to provide 'first level' Information, Advice and Guidance within the Coaching programme.

Tuition

ESOL and Literacy tuition continued throughout the pandemic and despite all the challenges student numbers were slightly increased on the previous year.

The very low level of digital literacy of many of our students became more apparent than ever and, during lockdown, our Tutors had to deliver via WhatsApp, this being the only application accessible to many beneficiaries.

As restrictions lifted and we gradually returned to the Centre, all Tutors received training in Google Classroom and all participants were invited to access lessons via that forum. Although over 50 students managed to access the platform, many struggled to follow lessons in this way due to a lack of familiarity with Google Classroom specifically but also IT generally. To address this issue, we upped our efforts to increase beneficiaries' IT literacy through a specific Beginner's IT class during the Spring term and a renewed focus on embedding IT throughout classroom learning and other provisions.

Workshops and activities

Through a combination of remote and in person delivery, we delivered a full programme of workshops and activities across the five pillars of our Social Mobility Framework (careers, education, family, financial management and wellbeing).

Careers support included webinars, career coffee mornings and one-to-one support and confidence building sessions; in Finance, we held a series of money management workshops; our Family pillar included activities and celebrations of special events for mothers and daughters; and Well-Being saw an assortment of sessions including cooking for diabetics and the importance of Vitamin D.

Despite trialling various formats, attendance at the workshops was lower than expected, as women were dealing with urgent needs arising from the pandemic and lacking the resources to focus on their own personal development.

Priorities for the year ahead

- **Digital literacy** – with low digital literacy a major barrier for many of our women, upskilling them in this area will be a key priority. We plan to continue to run IT literacy classes, as well as embedding IT throughout delivery of group sessions and within one-to-one support. We will also look for specialist external agencies with whom to partner to identify additional ways to support our beneficiaries in this crucial area.

- **First level Information, Advice and Guidance (IAG)** – experiences during the pandemic underlined the strength of our holistic model of support and in contrast the barriers to progress that many beneficiaries face when accessing multiple agencies. Through a programme of external training, in-house knowledge sharing and on-the-job upskilling, we plan to upskill our coaches to deliver first level IAG within the Coaching programme.
- **Trauma informed practice** – the pandemic has laid bare the vulnerability of many of our users and the importance of all our coaches being properly equipped to undertake 'trauma-informed' practice. This method seeks to understand and respond to the impact of trauma on people's lives, emphasising physical, psychological, and emotional safety and aiming to empower beneficiaries to re-establish control.
- **Remote delivery** – whilst many women were delighted to return to face-to-face delivery, others saw the benefits of being able to access education remotely, enabling them to combine learning with other commitments and responsibilities. As well as preparing us for the possibility of another lockdown, remote delivery also enables us to support those with barriers to attendance at the Centre. In parallel with onsite delivery, we will therefore pilot a number of ESOL classes that will be run via Google Classroom, with a view to broadening access both during and beyond the pandemic.

CASE STUDIES

Integration, empowerment and skills

Syeda came alone to London from Pakistan. Living in unstable accommodation, without any family or friends and unable to return to her home country, she was determined to carve out an independent life for herself in the UK.

She identified improving her English as critical to pursuing her chosen career as a nurse and first approached the Baytree Centre, after hearing about our ESOL classes. Syeda was particularly eager to increase her vocabulary around medicines, hospitals and healthcare and to improve her confidence in speaking English. She started in one of our Entry 1 ESOL classes and, as her progress was superb, she quickly moved into an Entry 2 class.

In Spring 2020, Syeda joined the coaching programme following a Council Tax issue that she had with the Local Authority. A lack of familiarity with the system, no support network to refer to and low confidence in her English all acted as barriers to her resolving the issue independently.

Syeda's coach worked with her to achieve an initial reduction to her bill payments, whilst also coaching her on how to go about obtaining advice and guidance from support agencies and how to advocate for herself. In parallel, Syeda was assigned a volunteer mentor, who helped her to improve her spoken English and checked in on her well-being.

When a similar Council Tax issue arose in Autumn 2020, Syeda's ability to resolve the issue independently was greatly increased. With her coach and mentor supporting her only in the background, she first obtained advice from the Citizens Advice Bureau and then successfully presented her case herself to the Local Authority.

As a member of the Baytree Centre, Syeda also participated in various workshops, which helped her to find a community and make friends.

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In Summer 2021, Syeda reported that she feels sufficiently independent, stable and integrated to no longer need to participate in the coaching programme. She is continuing her ESOL classes and remains a diligent student, committed to building the foundations for her future career.

Confidence and employment

Joan attends the Baytree Centre with the youngest of her three daughters, who has an Education Health Care Plan in place to address her communication and developmental needs.

When the Women's Service first started working with Joan, she was worried about the future for her daughter and herself. This anxiety, coupled with a lack of confidence in her English and of self-confidence generally acted as a barrier to her feeling she was able to find work or properly support her daughter.

Joan joined our coaching programme and one of our coaches worked closely with her to understand and explore her daughter's educational needs and to support her in identifying, accessing and engaging with the appropriate academic support. The coach also worked with Joan to build her confidence and identify other Baytree programmes that she would like to join, for her own personal development and fulfilment. This gave Joan the encouragement she needed to become an active participant in a number of our provisions, including our ICT course, English conversation groups and mother and daughter events.

Unfortunately, as for many of our families, the pandemic brought about unexpected challenges. Joan's husband lost his job and the family became the victim of antisocial behaviour by a neighbour. Joan and her coach worked together through all of this, helping Joan prepare for discussions with her landlord and supporting her in obtaining legal advice and representation.

These processes, whilst stressful, built Joan's confidence and she became motivated and determined to find employment. Joan's coach referred her to our Employability volunteer, who worked with Joan to identify her key skills and preferences for employment. She also supported her in her job search for part time vacancies, which could work around her daughter's schooling. They prepared for interviews, working on approach and tactics for being more confident, including mock interviews and role plays. Joan successfully secured a job as a waitress and the fact that she has been hired into a customer service role is a testament to how much her confidence and English have improved.

Some comments from our clients

"I want to thank all the Baytree Center staff for all the help they have given me in all these years and to inform you that I will start working full time in a nursery from July 12. I am very grateful to all of you and for your hard work, because through all this effort, people like me have been able to reach new goals. God bless you"

"I shall never forget the surprise and delight I felt when I first starting this group connected I felt I'm very happy to join with you many thanks"

"I learned a lot, how to write and spell, how to pronounce, and I learned a lot about other cultures. I had a time for myself and was the only time that I had. You gave me a lot, you can't imagine what should be for a full time mum have the time for take a sit and enjoy something, and learn. Thank you very much, you are the best".

"Baytree centre was the best thing I knew in my life in uk"

VOLUNTEER SERVICE



With the support and dedication of our amazing team of volunteers we have effectively navigated unforeseen challenges and disruption to provide continuous volunteer support across all services. Whether online or in person, volunteers have been willing to step out of their comfort zone, take on new roles and go the extra mile. Their positive attitude and commitment to volunteering over this past year has been uplifting and inspiring. Incredibly, 199 volunteers supported Baytree's work during 2020-21, providing support across the following roles:

- 112 youth mentors
- 35 after-school activity volunteers
- 15 Women's Service volunteers
- 11 holiday activity volunteers
- 17 youth peer mentoring and work experience
- 16 interns

Volunteer satisfaction

In addition to providing an opportunity for people to support Baytree's work, the volunteer service aims to ensure that volunteer experience at Baytree is personally rewarding and beneficial. Throughout the year we brought volunteers together through online social events and sharing sessions. During Volunteer Week in June, we took the opportunity to recognise and appreciate all volunteers for their contribution, including special recognition for those long serving. Our volunteer survey, circulated over the summer provides useful feedback on areas of improvement:

- 82% feel volunteering has increased their personal skills and abilities
- 75% have an increased sense of cultural understanding
- 61% are satisfied with the ongoing support and training received
- 58% experienced an increase in community engagement
- 53% feel that volunteering has improved their career prospects

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FOR THE YEAR ENDED 31ST AUGUST 2021
REPORT OF THE TRUSTEES**

Recruitment and retention

The service received over 200 volunteering enquiries over the year. 60% were recruited, screened and trained.

One of our challenges for recruitment going forward is to receive more applications from underrepresented groups. Going forward our focus will be to develop a more diverse team of volunteers that is more reflective of the local community, through targeted recruitment campaigns.

We strive to maintain a body of volunteers who are able to make a sustained and long-term commitment to volunteering, which is especially important for the mentoring programme. We also manage the input of volunteers whose involvement is much shorter but still invaluable.

Delivery

When the Centre reopened in September 2020, we adopted a hybrid approach to volunteering opportunities. Volunteers remained committed, responding well to the flexibility that remote support offered whilst working from home.

In the Women's Service, volunteers supported with employability initiatives, well-being check-ins and workshops.

In the Youth Service, a reduced timetable of activities and a restrictions on group sizes meant that some clubs could be delivered by volunteers on site. Meanwhile academic clubs and mentoring continued on-line. This model worked very well and continued to be a success when a second lockdown was imposed.

Volunteer led, online 'Saturday Hangout' sessions for the girls were established to provide a welcome relief from schoolwork. Resources were sent out so that both the girls and the volunteers had the same materials necessary to participate in the activity. This approach was also adopted for the online academic clubs and mentoring. Volunteers were provided with access to a wealth of online resources included Literacy Planet, Mathletics and an eBook library, with over 50 books to choose from.

Interns were recruited for communications and fundraising roles, providing invaluable support for both the Christmas and Summer Give campaigns and managing our social media platforms. A new feature on Instagram has been 'Volunteering Wednesdays', which highlights and celebrates the contribution of our volunteers.

Mentoring

Mentoring engagement and retention was high throughout the year with the Youth programme reaching its maximum capacity of 110 relationships. The online mentoring programme has proven to be a success, affording a wider reach of volunteers from across the country and overseas. Zoom training and one to one support sessions for volunteers not familiar with using the platform was developed and delivered to those who required it.

Within our Women's mentoring programme, whilst a number of relationships were strengthened, the increased complexity of women's needs and the challenges presented by connecting remotely with women with low language and digital literacy skills, meant that we saw a decline in the number of sustained mentoring relationships. With women still needing some level of support, however, a one-to-one support programme was implemented late in the summer term. The purpose of this programme was to identify women who no longer needed intensive coaching or long term mentoring but would benefit from regular check-ins from a volunteer. Three volunteers supported

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REPORT OF THE TRUSTEES**

10 women who had previously been on the Coaching Programme, thereby enabling the Coaches to accept new referrals onto the programme.

Corporate Volunteering Partnerships

We have been very fortunate this year to be supported by a number of corporate volunteering partners:

- Staff from Morgan Stanley volunteered as mentors, providing invaluable support to the girls in academic subjects and personal development. They provided positive feedback of their volunteering experience and were particularly pleased with the support they received from the Mentoring Coordinator.
- The team from The Lancet provided mentoring support and also inspiring volunteers for our art, science and cookery clubs. They actively fundraised, volunteering their time to attend organised quiz nights and create tea towels for sale.
- Nationwide Building Society also became a community partner. Initially engaging with the volunteer and youth service, they then broadened their contribution with staff from two branches providing workshops geared around understanding finances to the women. Volunteers also supported our Football Club, run in collaboration with Fulham FC.

Priorities for the year ahead

- **Increased diversity** – whilst our volunteer recruitment is steady with a constant stream of new applications, we would like to move towards a more targeted and purposeful approach to recruitment. Attracting applications from people from underrepresented ethnic groups, ages and socio-economic backgrounds is a long-term plan, which we want to progress over the coming year. Giving talks to local community groups, leafleting in specific areas and adopting alternative methods of recruiting to capture those who do not regularly use the internet will be just some of the initiatives we will trial.
- **Improved volunteer satisfaction** – as mentioned earlier in this report, volunteer satisfaction is important to the service. We have already improved the resources available to all volunteers and plan to deliver a series of volunteer discussion groups once a term, exploring a range of different topics relevant to the volunteers and the roles they do. Training our staff who role supervise volunteers will also be key to ensuring our volunteers have a positive experience and appreciate how much we value them.
- **Consolidating volunteer led 1-2-1 support for women** – establishing an effective volunteer led individual support programme for our adult beneficiaries that combines mentoring and support tailored to suit the women's specific needs is a key area of development. Recruiting the right volunteers and working closely with the coaches and tutors, to identify women, who can benefit from this programme and match them to appropriate volunteers, will be key actions going forward.

Case Studies

Family mentoring referral

In January, we received a referral regarding an Arabic family who had just arrived in the UK. The request was for support for the two daughters, aged 7 and 9, who had limited knowledge of English and were struggling with online learning. Fortunately, we had just recruited and trained two ideal new mentors during this time: one was fluent in Arabic and the other had previously been a teaching assistant with CELTA and TEFL qualifications. Both volunteers were matched to this family and started and built thriving individual mentoring relationships with the girls which are still going strong. Moreover, the Arabic speaking volunteer was able to effectively communicate Baytree's work and how we were supporting the girls to their parents.

The family are incredibly grateful for the support they are receiving and we feel very pleased to have such wonderful volunteers who can provide this level of support to the family in this way.

Eleanor, Youth Mentor

Eleanor has been a volunteer with Baytree for 2 years. Employed full time with a software company and after working for a few years in London, she began feeling disconnected from her local community. Volunteering had been a part of her life when she was a student and she felt as though something was missing. She decided to enquire about volunteering after passing the Centre and doing some research about Baytree's work. The idea of helping women and girls in Lambeth and becoming a part of a vibrant community was her main motivating factor. Eleanor initially joined as support volunteer for the literacy club on Saturday mornings. When the Centre had to close, Eleanor reached out to offer her support in a myriad of other ways. With tutoring skills and experience in nurturing younger work colleagues she became a mentor in 2020, and has found the experience very rewarding: *"mentoring brings me a lot of joy! It's such a pleasure to create a bond with a girl who I would never have met otherwise, and to see that she trusts me and confides in me"*

On whether she would recommend Baytree to others given her experience – *"I absolutely would. You will hopefully get to build a really wonderful relationship with your mentee., and know that someone relies on you to be honest and present for them. You'll also meet other volunteers, so it's a great way to make new friends!"*

YOUTH SERVICE



In a challenging year we are proud that we have continued to deliver relevant and impactful programmes, both remotely and face to face, that support young women in their education and help them to achieve their best. We have been able to deliver much needed mentoring, academic support, and positive activities to 281 girls.

- 110 attended mentoring
- 86 girls received academic support
- 79 girls attended employability sessions through SPARKS
- 109 girls attended the Holiday Activities
- 28 girls enrolled in the INTO SCHOOL programme
- 26 girls volunteered

Mentoring

1-1 academic mentoring online, was a key part of the academic and personal support provided. Delivered by volunteers, 110 girls across the year received weekly mentoring. Led by the needs of the mentee and their parent, girls really value the focused one to one attention and encouragement of an adult that they trust, and mentoring has provided much needed additional academic support. Young people were able to share their schoolwork with their mentors, who were able to offer them the guidance they weren't always receiving at schools. For many, these sessions were the only 1-1 adult attention they consistently received during lockdown, and it contributed greatly to girls' routine and wellbeing.

Mentors used Baytree developed academic resources alongside platforms such as BBC bitesize, Literacy Planet and Mathletics to help girls make progress in topics they identified. They helped girls not just with the content of the work, but their attitude towards it - helping instil a growth mindset that they can learn and improve.

5 of our older girls, who expressed that they really wanted support with science, were matched with STEM professionals, who were able to offer them valuable additional support.

While monitoring and evaluation is still a challenge, online conversations with girls, parents and volunteers indicate that we are on track to meet our programme outcomes for each year:

- 80% girls improved motivation and engagement with their education process.
- 70% of girls improved academic performance in Mathematics and/or English and
- 80% girls improve study habits.

Both parents and girls have expressed how grateful they are; mentoring has helped them to engage with their education throughout the pandemic.

Academic Clubs including STEM

The last year has only increased the academic pressure that young people are under and both girls and their parents were extremely concerned that they were not making progress they wanted to. 86 young people attended academic clubs across the year which due to lockdown mostly took place remotely.

Our remote academic clubs have been aimed at under 11 girls, as we found 11+ girls preferred 1-1 academic support during this period. Maths, Literacy, Reading and Science have all been delivered by staff and volunteers. Girls have appreciated the additional boost our academic support has brought, as group sizes are much smaller than school classes and as such they receive additional adult attention.

From September - December, Science club was delivered in person and girls were able to participate in lots of practical experiments that encouraged them to develop the scientific method and see Science at work in their daily lives.

Positive Activities

Our social and informal activities are a vital part of our girls' development, as it gives them a chance to discover what their strengths are outside of the classroom and build character in a different setting. In a year where many young people have struggled with loneliness, our activities have been a crucial part of helping young women and girls stay connected and engaged. A series of two-part sessions were delivered, which included sculpting, fashion blogging, horse riding, radio podcasting, DJing and jewellery making. Online art and wellbeing sessions were delivered on

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Saturdays, engagement was consistently high and girls really benefitted from the variety of sessions, which included topics such as origami, water colour painting, cress growing and dance.

Up to a third of our beneficiaries had limited access to the internet and/or devices making it difficult for them to access their schoolwork and other recreational activities. Over the year, we have given out 55 laptops/tablets and 17 internet routers, which has allowed them to engage with us and education more effectively. Many were having to work from smartphones and share devices between multiple children, who had school and/or activities at the same time.

Many of the families we work with have said that they are so grateful that they had our support during such a challenging time and that our provision was a key part of keeping their morale up.

Spark

Our Spark programme provides a safe, supportive space for girls and young women aged 12 to 19 to develop academically and personally, to achieve their potential and turn their aspirations into realities. The programme offers girls the opportunity to take part in extra-curricular activities and workshops, one-to-one support, volunteering and work experience opportunities that empower and prepare them for their further education and future lives and careers.

Despite the disruptions caused to our provision by repeated lockdowns and the closure of the centre, we were able to engage and support 79 girls on the programme. With their schooling being disrupted, exams being cancelled, missing out on essential opportunities as well as being unable to see their peers, it was an extraordinarily challenging year for many of the girls and young women. Throughout the academic year 2020/21, 41 girls took part in our weekly Spark and Junior Spark youth group. 17 girls took part in volunteering opportunities and 23 girls accessed meaningful work experience; 3 girls took on paid work through our partnerships.

Highlights

- Youth Social Action

40 girls embarked on a year long young women's leadership and youth social action programme. They discussed and learned about the barriers women face in taking on leadership roles and what it takes to be a good leader. They planned and executed a social action project to address the issue that they felt most passionately about, whilst learning project management skills and putting their leadership skills into practice.

The girls aged 15 and over decided to create a short film about mental health, to show in local youth centres and schools. The younger girls worked together with a community group, Funnel, to deepen their knowledge about food poverty and insecurity. For their social action project, the girls reached out to local restaurants to secure food experiences for two families experiencing food poverty.

- Girls Supporting Girls

Having been suspended for over a year, due to the pandemic, we were finally able to revive our Young Volunteering programme at the start of the Summer Term with the launch of our new Girls Supporting Girls project. This saw 16 young volunteers, aged 15 to 20, receive training to offer peer support to girls on our Into School programme. The training included challenges faced by newly arrived refugee, migrant and asylum seekers, safeguarding and how to engage with and support ESOL learners.

- **Summer volunteering**

During the summer we were able to recruit and train a further cohort of girls and young women to help run our summer activities programme. 6 young volunteers were able to support the delivery of trips and workshops for girls aged 6 to 11. Being able to lead a small group of girls each, the programme offered them the opportunity to develop their leadership, facilitation and communication skills and build confidence.

- **Work experience**

As part of our summer activities programme, we worked in partnership with our corporate partners Astrid & Miyu, a female led jewellery brand, and Motive Productions, a female led creative design and production agency, to run 2 work experience bootcamps. With Astrid and Miyu, girls took part in a two days' worth of exciting workshops at their headquarters, including brainstorming advertorial ideas with the digital team, writing press releases with the brand marketing team, creating mood boards with the brand design team and styling TikToks with the social and content team. At Motive Production's studio, girls had the opportunity to create their own design for a shop window fit out. They were also taught how to use power tools by their resident carpenter and made some props, including a planter as well as a ballot box, for the upcoming Baytree Council election.

The Into School Programme:

Into School facilitates the transition of newly arrived girls into the UK education system. Young refugee and asylum seekers of secondary school and college age often struggle to find spaces due to various factors such as: oversubscribed schools, delayed application processing, or the time of year they arrive. This means they are at home, isolated and have no access to education or opportunities. The girls participate in ESOL and Maths classes from Monday to Wednesday. They also take part in positive activities such as drama, cookery and art. For education, they receive support from a school applications mentor, who guides them through the process. Our outcomes are for them to become familiar with the UK culture, institutions and services, and develop social networks with other young people. The Into School programme gives a structured routine that is pivotal to preventing isolation and depression.

Over the academic year between 2020 - 2021, there was a total of 28 girls, which was an incredible result considering each girl was required to have a laptop and internet in order to attend zoom sessions. We delivered ESOL, Maths and Fitness with the Running Charity and there was high attendance in all. During this time, we collaborated with external organisations, where the girls participated in a drama and spoken word project with Phosphoros Theatre; sessions on legal advice with CORAM; and art and mindfulness workshops with the Royal Museums Greenwich. Inspired by Mental Health Awareness Week's theme of nature, the group decided they wanted to lead a campaign on how important nature is to our wellbeing. Through training with Headliners UK, the girls created a script, story-board, created props and filmed a campaign video called "5 ways to wellbeing in nature" to inspire others in their community to action and to look after their mental health through appreciating and protecting the environment. 9 girls received the John Muir conservation awards.

Priorities for the year ahead

The long-term consequences of the pandemic are still unfolding but we know that the support girls receive from Baytree will be vital to our young people as they navigate their post Covid future

- **Education:** strengthening our educational offer, geared to increasing academic outcomes for girls, and thus life chances.
- **Employability:** strengthen and evolve the Spark programme by building on and developing the employability and work experience programme that will also include career insight days and work experience bootcamps.
- **Outreach:** increase our engagement with local schools

Case study Mentoring:

Born in the Dominican Republic, 8-year-old Sarai, first started attending Baytree in February 2020. An energetic and curious child, Sarai was always a pleasure to work with, but we noticed she was struggling with her reading and understanding tasks. She found work difficult and would distract staff as a coping mechanism. We also noticed that she would get very withdrawn when she got the answers wrong and called herself names. Sarai's mother English skills are poor and she cannot communicate effectively with Sarai's teachers or help Sarai with schoolwork. During the lockdown Sarai received little support from her school and as a result did very little academic work. Her mother signed her up for our Zoom Maths and Reading clubs, which did help her. However, it was a priority that she received 1-1 mentoring so that she could get targeted support.

Sarai quickly built a rapport with the mentor we matched her with, Alex. Alex has been mentoring at Baytree for several years and is experienced and so built a positive and trusting relationship with Sarai. Together on Zoom, they were able to take things at Sarai's pace and she focused on making sure Sarai understood what was being asked of her, instead of guessing, which was how she usually coped. Mentoring has had a significant impact on Sarai and we have seen real progress in her Maths and Reading as the months have progressed. She is also willing to admit when she is confused, and does not give up immediately when she gets things wrong. Sarai said 'I love how patient my mentor is. She's helped me a lot with my schoolwork, which I usually hate.

Case study SPARKS

Layla, an 18-year-old local girl, has been accessing Baytree since she was 10. Layla lives in Angell Town with her family and is a young carer to her older sister. When Layla joined Baytree her mother wanted her to benefit from engaging in positive activities outside of the school and the home. A couple of years into secondary school, Layla who had always been academically bright, started struggling at school. She had very high levels of energy, was easily distracted and struggled to focus in class, leading to her grades dropping. In response Layla was offered academic support sessions in Maths and Literacy and was matched with a mentor who worked with her on setting goals for herself, channelling her energy and creativity into doing something productive and developing strategies to focus in school. Layla also joined the Spark programme where she had the opportunity to discuss things that were impacting her as she navigated her way through adolescence and puberty. Conflict with peers, family members, the pressures of school, future and GCSE and A-Level choices, emotional changes and wellbeing were amongst some of the issues she was learned to navigate and get support with on Spark. Thanks to the support she received through mentoring and Spark Layla was able to try new things, take part in exciting opportunities and trips and as a result learn about herself and discover her talents. By taking part in youth led social action and volunteering days, for example at a care home and a homeless shelter, she discovered that she had a strong moral compass, an exceptional interest in social issues, and a passion for debating and advocating for others. With a clear goal of becoming a lawyer in mind, Layla started channelling her high energy into her schoolwork and her grades started to soar. She was accepted onto a high-ranking 6th form college where she studied hard for her A-Level exams. During the Covid-19 lockdowns, Layla struggled with having to do all her schoolwork at home online. Baytree supported her through this challenging time through regular wellbeing check-ins and was also able to provide her with a mobile router. This allowed her to study in the quietness of her bedroom, where the Wi-Fi signal did not reach, rather than having to share the kitchen table with all her siblings. Over the summer 2021, Baytree was able to link Layla up with a Barrister, who offered her the opportunity to shadow her on one of her cases and get some hands-on work experience and advice. Having received outstanding A-Level results Layla has just started a degree at Kings College University. She plans to use her law degree to support and advocate for the rights of migrants, refugees and asylum seekers

Case study Into School:

Maria returned to the UK in November 2020 after leaving a few years before from Colombia. She enrolled on the programme having no school space and no fixed home address. Maria described herself before Baytree as feeling "insecure, shy and having low confidence". It took her a while to engage with the other students but now she has made friends and she can "trust people". Her confidence has improved, and she said, "I have a family here and I have progressed in many things". Maria got a place at Southwark College in June 2021 to start ESOL Level 1. This meant that she was on the programme throughout the spring and summer terms. She engaged in all the workshops and sessions that were available to her and she also participated in the youth service summer programme. Maria now attends college part time and comes to Baytree on Mondays and Tuesdays for extra ESOL support. She has been referred to Get Set where she will get one to one support in employability support in the creative sector.

Testimonials:

Baytree is a place where I can feel safe and feel a sense of community. Being a part of Baytree and Spark has given me the confidence to make friends and to be able to attempt new challenges. The staff and volunteers at Baytree are always so helpful and are there for you whenever you need to talk. Baytree and Spark has done so much for me in terms of social, educational and life skills which I am very grateful for. One of the most important aspects is that it is so welcoming and accepting of everyone and every culture.

Ria, 16 (she's happy for her real name to be used)

My uncle enrolled me here in Baytree because I had just arrived and had no school and was not going to stay at home doing anything, so they enrolled me at Baytree to improve my English more and to take advantage of the time. Let's start with the teachers; the teachers are good, they really love their job, they teach and also support girls. The Into School this was very good, I improve a lot my English. The Baytree Centre support the girls for look opportunities for all the girls, they help us to follow our dreams and for have easy stay in London. There are many things that the Baytree offers to help the future of the girls.

Rosa from Colombia.

Financial review

Reserves policy

The charity has free reserves of £367,770. This represents about 5 months expenditure on charitable activities. In reviewing its reserves requirement, the trustees have considered the cost of delivering our programmes. The funding cycle is about a year long and we would therefore like to have 12 months of reserves at any one time. We initially aimed to achieve this within 5 years and although we are behind the target of 10 months we are happy that we have secured sufficient funding for the current year and some for 2022.

Our expenditure increased by 19%, a large part of this relates to costs incurred to make changes to the Centre in relation to Covid. These costs are unlikely to be repeated in the forthcoming year. We also had an overlap in management staffing during the year, as one delivery director took over from another. At the end of last year we awarded our CEO a pay increase to recognise her great leadership. This year is the first where the financial impact has been reflected in the management salaries for a full year.

The restricted funds are not included in the trustees' view of reserve needs, because these restricted funds are held by the charity for specific projects and will normally be spent within 6 months.

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Plans for the future

As well as involving users in our programme design, we closely monitor and evaluate the impact of our provisions to ensure the activities we provide match the beneficiaries' needs and respond to their current experiences.

Women Service: The pandemic has highlighted the low digital literacy of our beneficiaries which forms another barrier to social inclusion. Many of our beneficiaries have also had a traumatic time with increased financial stress in the family. We are therefore focussing on ensuring each beneficiary can access the digital services she needs and upskilling our coaches in supporting women who have been through trauma.

The Youth service: The importance of careers and jobs for our beneficiaries has been highlighted and so we are focussing more on assisting them in academic work and strengthening the relationship with schools. We are also working hard to develop opportunities for our less academic beneficiaries through our partnerships.

Volunteer Service: The volunteer service will ensure that the volunteers are supported and valued for all the work they do.

The Baytree Centre relies on the following advisors:

Auditor	Goldwins, London, NW6 2EG
Bank:	HSBC, Brixton, London

The Baytree Centre address: is 300 Brixton Road, Brixton, London SW9 6AE

Governing Document: Constitution of a Charitable Incorporated Organisation

Management Team:

Caroline Guarnaccia, Chief Executive Officer, also responsible for the Youth Service;

Carmen Gonzalez, Fundraising and Development Director;

Marta Fernandez-Burillo, Service Director responsible for Women's and Volunteer Services to 28 April 2021; and

Anna Iacuzzi, Service Director part of the year responsible for Women's and Volunteer Services from 1 May 2021

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REPORT OF THE TRUSTEES

Trustees

Trustee Name	Office	Appointment	Subsequent Office Appointment	Resigned	Tenure Ends
Riccardo Calliano		11.04.2018		06.05.2021	11.04.2021
Marie-Claire Daaboul		06.05.2021			06.05.2024
Dorothea Eyewumi	Chair	11.11.2017	20.07.2018	11.01.2021	
Tsede Hailu	Chair	11.01.2021	08.11.2021		11.01.2024
Muyri Mahauthaman		06.05.2021			06.05.2024
Susan O'Brien		06.05.2021			06.05.2024
Ekene Olele	Secretary	13.12.2018	21.05.2020		21.05.2023
Brenda Osieyo		06.05.2021			06.05.2024
Meg Parra		07.02.2019		16.03.2021	07.02.2022
Sophia Pain	Treasurer	11.11.2017	25.10.2018		25.10.2021
Suzy Wood		11.11.2017			16.12.2023
Katie Wrightson	Chair	18.07.2019	11.03.2021		10.02.2024

Trustee appointment was initially overseen by DHEF but since incorporation the trustees are nominated and elected by the Trustees. A bespoke Governance & Trusteeship training programme was delivered to trustees in the summer prior to incorporation. Our governing document allows for 9 trustees.

Ethnicity

	Lambeth %	Baytree Beneficiaries %	Trustees 2021 %	Trustee 2020 %
White	40	3	22	33
White other	18	40	22	33
Black	24	36	39	33
Asian	7	12	11	0
Mixed	8	4	6	0
Other	3	5	0	0
Total	100	100	100	100

Partnerships: The Baytree Centre is part of the **Building Young Brixton** with, High Trees Development Trust (lead), iRMO Indoamerican Refugee Migration Organisation, Ebony Horse Club, Spiral, Juvenis, ML Community Enterprise Advocacy Academy and Grove Adventure Playground.

The Baytree Centre is part of the **Place for All** with High Trees Development Trust and iRMO Indoamerican Refugee Migration Organisation.

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The Baytree Centre is the lead partner for the Berkley Foundation project **Women Into Work WOW** with High Trees Development Trust and Spiral.

The Baytree Centre is part of **Ecosystems Coldharbour** working with youth ML Community Enterprise (lead partner) CHIPS, Longfield Hall, Football Beyond Borders, Ebony Horse Club, Big Local Impact and Spiral.

Working more closely with colleagues in the sector has increased referrals and we've also been able to share best practise and support each other with resources and space. Both staff and beneficiaries are excited to see how the partnership continues to develop over the coming years.

Risk Management

The trustees keep a risk register which is reviewed periodically. The trustees recognise that the charity is subject to operational and financial risks and they believe they have procedures in place to reduce these risks

- To human life and welfare, by the adoption of health and safety policies and training
- To young and vulnerable people, by having in place suitable policies and procedures.
Ongoing training for the Safeguarding Officer and key staff is monitored and we review the procedure once a year
- To charity resources, by appropriate control procedures.

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REPORT OF THE TRUSTEES

The Baytree Centre acknowledges and thanks the generosity of funders and donors through the grants, sponsorship, commissioning and donations received in 2020-2021 which have enabled us to provide the much-needed services and support for women, girls and families in the local community.

Astrid & Miyu
Awards for All
All Churches Trust
Barrow Cadbury Foundation
BBC Children in Need
Big Give in partnership with The Childhood Trust
Berkley Foundation
Charities Aid Foundation Resilience Fund
City Bridge Trust
Department of Digital Culture, Media and Sport (DCMS)
Drapers
EU Migration Fund
European Youth Together of Erasmus Plus
Fresh Leaf Charitable Foundation
Friends of Baytree and the many individuals who generously helped financially & in kind
Garfield Weston
Greater London Authority – The Mayors Fund
Goldsmith
Henry Smith
John Lewis Foundation
Lambeth Council EIPS
Land Aid
Leathersellers
Lloyds TSB Foundation
London Community Fund (BEAT)
London Community Fund (iWill)
London Youth
Mercers Company
National Lottery – Community Fund
Nationwide
Pilgrim Trust
Plater Trust
Porticus
Sir Walter St John
Sisters of the Holy Cross Charitable Trust
Serpentine Trust
Spiral Future Talent
Terra Firma
The Mayor's Violence Reduction Unit
Walcot Foundation
Wates Foundation
Wonder Foundation
Young Londoners Fund

Statement of trustees' responsibilities for an unincorporated Charity/CIO

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 & 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 the income and expenditure of the charity 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 in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- 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 maintaining proper accounting records, which 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/constitution. 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.

The trustees are responsible for the maintenance and integrity of the charity 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.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
Independent Examiner's Report to the Trustees of the Baytree Centre

I report to the trustees on my examination of the accounts of the Baytree Centre (CIO) for the year ended 31 August 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Anthony Epton

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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	2021	2020	2020	2020
		£	£	£	£	£	£
	Note						
Income							
Donations and Legacies	3	46,538	-	46,538	45,930	-	45,930
Charitable activities	3	175,240	767,544	942,784	188,662	693,699	882,362
Investment Income	4	101	-	101	1,490	-	1,490
Total income		221,879	767,544	989,423	236,082	693,699	929,783
Expenditure on							
Costs of raising funds	5		23,939	23,939	14,043	4,195	18,238
Charitable activities	6						
Women Service		17,692	384,983	402,675	8,848	284,447	293,295
Volunteer Service		3,902	78,941	82,843	19,211	58,084	77,295
Youth Service		3,085	312,253	315,338	10,646	291,962	302,608
Total		24,679	800,116	824,795	52,748	638,688	691,436
Net income before transfers		197,200	(32,572)	164,628	183,334	55,011	238,345
Transfer between funds		-	-	-	-	-	-
Net movement in funds	7	197,200	(32,572)	164,628	183,334	55,011	238,345
Total funds brought forward		368,280	174,586	542,866	184,946	119,575	304,521
Total Funds carried forward		565,480	142,014	707,494	368,280	174,586	542,866

All income and expenditure derive from continuing activities.
The statement of financial activities includes all gains and losses recognised in the year.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
BALANCE SHEET

		2021		2020	
		£	£	£	£
	Notes				
Fixed assets					
Tangible assets	9		93,139		5,182
Current assets					
Debtors	10	6,375		7,801	
Cash at bank and in hand	11	864,887		657,030	
Total Current Assets		871,262		664,831	
Creditors: amounts falling due within one year	12	(256,907)		(127,147)	
Net current assets			614,355		537,684
Total assets less current liabilities			707,494		542,866
Creditors: amounts falling due after more than one year			-		-
			707,494		542,886
Funds					
Unrestricted		365,480		168,280	
Designated		200,000		200,000	
Restricted	16	142,014		174,586	
			707,494		542,866

The financial statements were approved by the Board on 14th December 2021 and signed on their behalf by



Tseday Haililu
Chair



Sophia Pain
Treasurer

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
STATEMENT OF CASHFLOW

	Notes	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities:					
Net cash provided by/(used in) operating activities	18		307,538		227,781
Cash flows from investing activities:					
Dividends, interest and rents from investments		101		1,490	
Proceeds from sale of fixed assets		-		-	
Purchase of fixed assets		(99,783)		-	
Proceeds from sale of investments		-		-	
Purchase of fixed assets		-		-	
Net Cash provided by/(used in) investing activities			(99,682)		1,490
Cash flows from financing activities					
Repayment of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Net Cash provided by/(used in) financing activities			-		-
Changes in cash and cash equivalents in the year			207,857		229,271
Cash and cash equivalents at the beginning of the year			657,030		427,759
Cash and cash equivalents at the end of the year	18		864,887		657,030

1. Basis of Preparation

1.1 Basis of accounting

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

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) (Charities SORP FRS102)

The Baytree Centre constitutes a public benefit entity as defined by FRS 102.

1.2 Going Concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next accounting period.

2. Accounting Policies

2.1 Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when

- the charity becomes entitled to the resources; it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Income from legacies and donations is accounted for on a received basis and grossed up for any tax recoverable.

Government grants

The charity has received government grants in the reporting period

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Donated goods

In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised, we are very aware of the great benefit the charity receives from all its volunteers, please refer to the trustee's annual report for more information about their contribution.

Support Costs

The charity has incurred expenditure on support costs.

Income from interest, royalties and dividends

Interest on funds 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.

2.2 Expenditure and Liabilities

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance and support costs

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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Redundancy cost

No redundancy payments were made during this or the previous year.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

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

Provisions for liabilities

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

2.3 Assets

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost. Fixtures and fittings are depreciated over 10 years straight line.

Operating Leases

Rental charges are charged on a straight-line basis over the term of the lease.

Investments

Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current assets.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Current asset investments

The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due.

They are valued at fair value except where they qualify as basic financial instruments.

Pensions

The charity operates a stakeholder pension scheme.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

3. Analysis of income

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Donations and Legacies				
Donations & Gifts	44,026	-	44,026	41,311
Gift Aid	2,512	-	2,512	4,620
Fundraising Events	-	-	-	-
Total	46,538	-	46,538	38,821
Charitable Activities				
Women Service	102,801	383,134	485,935	452,919
Youth Service	59,369	301,071	360,440	331,122
Volunteering	13,070	83,339	96,409	98,321
Total	175,240	767,544	942,784	882,362

The income from Donation and Legacies in the prior year was all unrestricted. The income from charitable income in the prior year was all unrestricted except £693,699 which was restricted.

Source of Charitable income

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Grants	174,260	767,544	941,804	826,433
Contracts	-	-	-	37,267
Fees	980	-	980	9,652
Rental income	-	-	-	9,010
Total	175,240	767,544	942,784	882,362

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Analysis of Government Grants

	Total 2021 £	Total 2020 £
Tampon Tax – Family support for mums and daughters	-	37,208
YLC Ltd, part of a Consortia bid to support family and youth	23,000	17,250
Mayor Young Londoners Fund	28,800	28,800
London Community Fund – iWill	-	10,000
CJRS-HMRC	11,616	35,133
GLA Young Londoners	38,048	47,982
GLA Young Londoners COVID response Wave 3	50,000	
GLA Young Londoners COVID response Wave 4	10,000	
Total	161,464	176,373

4. Income from Investments

	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Bank interest	101	-	101	1,490
Total	101	-	101	1,490

All investment income in 2020 was unrestricted.

5. Expenditure on raising funds

	Total 2021 £	Total 2020 £
Staff Costs	20,899	18,028
Staging fundraising events	3,040	210
	23,939	18,238

6. Support Costs

	Women Service £	Youth Service £	Volunteer Service £	Total 2021 £	Total 2020 £
Building Costs	90,350	90,350	3,688	184,388	169,519
Governance	1,437	1,437	479	3,354	5,264
Total	91,787	91,787	4,167	187,742	174,783

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

The Baytree Centre management and premise costs are identified as support costs. It then identifies those costs which relate to the governance function. These costs are apportioned to the charitable activities on the basis of direct cost.

7. Net movement in funds

This is stated after charging:

	2021	2020
	£	£
Depreciation of tangible assets	11,826	2,984
Operating lease rentals: equipment	-	-
Independent examiner's fee	2,750	2,500

8. Staff Costs

	2021	2020
	£	£
Salaries and wages	540,963	486,227
Social Security Costs	36,869	38,757
Employer's contribution to defined contribution pension scheme	10,586	9,453
	588,418	534,438

One employee earned between £60,000 to £69,999 in the year (2020 none).

The total employee benefits including pension contributions of the key management personnel were £145,832 (2020: £138,911).

No redundancy payments were made during the year.

The average monthly headcount, analysed by function was as follows:

	2021	2020
	Number	Number
Direct charitable expenditure	20	20
Central Management	3	3
	23	23

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

9. Tangible fixed assets

	Fixtures, Fittings & equipment £	Total £
Cost or valuation		
At 1 September 2020	58,939	58,939
Additions during the year	99,783	99,783
At 31 August 2021	158,722	158,722
Depreciation		
At 1 September 2020	53,757	53,757
Charge for the year	11,826	11,826
At 31 August 2021	65,583	65,583
Net book value		
At 31 August 2021	93,139	93,139
At 31 August 2020	5,182	5,182

All fixed assets are used for direct charitable purposes.

10. Sundry debtors and prepayments

	2021 £	2020 £
Prepayments and accrued income	6,375	7,801
Other debtors	-	-
	6,375	7,801

11. Cash at bank and in hand

	2021 £	2020 £
Short term deposits	732,711	577,608
Cash at bank and in hand	132,176	79,422
	864,887	657,030

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

12. Creditors and accruals

	2021	2020
	£	£
Other creditors	4,469	12,109
Accruals and deferred income	235,998	100,220
Taxation and social security	16,440	14,818
	256,907	127,147

13. Deferred income

Unrestricted income that relates to delivery of a final report in the future is deferred.

	2021	2020
	£	£
Balance at 1 September	68,333	118,333
Amounts added in the current year	182,812	38,333
Amounts released to income from previous year	(48,333)	(88,333)
Balance at 31st August	202,812	68,333

14. Operating lease commitments

The charity has no future minimum lease payments under non-cancelling operating leases.

15. Legal status of the charity

The Baytree Centre is a charitable incorporated organisation (CIO) registered with the Charity Commission (registration number 1175145). Its governing document is its constitution and the only voting members are the trustees

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

16. Restricted funds

	1 September 2020	Incoming	Transfer	Outgoing	31 August 2021
	£	£	£	£	£
All Churches Trust	-	24,000	-	24,000	-
BBC Children in Need	10,830	8,477	-	19,307	-
BBC Children in Need - STEM	5,241	20,436	-	20,436	5,241
BBC Children in Need - COVID	3,333	-	-	3,333	-
Berkley Foundation	11,250	-	-	11,250	-
City Bridge Trust	9,075	37,000	-	37,000	9,075
City Bridge Trust – Covid	5,843	-	-	5,843	-
CJRS-HMRC	-	11,616	-	11,616	-
Fresh Leaf Foundation	6,548	25,000	-	25,000	6,548
Goldsmiths	3,000	-	-	3,000	-
GLA Young Londoners	-	98,048	-	93,048	5,000
John Lewis Foundation	15,000	-	-	15,000	-
John Lewis Covid Fund	14,285	-	-	14,285	-
LandAid Covid Fund	10,000	-	-	10,000	-
Lloyds	-	91,623	-	91,623	-
London Community Fund	10,000	-	-	10,000	-
Mercers	6,253	25,000	-	25,000	6,253
National Lottery Community Fund A Place for All	32,337	125,983	-	120,563	37,757
Nationwide	-	50,000	-	25,000	25,000
Plater Trust	-	5,000	-	5,000	-
Terra Firma Charitable Trust	20,000	30,000	-	30,000	20,000
Walcot Foundation	6,250	25,000	-	18,750	6,250
Walcot Covid Fund	5,176	-	-	5,176	-
YLC	-	23,000	-	2,108	20,892
YLF – Thrive	-	28,800	-	28,800	-
Other – COVID	165	-	-	165	-
Other	-	2,162	-	2,162	-
	174,586	767,544	-	800,116	142,014

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FOR THE YEAR ENDED 31ST AUGUST 2021
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

The balances carried forward will be used in the following month, analysed as.

	1 September 2020	Income	Transfer	Outgoing	31 August 2021
	£	£	£	£	£
Women Service	92,085	383,134	-	384,983	90,236
Youth Service	53,854	301,071	-	312,253	42,672
Volunteer Service	28,648	59,400	-	78,941	9,107
Fundraising	-	23,939	-	23,939	-
	174,587	767,544	-	800,116	142,015

The Women service fund is for the provision of training and intensive educational programmes to women learners.

The Youth service is for the provision of educational programmes to young people.

The Volunteer Service provides recruitment, training and support for our volunteers.

17. Transactions with trustees and related parties

Trustee remuneration

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

Trustee Expenses

No trustee has received travel or accommodation reimbursements

Related party transactions

There have been no related party transactions during the year.

18. Reconciliation of net income/expenditure to net cash flow from operating activities

	2021	2020
	£	£
Net income/expenditure for the reporting period	164,628	238,345
Depreciation of tangible assets	11,826	2,984
Interest rent and dividends from investments	(101)	(1,490)
(Loss)/profit on sale of fixed assets	-	-
(Increase)/decrease in debtors	1,426	(1,554)
Increase/(decrease) in creditors within one year	129,760	(10,505)
Net cash (outflow)/inflow from operating activities	307,539	227,781

THE BAYTREE CENTRE (CIO 1175145)
 FOR THE YEAR ENDED 31ST AUGUST 2021
 NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

19. Analysis of cash and cash equivalents

	At 1 September 2020 £	Cash flows £	Other Charges £	At 31 August 2021 £
Cash in hand	657,030	207,857	-	864,887
	657,030	207,857	-	864,887