



**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

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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

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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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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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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.

**THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
REPORT OF THE TRUSTEES**

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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
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.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
REPORT OF THE TRUSTEES

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.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2021
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
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	23	23
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	256,907	127,147
	<hr/>	<hr/>

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)
	<hr/>	<hr/>
Balance at 31st August	202,812	68,333
	<hr/>	<hr/>

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

THE BAYTREE CENTRE (CIO 1175145)
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