



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.

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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.

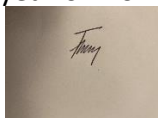
Our refreshed identity recognises the fact that women's inequality is still a problem in the UK that is felt in many aspects of life - from the gender pay gap, gender-based violence to disparities in health and life expectancy. This has been exacerbated by the Covid-19 pandemic, which has led to disproportionate 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

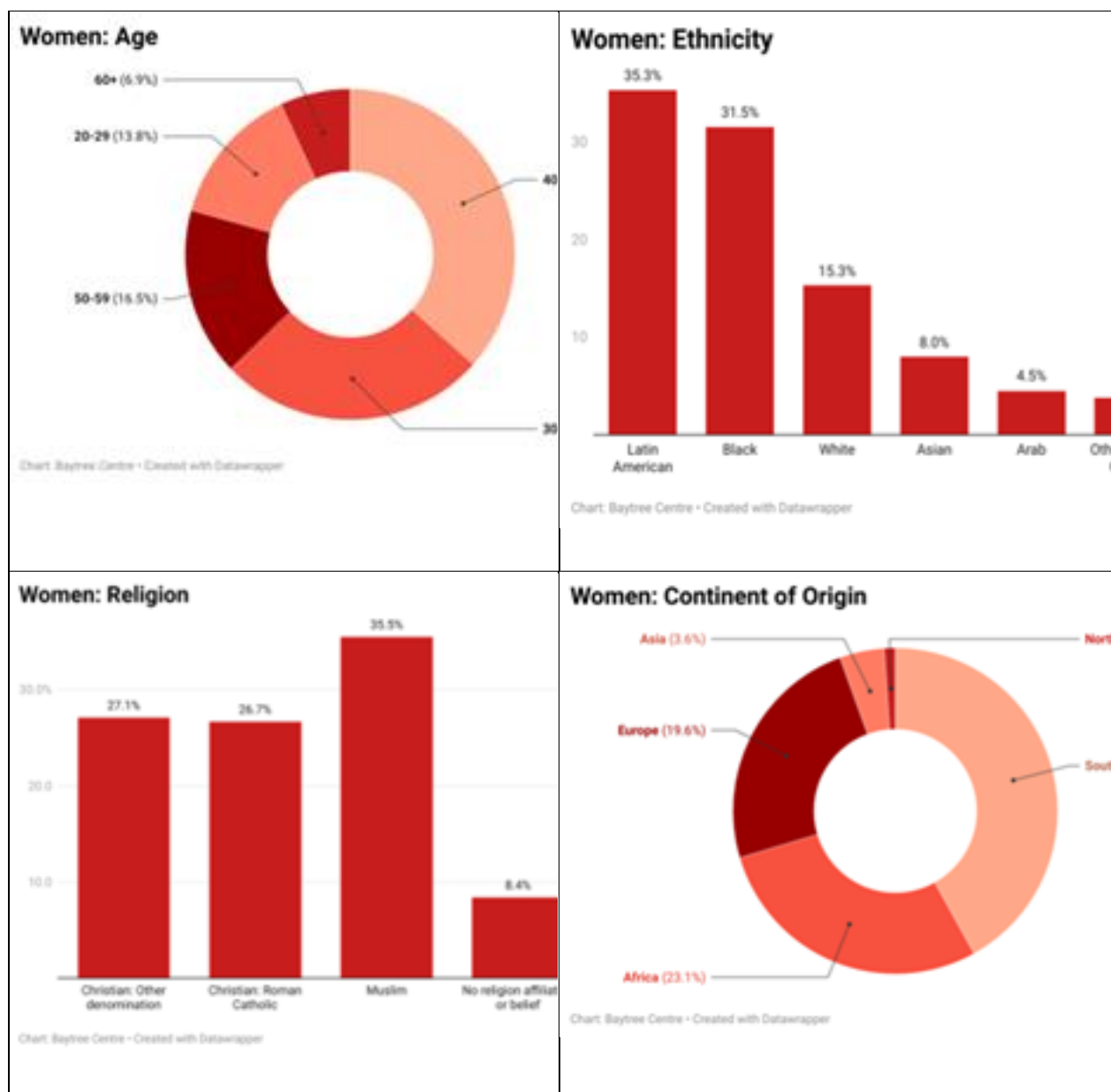
BAYTREE WOMEN'S SERVICE

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:



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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.

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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.

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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

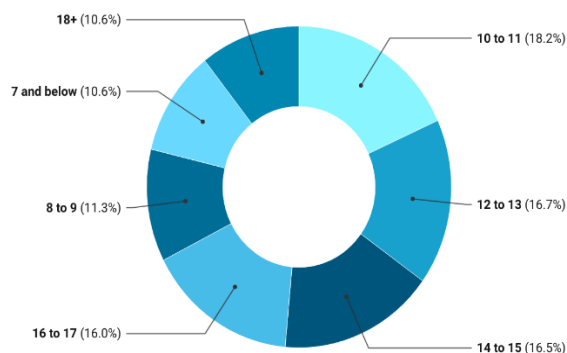


Chart: Baytree Centre • Created with Datawrapper

Youth: Ethnicity

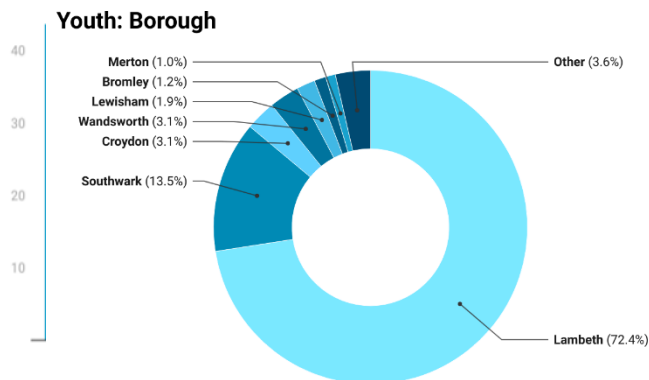


Chart: Baytree Centre • Created with Datawrapper

Youth: First Language

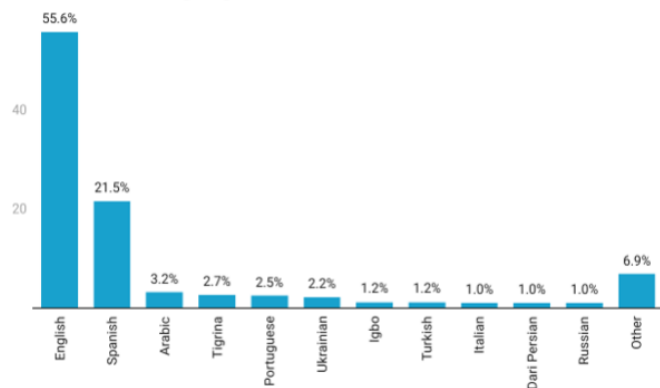


Chart: Baytree Centre • Created with Datawrapper

Youth: Free Meals



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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.

THE BAYTREE CENTRE (CIO 1175145)

FOR THE YEAR ENDED 31ST AUGUST 2022

REPORT OF THE TRUSTEES

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.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

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.

THE BAYTREE CENTRE (CIO 1175145)

FOR THE YEAR ENDED 31ST AUGUST 2022

REPORT OF THE TRUSTEES

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.

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
REPORT OF THE TRUSTEES

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
Tsede 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

THE BAYTREE CENTRE (CIO 1175145)
FOR THE YEAR ENDED 31ST AUGUST 2022
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.

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

Willian 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

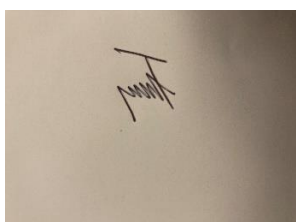
All income and expenditure derive from continuing activities.

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	Total
			2021	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
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	603,084	588,418
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	24	23
	<hr/>	<hr/>

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