



THE BAYTREE CENTRE
CIO 1175145

TRUSTEES' REPORT AND ACCOUNTS

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

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

REPORT OF THE TRUSTEES

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

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

WHY WE EXIST

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

THE CHANGE WE WANT TO SEE

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

HOW WE WORK, Our Values and Core Principles

Values

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

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

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

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Letter from the Chair

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

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

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

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

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

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

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

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

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

Best wishes,

Ozohu Adoh
Chair of the Board of Trustees

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

1. Introduction

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



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

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

2. Impact Summary

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

Education

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

- **230 women learned English and/or improved their literacy through 1226 hours of English and/or literacy classes.**
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- **135 women practised their English beyond the classroom at conversation clubs or with a volunteer befriender.**
- **93% reported an improvement in their language or other skills.**
- **95% pass rate amongst women sitting accredited exams.**

Employability

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

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

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

Wellbeing

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

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

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

Family

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

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

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

Financial Stability

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

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

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

Coaching

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

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

Information, Advice and Guidance

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

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

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

5. Priorities for 2024-25

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

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

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

CASE STUDY 1

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

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

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

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

CASE STUDY 2

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

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

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

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

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

1. Introduction

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

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

2. Impact Summary

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

Positive Activities & Wellbeing

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

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

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

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Education

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

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

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

Skills for Life

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

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

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

Employability

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

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

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

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

Parent Engagement

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

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

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

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Schools Engagement

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

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

4. Priorities for 2024-25

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

CASE STUDY 1

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

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

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

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

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

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

Reflecting on her time at Baytree, Aziza shared:

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

CASE STUDY 2

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

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

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

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

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

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

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

CASE STUDY 3

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

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

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

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

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

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Community and Volunteer Engagement

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

Key Developments

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

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

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

Volunteer Testimonial

One intern shared her experience:

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

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

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Partnership Work

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

Baytree is an active and founding member of three consortia:

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

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

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

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

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

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

REPORT OF THE TRUSTEES

FINANCIAL REVIEW

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

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

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

Risk Management

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

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

Funding of Future Activities

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

The Baytree Centre relies on the following advisors:

Auditor: Goldwins, London, NW6 2EG

Bank: HSBC, Brixton, London

Governing Document: Constitution of a Charitable Incorporated Organisation

Management Team:

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

Carmen Gonzalez, Fundraising and Development Director;

Anna Iacuzzi, Women Service Director

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

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

REPORT OF THE TRUSTEES

Trustees

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

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

Ethnicity

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

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

REPORT OF THE TRUSTEES

Statement of trustees' responsibilities for an unincorporated Charity/CIO

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

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They are also responsible for safeguarding the assets of the charity and hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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



Ozohu Adoh – Chair

19th December 2024

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

REPORT OF THE TRUSTEES

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

The Apple Tree
The Anthony & Pat Foundation
BBC Children in Need
CAF Keystone
CVC Partnership
City Bridge Trust (Propel – PFA Partnership)
Denton UK
The Drapers' Company
EA Foundation
Fyrish Foundation
Garfield Weston Foundation
GLA New Deal for Young People (BYB Partnership)
GLA: Advice in Community Settings (PFA Partnership)
Grant Thornton
Guinness Partnership
Impact 100
Jack Petchey Foundation
John Lewis Partnership Foundation
The Julia & Hans Rausing Trust
Lloyds Bank Foundation
London Borough of Lambeth EIPS (Early Intervention and Play Services)
The London Borough of Lambeth, Adult Learning Services
London Legal Support Trust (Propel - PFA Partnership)
London Leg Up Fund
London Marathon Charitable Trust
London Youth Summer
L'Oreal Fund for Women
Nationwide Building Society (Community Grants)
Porticus UK
Peter Stebbings
Sir Walter St John's Educational Charity
Porticus
Sisters of the Holy Cross CIO
Sports England Jubilee Fund
St James Place Charitable Foundation
Sir Walter & St John
Sports England Jubilee Fund
Terra Firma Charitable Trust
The Charles Plater Trust
The Childhood Trust (in partnership with The Big Give)
The Henry Smith Charity
The Mercers' Company
The National Lottery Community Fund (TNLCF)

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

REPORT OF THE TRUSTEES

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

The Walcott Foundation

The Willian Wates Memorial Trust

WONDER Foundation

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

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

Auditor's Report to the Trustees of The Baytree Centre

Opinion

We have audited the financial statements of The Baytree Centre (CIO) for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

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

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

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

Auditor's Report to the Trustees of The Baytree Centre

statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

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

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

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

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

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

Auditor's Report to the Trustees of The Baytree Centre

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

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

Use of our report

This report is made solely to the Charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

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

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

**CHARTERED ACCOUNTANTS
AND REGISTERED AUDITORS**

20 December 2024

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

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

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

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

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

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

BALANCE SHEET

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

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



Ozohu Adoh
Chair



Sophia Pain
Treasurer

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

STATEMENT OF CASHFLOW

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

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

NOTES TO THE FINANCIAL STATEMENTS

1. Basis of Preparation

1. Basis of accounting

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

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

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

2. Going Concern

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

2. Accounting Policies

2.1 Income

Recognition of income

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

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

Offsetting

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

Grants and donations

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

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

Legacies

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

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Government grants

The charity has received government grants in the reporting period

Contractual income and performance related grants

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

Donated goods

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

Support Costs

The charity has incurred expenditure on support costs.

Income from interest, royalties and dividends

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

2.2 Expenditure and Liabilities

Liability recognition

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

Governance and support costs

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

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

Deferred income

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

Creditors

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

Provisions for liabilities

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

2.3 Assets

Tangible fixed assets for use by charity

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

Operating Leases

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

Investments

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

Debtors

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

Current asset investments

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

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

Pensions

The charity operates a stakeholder pension scheme.

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

3. Income from Donations and Legacies

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

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

4. Income from Charitable Activities

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

Income from charitable activities (prior year)

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Source of Charitable income

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

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

Analysis of Government Grants and Contracts

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

5. Income from investments

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

All investment income in 2023 was unrestricted.

6. Expenditure on raising funds

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

7. Analysis of expenditure

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

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

Analysis of expenditure (prior year)

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

8. Net movement in funds

This is stated after charging:

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

9. Staff Costs

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

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

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

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

	2024	2023
	Number	Number
Direct charitable expenditure	27	24
Central Management	3	3
	<hr/>	<hr/>
	30	27
	<hr/>	<hr/>

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Tangible fixed assets

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

All fixed assets are used for direct charitable purposes.

11. Sundry debtors and prepayments

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

12. Cash at bank and in hand

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

13. Creditors and accruals

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

14. Deferred income

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

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

15. Legal status of the charity

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

16. Analysis of net assets between funds

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

Analysis of net assets between funds (prior year)

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

17. Movement in funds 2024

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Movement in funds (prior year)

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

Restricted funds

* Key

BBC CIN is BBC Children in Need

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

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

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Unrestricted funds (prior year)

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

Purpose of restricted funds

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

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

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

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

18. Operating lease commitments

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

19. Transactions with trustees and related parties

Trustee remuneration

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

Trustee Expenses

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

Related party transactions

There have been no related party transactions during the year.

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

NOTES TO THE FINANCIAL STATEMENTS (Continued)

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

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

21. Analysis of cash and cash equivalents

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

Analysis of cash and cash equivalent (prior year)

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