

THE COLOUR WORKS FOUNDATION

England & Wales - Charity number 1176039

Details

Other names TCWF

Status Registered

Legal form CIO

Registered 2017-12-01

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

Contact

Address The Colour Works Foundation
25B Elliott Road
West Howe Industrial Estate
Bournemouth
BH11 8LQ

Phone 07971215704

Email liz@tcwfoundation.org.uk

Website www.tcwfoundation.org.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE:TO ACT AS A RESOURCE FOR YOUNG PEOPLE BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING EDUCATIONAL PROGRAMMES AND OTHER ACTIVITIES AS A MEANS OF:(A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION; AND(C) RELIEVING UNEMPLOYMENT NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH [SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005] AND [SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008].

Activities: To be the personal development programme of choice, equipping disadvantaged and socially-excluded young people throughout England and Wales with the knowledge and tools to: build self-belief, confidence and resilience; develop strong interpersonal and communication skills; make positive life choices for themselves.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£58,107	£52,728	-	-
2024-08-31	£63,629	£40,000	-	-
2023-08-31	£34,638	£33,805	-	-
2022-08-31	£41,051	£28,868	-	-
2021-08-31	£40,419	£21,498	-	-

Trustees

Name	Role	Appointed
Shenel McLawrence	Chair	2021-04-21
ALUN CHARLES DAVIES FIMECHE		2017-08-01
Alison Clare Foxall		2026-05-31
David John Keep		2023-04-05
Grace Diane Benham		2024-01-24
Hannah Elizabeth Keal		2026-05-18
Karen Powell		2018-01-16
Peter James Simpson		2024-01-24

THE COLOUR WORKS FOUNDATION

England & Wales - Charity number 1176039

Accounts



**The Colour Works Foundation
Charity Number: 1176039**

**Trustees' Annual Report & Financial Statements
for the Period
1st September 2024 to 31st August 2025**

January 2026

Contents

Reference & Administration Details	3
Names of the Charity Trustees who Manage the Charity:	3
Names of Senior Staff with Delegated Responsibilities	3
Structure, Governance & Management	3
Description of the Charity’s Trusts:	3
Type of Governing Document:	3
How the Charity is Constituted:	4
Trustee Selection Methods:	4
How New Trustees are Inducted and Trained:	4
Additional Governance Issues	4
Objects	4
Vision and Mission	4
Key Strategies 2023-2024	5
Progress against key strategies	6
Public Benefit	10
Statutory Declaration on Public Benefit	10
Financial Review	11
Details of Any Funds Materially in Deficit	12
State of the Charity’s Finances	12
Particulars of Any Outstanding Guarantee Given by the Charity	12
Details of Any Outstanding Debt	12
Declaration	12
APPENDIX I	13
APPENDIX II	16

Reference & Administration Details

Charity Details:

Name: The Colour Works Foundation (TCWF)
Number: 1176039
Address: 25b Elliott Road, West Howe Industrial Estate, Bournemouth BH11 8LQ

Names of the Charity Trustees who Manage the Charity:

Name	Office	Appointed Trustee	Resigned
Shenel McLawrence	Chair (from 27/07/23)	21/04/2021	
Karen Powell	Vice Chair (from 27/07/23)	Re-elected 24/01/2024	
Alun Davies	Treasurer	Re-elected 16/03/2023	
Dave Keep	Secretary	05/04/2023	
Grace Benham	Trustee	24/01/2024	
Peter Simpson	Trustee	24/01/2024	

Names & Addresses of Advisors

Type of Advisor	Name	Address
Bank	Lloyds Bank	25 Gresham Street, London, EC24 7HN
Independent Examiner	Anthony Ellis	

Names of Senior Staff with Delegated Responsibilities

Liz Davies - CEO

Structure, Governance & Management

Description of the Charity's Trusts:

Type of Governing Document:

Constitution adopted 1st December 2017

How the Charity is Constituted:

Charitable Incorporated Organisation

Trustee Selection Methods:

- Trustees are selected in line with a Trustee Recruitment Policy.
- Following the board's skills matrix review, the vacant position(s) will be advertised through the media, volunteer bureau, and direct approaches to professional bodies and other voluntary organisations.
- Applicants will be asked to complete an application form and provide a CV.
- An interview meeting takes place with a panel of existing trustees.
- Before formal selection, preferred applicants are invited (as an observer) to a Trustee or Board meeting.
- DBS and Trustee eligibility checks are carried out before the commencement of Trusteeship.

How New Trustees are Inducted and Trained:

- Upon appointment, Trustees will receive an Induction and Training plan, key documents such as a copy of the Governing document, and the most recent Trustees' Annual report and Financial Statements.
- Training includes a Trusteeship training course with the local Community Action Network organisation.

Additional Governance Issues

- There is a safeguarding policy in place.
- Enhanced DBS checks are carried out on all staff and volunteers delivering TCWF's workshops.
- The Board completes a review of the Charity's financial controls and governance management annually.

Objects

To act as a resource for young people by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals;

(b) advancing education; and

(c) relieving unemployment

Vision and Mission

Vision

Every young person has the emotional intelligence to recognise and use their strengths in relationships and careers.

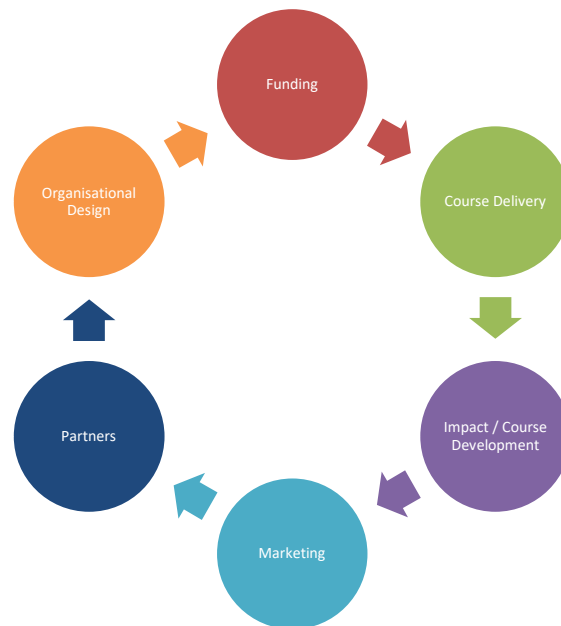
Mission

We use our own colour profiling system with young people to raise their self-awareness and relationship management skills. We identify and celebrate their strengths, giving them tools to develop their emotional resilience and confidence.

Key Strategies 2024-2025

The Trustees and Management team met in July 2024 to review the prior year and set the strategy for 2024/2025.

We continue to use the concept of this flywheel to identify our strategic pillars and understand which pillar is 'slowing' the wheel and needs our time and investment to keep the Charity thriving.



- Funding
 - Develop video and associated flyers to share impact of the programme
 - Develop relationship with TCW and their clients to grow CSR
- Course Delivery
 - Have enough course deliverers to support demand
- Course development and impact measurement
 - Run 'event' for young people who have completed our programme to understand long term impact
 - Use quarterly reviews with Course Leaders and Deliverers to identify new activities to engage participants
 - Identify improvements in workshop delivery/ materials that improve the engagement of our beneficiaries
- Marketing
 - Develop Charity Values
 - Develop regular external updates to improve donor / partner engagement
 - Increase our social media posting
- Partners
 - Target new partnerships with schools and colleges in Dorset
- Organisational Design
 - Recruit a Programme Manager to develop new partnerships and deliver 9 programmes a year

Progress against key strategies

- **Funding**

This was a successful year in terms of grant income. We received £49k of funding over 2-years Global Make Some Noise (the funding arm of Capital Radio) and this was to cover the employment of our new Programme Manager role as well as additional programmes.

Other notable grant funders included:

- Comic Relief – general costs
- BH Coastal Lottery – funding for a course with a local school
- The Hedley Foundation – Direct costs for delivery of one programme
- Long term funder in place (CABWI - £6k per year for 3years)
- The Valentine Trust – supporting delivery of programmes
- LAG funding from North Dorset LAG to deliver programmes in their area which is quite remote and often does not get interventions due the distances required to travel

With regard to CSR we have continued to be the charity partner of CMA and received considerable donations from their fantastic and well supported quiz nights.

We also invested in development of a fundraising video which incorporates the stories of 3 young people who have participated in our programme and the impact it has had on their lives. We were very thankful to those parents and young people who gave up their time to be part of this development.

- **Course Delivery**

The number of courses delivered in this financial year was 24. Our most notable new partnership was with Guys Marsh prison where we were given the opportunity to work with some of their young offenders between the ages of 18 and 25. This was our first time operating in a prison and gave a lot of learning opportunities about how our programme could work with young offenders. At the end of the programme, we identified several improvements for running the programme in the future with other prisons.

We delivered several short workshops of 2 or 3 hrs each with several partners. In line with our strategy – all these short-term courses were covered by income from the associated partner.

Our main restriction on delivering programmes is the availability of our self-employed Course Deliverers, most of whom this year were unable to support us on a regular basis. As a result, we decided to employ a Programme Manager who would be responsible for delivering at least 9 programmes per year as well as assigning additional programmes to other deliverers where possible.

After over a year of using our course booklets with our young people we've worked out what sections work well and what need changing. Booklets were re-designed to better meet the needs of our participants.

Other notable achievements

- Delivered a Train The Trainer programme for 2 new Course Deliverers and 5 new Course Leaders in July 2025
- Designed and printed a floor mat of our blended colour wheel for participants to stand on and see their position in relation to others. This aids discussion throughout the course and has really brought the concept to life for participants.
- Further posters developed, enabling us to be able to make our programmes more interactive.
- Event held at AFC Bournemouth for alumni of the programme to gather data on what young people are doing now

Summary of workshops delivered in 2024/2025

Long Term courses (>8hrs delivery)

- 3 x Weymouth College King's Trust TEAM programmes
- 1 x Spear programme
- 1 x SWRAC
- 1 x St Aldhelm's
- 1 x Bourne Academy
- 1 x Glenmoor and Winton Academies for those students who did not gain a work experience placement
- 1 x Sturminster Newton High School
- 1 x Programme in Guy's Marsh Prison with young offenders

Short Term courses (<8hrs delivery)

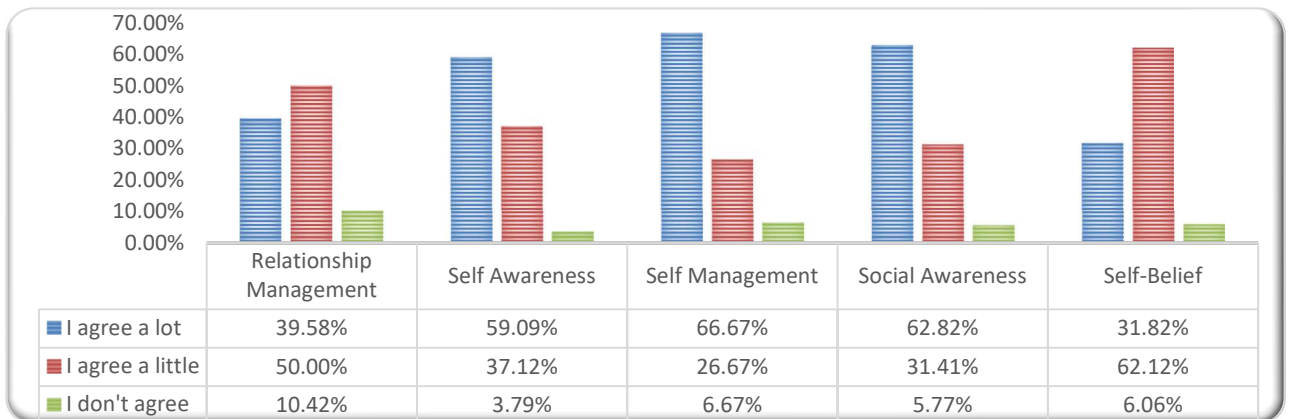
- 3 x MyTime Young Carers online employability courses
- 4 x MyTime Young Carers F2F programmes in schools
- 2 x Kings Trust Bristol Programmes
- 1 x programme with sixth form for President Kennedy School
- 1 x Point Café with young carers
- 1 x Blandford School
- 1 x St Andrew's Church
- 1 x Faithworks

- **Course development and impact measurement**

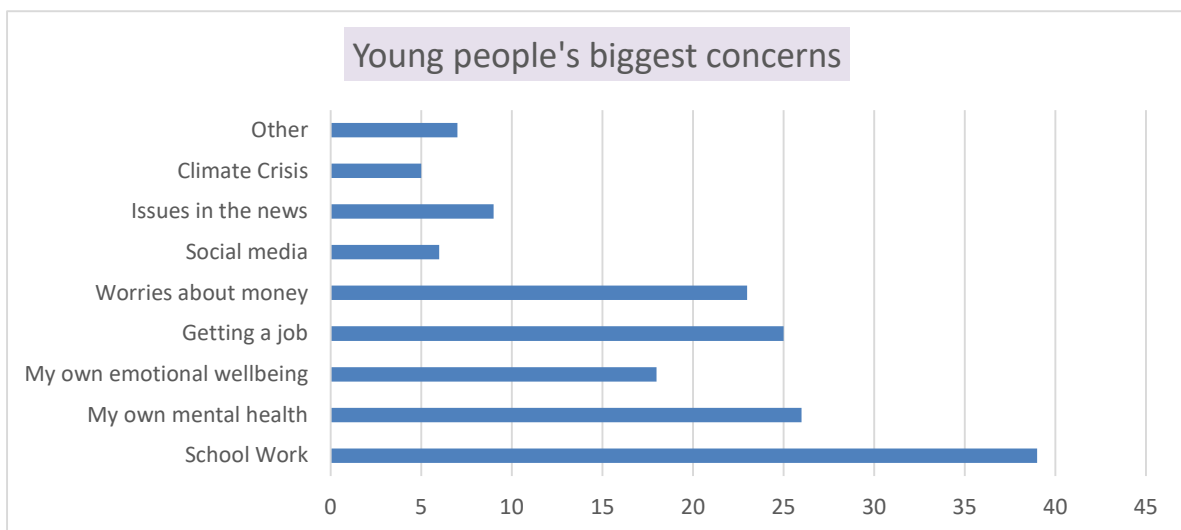
This was our second year of using our impact measurement data created by Bournemouth University.

Results for 24/25 were as shown in the below table. We have noted that the measure for self-belief is lower than for other results. As a result, we realise that we need to put more

emphasis on what self-belief is during our programme to identify if the young people are marking this lower due to differing opinions of what self-belief means.



We also gathered data from a survey of young people about their biggest concerns. We received 64 responses from young people aged between 15 and 25. 87.5% were in the age range 15-18. The data from this survey helps us identify how to adapt our programme to better meet the needs of the young people we are serving.



Course Deliverers / Leaders

We continue to meet quarterly meetings with our wider team and this enables our Course Leaders and Course Deliverers to share ideas and help develop the programme.

Feedback from participants

What have you liked about this course?

- This course should be shown to more people even if they are confident as the course has useful things that everyone should be taught such as the colours
- I have liked learning about the colours of different people and introverted and extraverted people
- I got along with more people
- It helped me understand how other people feel or what their personalities are like

- *Getting together and discussing our ideas as different colours*
- *Getting to know thoughts and an understanding of myself*
- *I liked the interactive aspects, especially the group work. I also found the personality test very interesting*
- *Engaging and easy to compare to real world scenarios*
- *It's been a fun experience getting to know others and finding out new things about myself*
- *Easy to follow and inclusive. I didn't feel forced into anything*
- *Looking at how different people who have different values can unintentionally antagonise each other.*

Feedback from Partners

How effective did you find the course for the participants?

- *"The course really helped to give all participants a better insight of themselves, as well as helping with giving a better understanding on how to interact with others, build relationships and deal with conflict." **The Spear Programme - Manager***
- *"Participants enjoyed the course and were able to discover more about themselves and how they relate to others in a safe, supportive environment." **The Bourne Academy – Pastoral Lead***
- *"I think the sessions are effective for the young people on the King's Trust programme - and although this isn't always clear right away, they often reference something they have learnt from the sessions in other parts of the course; so I believe they get more from it than they sometimes disclose. As a reengagement programme, the young people we work with are often disengaged from education/employment/training (NEET) and are unsure of next steps, and this course offers practical sessions to help build up their confidence and self-awareness. It is a way to delve a bit deeper with the group in a safe space and help them to understand their own emotions and the emotions of those around them." **King's Trust Team Leader***
- *"It was very useful for our young people to learn about themselves and others. It helped them understand different personalities more and build up their confidence. It was beneficial for us mentors, coordinators to see how managing different personalities can help in our work." **Point café manager***
- *"The Course Deliverers were amazing with the learners, they managed to keep them all engaged and had really good energy when delivering the program. The learners always came away from the sessions in good spirits and spoke highly of the programme. It was inclusive and accommodated for the needs of each learner." **Alternative Learning Provision for SEND Leader***

What differences did you notice in the participants?

- *"The learners are a lot more confident with each other and understand their personalities more"– **Alternative Learning Provision for SEND Leader***
- *"They were gradually building more confidence and learnt a lot about each other as well. You could see how they formed a connection every session." **Point Café Manager***
- *"They have shown a better understanding of each other and it has helped them develop the ability to work with each other more effectively." **King's Trust TEAM Leader***

- **Marketing**

This year was the first year we converted our annual report into a document that could be

shared broadly with our funders and supporters. It has proved a useful tool for highlighting our work more broadly in the community.

We continue to publish a quarterly newsletter and have seen higher engagement with this over the year. Our social media posting has improved with contributions from our Programme Manager who is able to share timely updates from courses as they are in progress.

- **Partners**

This year we gained 4 new partners in Kings Trust Bristol, Sturminster Newton High School, The Blandford School and Guys Marsh Prison.

- **Organisational Design**

We increased our team from January 2025 with the employment of a Programme Manager with the intent to be able to deliver a minimum of 9 courses per year as well as manage the delivery of other programmes via our course deliverers.

There has been a step change over the final 3 months of the year as our Programme Manager became fully qualified as a deliverer but also started making connections with new partnerships that we will start working with in 2025/26.

We also increased our number of volunteers who are able to support Course Deliverers with the programme delivery. We also had 2 students from Talbot Heath school who came weekly on a Wednesday to help with preparing materials for courses and development of our social media which was a real help to our Office Manager.

Public Benefit

The public benefit of these courses is that they are aimed at attendees who perhaps, due to social or economic reasons, had dropped out of either education earlier than the minimum legislated age, were long-term unemployed or were disadvantaged through their mental or physical health, role (e.g., young carers) or had grown up in care. The course developed by TCWF means that these participants have been given tools which enable them to better understand their own and other people's behaviour. This benefits the participants by increasing their self-confidence and self-belief, their understanding of others and enhances their social skills which can combine to further assist them in remaining in education or securing employment. TCWF believes that equipping young people with these types of skills will improve their self-confidence and enhance their social stability.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Financial Review

Overall, the income level for FY2425 was approximately 10% lower than FY2324, although the Fundraising / CSR was 40% higher than the previous year's values with the Grant category approximately the same as last year. Trading Income was significantly lower than that from the financial year before.

TCWF outgoings were approximately 32% higher than in the previous FY, which was caused by the employment of an additional staff member from Jan 1st 2025 and the allied costs associated plus an inflationary salary increase that affected both the in-house staff and external contractor fee.

The additional staff member had been included in the FY2425 budget to ease pressure on other staff and to bring some of programme skills in house rather than rely on contractors.

Overall, therefore, the increase in outgoings was not offset by an increase in income, so TCWF decreased its cash position by approx. £5,000 compared to last year although this had been planned in the TCWF board strategy in 2024 and reflected in the Budget forecast.

Unrestricted Funds Income

Unrestricted funds income decreased by approx. 25% from the previous year.

Income from Corporate Social Responsibility (CSR) and general donations, accounts for approx. 65% of the annual unrestricted income, and the annual total was a significant increase on the previous year due both to the continuation of CMA company making TCWF the company charity for 2025 (extended from 2024) and also to a raffle held by Dorset SUP in aid of TCWF.

Restricted Funds Income

Restricted funding increased by approx. 4% YoY. The main new award was given by Global Make Some Noise of £49,000 over a 2 year period plus the 2nd year of the National Lottery funding award and numerous smaller, but also important, awards.

Direct Programme Costs

The purchase of 3 x large bespoke colour model floor mats have increased the Workshops costs (direct programme costs) relative to the previous FY.

Labour Costs

TCWF staff costs increased due to a pay rise in Sept 2024, plus an additional staff member being recruited (Programme Manager - see above).

Cash Funds

TCWF have a cash balance of approx. £66,510 which is 8% higher than FY2324 and includes the nominated reserves and Higher interest Savings bank Account.

Higher interest Savings bank Account

During FY2425, monies from the Ethical 40-Day Notice Account selected in FY2324 was used to overcome the Autumn 2024 shortfall vs Budget forecast. This was due to anticipated courses and

associated grants and payments being delayed. Therefore £20,000 was transferred from this savings account back to the TCWF current account.

Reserves

It is TCWF's policy that unrestricted funds that have not been designated for a specific use should be maintained at a level equivalent to three months' expenditure.

This level was set at £4,500 during the FY2122. A review was held in FY2425, prompted by the increase staffing with the new Programme Manager but also cost increases in both salaries and workshop costs. This review resulted in setting the Reserves level to £14,000. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the TCWF's current activities whilst consideration is given to ways in which additional funds may be raised.

Details of Any Funds Materially in Deficit

Not applicable

State of the Charity's Finances

Particulars of Any Outstanding Guarantee Given by the Charity

The Trustees declare that the Charity has no guarantees.

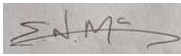
Details of Any Outstanding Debt

The Trustees declare that the Charity has no outstanding debts.

Declaration

The Trustees declare that they have approved and authorised the above report and that it can be signed on their behalf.

Signed on behalf of The Colour Works Foundation's Trustees:

Full Name	Position	Signature	Date
Shenel McLawrence	Chair of Trustees		15/Jan/2026

APPENDIX I

RECEIPTS AND PAYMENT ACCOUNTS (CC16a)

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trading Income	7,215	-	-	7,215	18,235
Fundraising / CSR / Other Donations	13,784	-	-	13,784	9,822
Grants / Awards	-	37,108	-	37,108	35,572
Sub total(Gross income for AR)	20,999	37,108	-	58,107	63,629
A2 Asset and investment sales, (see table).					
Sub total	-	-	-	-	
Total receipts	20,999	37,108	-	58,107	63,629
A3 Payments					
Salaries and Allied Costs	(5,262)	(32,633)	0	(37,896)	(25,121)
Contractor Fees	0	(2,600)	0	(2,600)	(6,295)
Direct Programme Expenses	(228)	(5,268)	0	(5,496)	(3,230)
Training	(100)	(546)	0	(645)	(498)
Office and Admin	(2,029)	(2,580)	0	(4,609)	(4,370)
Insurance	(96)	(846)	0	(942)	(96)
Grant Applications	0	0	0	0.00	-
Marketing	(300)	(106)	0	(406)	(117)
Governance / Trustee Costs	0	(134)	0	(134)	(274)
					-
Sub total	(8,015)	(44,713)	0	(52,728)	(40,000)
A4 Asset and investment purchases, (see table)					
Asset Purchases	(379)	0	0	(379)	-300
					0
Sub total	(379)	0	0	(379)	-300
Total payments	(8,394)	(44,713)	-	(53,107)	- 40,300
Net of receipts/(payments)	12,604	-7604.71		5,000	23,330
A5 Transfers between funds					
A6 Cash funds last year end	41,601	19,909		61,510	-
Cash funds this year end	54,206	12,304		66,510	61,510

Section B Statement of assets and liabilities at the end of the period

Categories

B1 Cash funds

Lloyds Current		27,146	
Lloyds Savings		14,092	
Charity Bank		25,272	
		66,510	


B2 Other monetary assets

B3 Investment assets

B4 Assets retained for the charity's own use

B5 Liabilities

Signed by one or two trustees on behalf of all the trustees

	ALUN DAVIES	15/Jan/2026
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APPENDIX II

INDEPENDENT EXAMINERS REPORT (IER)



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

The Colour Works Foundation

**On accounts for the year
ended**

31 August 2025

**Charity no
(if any)**

1176039

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/8/2025.

**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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

25/11/2025

Name:

Anthony Ellis

**Relevant professional
qualification(s) or body
(if any):**

AAT

Address:

37 Sherwood Ave

Poole

BH14 8DH

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

THE COLOUR WORKS FOUNDATION

England & Wales - Charity number 1176039

Accounts



**The Colour Works Foundation
Charity Number: 1176039**

**Trustees' Annual Report & Financial Statements
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Number: 1176039
Address: 25b Elliott Road, West Howe Industrial Estate, Bournemouth BH11 8LQ

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Karen Powell	Vice Chair (from 27/07/23)	Re-elected 24/01/2024	
Alun Davies	Treasurer	Re-elected 16/03/2023	
Pana McGee	Trustee	21/04/2021	26/01/2024
Dave Keep	Secretary	05/04/2023	
Grace Benham	Trustee	24/01/2024	
Peter Simpson	Trustee	24/01/2024	

Note:

During FY2324 an additional 2 Trustees were appointed on 24/01/2024 and also due to a change in personal circumstances Pana McGee resigned 26/01/2024

Names & Addresses of Advisors

Type of Advisor	Name	Address
Bank	Lloyds Bank	25 Gresham Street, London, EC24 7HN
Independent Examiner	Anthony Ellis	

Names of Senior Staff with Delegated Responsibilities

Liz Davies - CEO

Structure, Governance & Management

Description of the Charity's Trusts:

Type of Governing Document:

Constitution adopted 1st December 2017

How the Charity is Constituted:

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- Upon appointment, Trustees will receive an Induction and Training plan, key documents such as a copy of the Governing document, and the most recent Trustees' Annual report and Financial Statements.
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Additional Governance Issues

- There is a safeguarding policy in place.
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- The Board completes a review of the Charity's financial controls and governance management annually.

Objects

To act as a resource for young people by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals;

(b) advancing education; and

(c) relieving unemployment

Vision and Mission

This year we updated our vision to more accurately reflect our ambitious destination point for the future. If we achieve it – our organisation would no longer need to exist.

Vision

Every young person has the emotional intelligence to recognise and use their strengths in relationships and careers.

Our mission was simplified and now reflects more how we impact the young people through our Building self-belief programme.

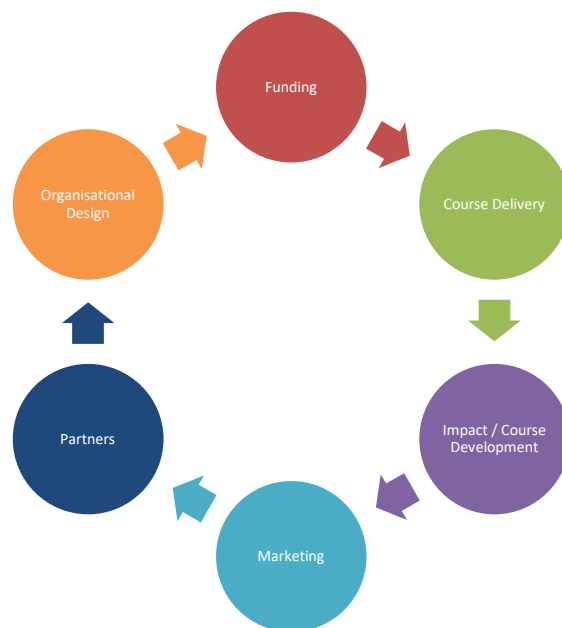
Mission

We use our own colour profiling system with young people to raise their self-awareness and relationship management skills. We identify and celebrate their strengths, giving them tools to develop their emotional resilience and confidence.

Key Strategies 2023-2024

The Trustees and Management team met in August 2023 to review the prior year and set the strategy for 2023/2024.

We continue to use the concept of this flywheel to identify our strategic pillars and understand which pillar is 'slowing' the wheel and needs our time and investment to keep the Charity thriving. This year we developed a scorecard against each of the areas to measure progress quarterly and reviewed at the Trustee and Management team meetings.



- Funding
 - Increase revenue through CSR and Individual donations by £30k in FY 2324
- Course Delivery
 - Have enough course deliverers to support demand
- Course development and impact measurement
 - Identify improvements in workshop delivery/ materials that improve the engagement of our beneficiaries

- Marketing
 - Develop regular external updates to improve donor / partner engagement
 - Increase our social media posting
- Partners
 - In the next 2 years we will have 7 long term partners
- Organisational Design
 - Have a lean organisation that supports our frontline activities

Progress against key strategies

- **Funding**

This was a successful year in terms of income. We received further money from BCP council to support our work with schools focusing on Looked after Children. In addition to this we received a £20k national lottery grant for 2 years to cover the Office Manager salary as well as some course delivery and workshop supplies.

Other notable grant funders included:

- Dorset Community Fund – The Neighbourhood Fund – money towards course delivery
- The Hendy Foundation – money for workshop materials
-
- Long term funder in place (CABWI - £6k per year for 3years)
- LAG funding (from Dorset Council) for one Weymouth Prince’s Trust programme

With regard to CSR – we became the Charity partner for CMA and received over £4100 from charity quizzes that they delivered. We even entered a TCWF team at their Bournemouth quiz night. Notable other donations were received from Strategic Solutions and JP Morgan.

Dorset SUP were kind enough to raise funds for us through selling tickets for their Christmas party as well as allowing us to host a raffle. In total this event raised nearly £1k for TCWF.

- **Course Delivery**

The number of courses delivered in this financial year was 24. Although our focus is now on delivering more long-term courses, the number of beneficiaries we worked with long term (over 12hrs) decreased from 68 to 55. This was in part due to our re-design of our schools’ programme which came about from feedback from schools who were struggling to find us enough hours to deliver for our requested 12. Thus, the course was re-worked to be much simplified and condensed into 8 sessions of 1hr per session to easily fit into a school lesson period.

We delivered several short workshops of 2 or 3 hrs each with several partners. In line with our strategy – all these short-term courses were covered by income from the associated partner.

We further integrated the use of the course booklets (developed last year) with our young people and found that it particularly aided learning for the more introverted types – giving them time to reflect on the activities and learning. Young people enjoyed making posters exploring their strengths which are photographed and given to them at the end of the course as a memento with their certificate of completion.



Other notable achievements

- Completed qualification of 3 new course deliverers
- Delivered a Train the Trainer programme in August for several volunteers and 2 new course deliverers (Clarissa Blakemore for MyTime, Lucy Pearson for TCW)
- Delivered TTT programme (online and in person) for 2 short course remote deliverers based in Coventry
- Contact made with Jersey Prison re TTT to support young offenders
- Worked with Faegre Drinker (legal firm) to develop robust contracts for our remote Course Leaders. They also reviewed our service agreement for working with our self-employed Course Deliverers and were able to make these water tight for future use.

Summary of workshops delivered in 2023/2024

Long Term courses (>12hrs delivery)

- 2 x Weymouth College Prince's Trust TEAM programmes
- 1 x Spear programme
- 2 x SWRAC
- 1 x Brockenhurst College
- 1 x Kingston Maurward College

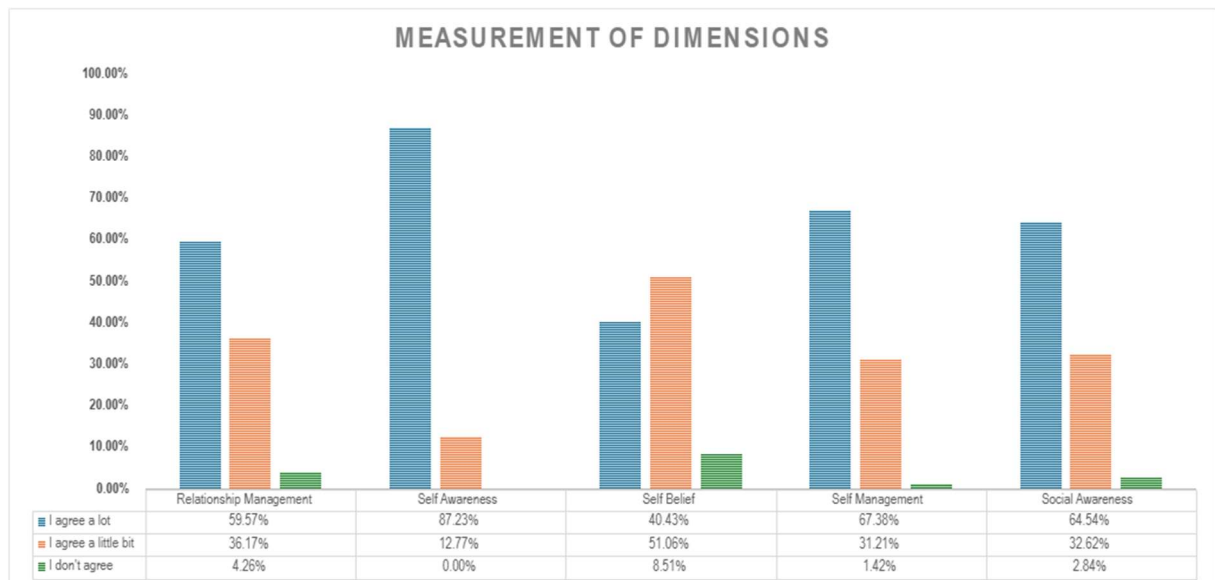
Short Term courses (<12hrs delivery)

- 3 x BCP council funded courses (Twynham, Bourne Academy and St Aldhelms)
- 2 x MyTime Young Carers online employability courses
- 4 x MyTime Young Carers F2F programmes in schools
- 1 x JET workshop in partnership with NATS
- 3 x Anti-bullying workshops for Bournemouth and Poole College
- 1 x Careers workshop for Glenmoor and Winton Academy
- 1 x AFCB Community workshop for coaches
- 2 x programmes with sixth forms for President Kennedy School

- **Course development and impact measurement**

This was the first year of trialling the impact measurement data designed in partnership with Bournemouth University. At the end of each course young people scan a QR code and rate their learning against a series of statements related to self-awareness, self-management, understanding others and relationship management. This has been helpful with course development by identifying those areas where young people are gaining the most learning as well as where we need to adapt or change the course.

Results for 23/24 were as shown in the below table:



The Course Deliverers continue to meet face to face once per year to review the programme, share ideas of activities they have used and input to further course development. We have also implemented a quarterly meeting to include our Course Leaders located in other parts of the country so they can also be kept up to date with changes to the material and also share their successes and learning.

- **Feedback from participants**

- I feel like I understand myself and others a lot more
- Looking at how people interact / how people can unintentionally antagonise each other
- It helped me be less judgemental of people and overall, I just found it interesting
- I like how open and honest you can be on the course and the wide range of conversation about yourself, others and topics that has no judgement. I like how we learned about ourselves while not realising it as it was done in a casual and kind way
- I liked all the activities, especially the hat acting and the shells activity
- It was fun and engaging and I liked learning about the colours
- The people that taught us were very welcoming and friendly
- The people are friendly and you learn more about each other
- The teachers are fun
- It felt comfortable
- It's the best lesson of the week
- It's been the most interesting part of the SWRAC course so far

- **Feedback from Partners**

How effective did you find the course for the participants?

- *“I found the course was greatly effective for the participants - as they all engage on the most part (the times they did not was due to external concerns). They all were answering questions and appeared to take on board what was being explored” – **Kingston Mauward College Student Welfare and Support***
- *“I think this is a beneficial course for our participants. It allows for a deeper reflection on how they act/how they respond to others based on certain scenarios/situations. The colorworks is vital to helping our trainees understanding things from both sides, and not solely from their own perspectives. As they are in Spear to get into work/education it provides a deeper emphasis on some topics we do not have the time to cover in Spear (such as conflict / misunderstandings). Another key aspect is the 'strengths' section. which is clearly outlined in relation to the colours as often our trainees find it hard to name their strengths, this is a great tool to help them with this.” – **The Spear Programme Coach***
- *“The course was very effective as the participants were able to recall the information from previous sessions and understand the colours and how they differ. The role play was very entertaining and relatable to help the participants understand the differences in the colours and how to identify them”. – **Twynham School Teacher***
- *“Greatly effective, students were actively engaged, curious and more open minded following the course”. – **The Bourne Academy – Pastoral Lead***
- *“Very effective, excellent understanding of individual needs. Skilfully delivered” – **Prince’s Trust TEAM leader***
- *“I thought it was really thought-provoking for them, gently challenging & engaging” – **SWRAC support teacher***

What differences did you notice in the participants?

- *“Our trainees did very well to get involved in the sessions, are were very "go for it"! I found that trainees had made new friends as there were multiple cohorts represented in the sessions. Also, trainees could name their strengths and even believe in their strengths a bit more. Vitialy, they understood why some people can act the way they do, and even if they might not get along with a specific person of a X colour, they know how they could interact in these scenarios.” – **Spear Programme Coach***
- *“Whilst everyone quickly relaxed and joined in willingly, I would say three of the participants really came out of their shells.” – **Brockenhurst College Student Support***
- *“Participants became more aware of their own behaviour and others.” – **Prince’s Trust TEAM Leader***
- *“One participant who I see on a weekly basis - would regularly use the personality colours to see what colour people in their lives they thought they were and why they thought they were that colour showing a real understanding and utilising the skills taught”. – **Kingston Mauward College Student Welfare and Support***
- *“One lad who was very distracted initially became very engaged in the sessions - likely once settled in the group and with new people really engaged and did well.” - **Kingston Mauward College Student Welfare and Support***

- **Marketing**

Our newsletter gained traction this year and is published quarterly with short updates on courses, training and other notable achievements.

Social media engagement has also improved particularly on LinkedIn. This year we measured an increase in followers to our pages every 90 days but we have realised that this is not reflecting interactions with our posts accurately so we looking to change our scorecard measurements in 2024/2025.

Our ambassador continues to work to raise the profile of the Charity in the local community.

- **Partners**

This year we gained 3 new partners in Brockenhurst College, Kingston Maurward and St Aldhelm's School. We also ran some short 1hr sessions during Anti Bullying week for Bournemouth and Poole College which we hope to translate into a full programme in the future.

- **Organisational Design**

This year we completed some restructuring with the creation of a Business Systems Manager role. This is a back-office role which is targeted with developing systems to streamline our back-office processes for the CEO and Office Manager. This year as well as regular monthly activities around financial reporting, writing procedures etc, the BSM has systemised our policies and procedures, translated our impact data into data and graphs that are easily accessible for the Course Deliverers to add into their final reports and redesigned the online course set up process used by the CEO and Office Manager. They also completed some training with the financial workbook developer so that all troubleshooting and ongoing management of the workbook can be completed in house.

Public Benefit

The public benefit of these courses is that they are aimed at attendees who perhaps, due to social or economic reasons, had dropped out of either education earlier than the minimum legislated age, were long-term unemployed or were disadvantaged through their mental or physical health, role (e.g., young carers) or had grown up in care. The course developed by TCWF means that these participants have been given tools which enable them to better understand their own and other people's behaviour. This benefits the participants by increasing their self-confidence and self-belief, their understanding of others and enhances their social skills which can combine to further assist them in remaining in education or securing employment. TCWF believes that equipping young people with these types of skills will improve their self-confidence and enhance their social stability.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Financial Review

Financial Results

Overall the income level for FY2324 was approximately 84% higher than FY2223, with both the Fundraising / CSR and Grant categories nearly doubling the previous year's values and Trading Income also 32% above that from the financial year before.

Therefore the financial position of the Charity during FY2324 was solidified and allowed a review of the cash reserves to be carried out resulting in some movement of cash to a higher interest savings account.

TCWF outgoings were approximately 18% higher than in the previous FY, which was partially caused by an inflationary salary increase that affected both the in-house staff and external contractor fee.

Overall, therefore the significant increase in income level was not offset by increase in outgoings, so TCWF increased their cash position by approx. £23,000 compared to last year.

Funds Income (Unrestricted)

Trading income increased by approx. 32% from the previous year. Significant income included £14,420 from Bournemouth, Christchurch and Poole Council (BCP) and income from one-off workshops.

Income from Corporate Social Responsibility (CSR) and general donations, accounts for approx. 30% of the annual unrestricted income, a significant increase on the previous year due both to the adaption of TCWF as the company charity for 2024 by the CMA company (≈£4,200) and also a raffle held by Dorset SUP in aid of TCWF (≈£1000)

Funds Income (Restricted)

Restricted funding increased by approx. 104% YoY. The main new award was a 2-year National Lottery funding award of £20,000 with additional income with staged payments from existing grants or smaller funding awards.

Direct Programme Costs

Workshops costs (direct programme costs) have remained broadly similar to the previous FY.

Labour Costs

TCWF staff costs increased due to a pay rise in Sept 2023, plus a staff member returning from maternity leave and also Contractor fees were also affected by an increase in the hourly rate paid to them and so overall this increased the labour costs during FY2324.

Cash Funds

TCWF have a cash balance of approx. £61,500 which is 61% higher than FY2122 and includes the nominated reserves and Higher interest Savings bank Account (see below).

Higher interest Savings bank Account

In order to increase the efficiency of the cash surplus that TCWF have, a review was held of the possible methods of savings and investing to maximise the money earned. An Ethical 40-Day Notice Account was selected and approximately £44,000 was transferred from the current account to this savings account.

Reserves

It is TCWF's policy that unrestricted funds that have not been designated for a specific use should be maintained at a level equivalent to three months' expenditure. This level was set at £4,500 during the FY2122 and not adjusted in FY2223. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the TCWF's current activities whilst consideration is given to ways in which additional funds may be raised.

Details of Any Funds Materially in Deficit

Not applicable

State of the Charity's Finances

Particulars of Any Outstanding Guarantee Given by the Charity

The Trustees declare that the Charity has no guarantees.

Details of Any Outstanding Debt

The Trustees declare that the Charity has no outstanding debts.

Declaration

The Trustees declare that they have approved and authorised the above report and that it can be signed on their behalf.

Signed on behalf of The Colour Works Foundation's Trustees:

Full Name	Position	Signature	Date
Shenel McLawrence	Chair of Trustees		

APPENDIX I

RECEIPTS AND PAYMENT ACCOUNTS (CC16a)

APPENDIX II

INDEPENDENT EXAMINERS REPORT (IER)

THE COLOUR WORKS FOUNDATION

England & Wales - Charity number 1176039

Accounts



**The Colour Works Foundation
Charity Number: 1176039**

**Trustees' Annual Report & Financial Statements
for the Period
1st September 2022 to 31st August 2023**

January 2024

Contents

Reference & Administration Details	3
Names of the Charity Trustees who Manage the Charity:	3
Names & Addresses of Advisors	3
Names of Senior Staff with Delegated Responsibilities	3
Structure, Governance & Management	3
Description of the Charity's Trusts:	3
Type of Governing Document:	4
How the Charity is Constituted:	4
Trustee Selection Methods:	4
How New Trustees are Inducted and Trained:	4
Additional Governance Issues	4
Objects	4
Vision and Mission	4
Key Strategies 2022-2023	5
Progress against key strategies	5
Public Benefit	9
Statutory Declaration on Public Benefit	9
Financial Review	9
Details of Any Funds Materially in Deficit	11
State of the Charity's Finances	11
Particulars of Any Outstanding Guarantee Given by the Charity	11
Details of Any Outstanding Debt	11
Declaration	11
APPENDIX I	12
APPENDIX II	15

Reference & Administration Details

Charity Details:

Name: The Colour Works Foundation (TCWF)
Number: 1176039
Address: Peartree Business Centre, Cobham Road, Ferndown Industrial Estate, Wimborne, BH21 7PT

Names of the Charity Trustees who Manage the Charity:

Name	Office	Appointed Trustee	Resigned
Shenel McLawrence	Chair (from 27/07/23)	21/04/2021	
Karen Powell	Vice Chair (from 27/07/23)	Re-elected 24/01/2024	
Alun Davies	Treasurer	Re-elected 16/03/2023	
Pana McGee	Trustee	21/04/2021	
Dave Keep	Secretary	05/04/2023	

Note:

During FY2223 an additional Trustee was appointed on 05/04/23 but due to a change in personal circumstances was unable to take up the position before attending any Trustee or management Board meetings and before the Charity Commission Trustee database could be updated.

Names & Addresses of Advisors

Type of Advisor	Name	Address
Bank	Lloyds Bank	25 Gresham Street, London, EC24 7HN
Independent Examiner	Anthony Ellis	

Names of Senior Staff with Delegated Responsibilities

Liz Davies - CEO

Structure, Governance & Management

Description of the Charity's Trusts:

Type of Governing Document:

Constitution adopted 1st December 2017

How the Charity is Constituted:

Charitable Incorporated Organisation

Trustee Selection Methods:

- Trustees are selected in line with a Trustee Recruitment Policy.
- Following the board's skills matrix review, the vacant position(s) will be advertised through the media, volunteer bureau, and direct approaches to professional bodies and other voluntary organisations.
- Applicants will be asked to complete an application form and provide a CV.
- An interview meeting takes place with a panel of existing trustees.
- Before formal selection, preferred applicants are invited (as an observer) to a Trustee or Board meeting.
- DBS and Trustee eligibility checks are carried out before the commencement of Trusteeship.

How New Trustees are Inducted and Trained:

- Upon appointment, Trustees will receive an Induction and Training plan, key documents such as a copy of the Governing document, and the most recent Trustees' Annual report and Financial Statements.
- Training includes a Trusteeship training course with the local Community Action Network organisation

Additional Governance Issues

- There is a safeguarding policy in place.
- Enhanced DBS checks are carried out on all staff and volunteers delivering TCWF's workshops.
- The Board completes a review of the Charity's financial controls and governance management annually.

Objects

To act as a resource for young people by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals;

(b) advancing education; and

(c) relieving unemployment

Vision and Mission

No changes were made to our vision and mission and they continue to read as follows:

Mission

We use our own colour profiling system with young people to raise their self-awareness and relationship building skills. We identify and celebrate their strengths. We give them tools to develop their own emotional resilience and confidence in communication ongoing

Vision

We exist to equip disadvantaged and socially excluded young people with the skills and self-belief that give them access to improved opportunities and life choices enabling them to find their place in the world.

Key Strategies 2022-2023

- Organisational Structure
 - Recruit maternity cover for Office Manager
 - Implement new financial reporting
- Course Delivery
 - Define our target beneficiaries – long term vs short term
 - Target intervention where TCWF course delivers measurable impact – 12hrs to 24 hrs
 - Aim to include 121s in provision
 - Target potential expansion to increase Long Term beneficiaries
 - Short term delivery only be agreed where it generates income
 - Complete new Course deliverer qualification
 - Develop schools' sessions for MyTime school programme
 - Investigate short term course deliverers from University (MyTime schools sessions)
- Course development and impact measurement
 - Improve communication between Course Deliverers and back office support
 - Work with BU to develop impact reporting

Progress against key strategies

- **Organisational structure**

Interviews and recruitment for maternity leave for our Office Manager took place in October and November and Sabrina Forsey started at the beginning of December enabling a short handover with our existing Office Manager. Sabrina has added a different set of skills to the Office Manager role and as a result of the continued growth of the Charity, the CEO proposed the addition of a Business Systems Manager. The Trustees voted in August to expand the back-office support with the role of Office Manager and a new role of Business Systems Support Manager on the return of Jordy from her maternity leave. The Trustees voted to implement these 2 new roles in August 2023.

Other notable achievements:

- Implementation of new financial management and reporting tools following development in 21/22
- Recruitment of temporary Office Manager and 2 Trustees
- DofE volunteer support / 3 additional volunteers recruited
- New volunteers onboarding process updated
- Start of a more strategic partnership with The Colour Works International Limited (TCW) including:

- Purchase of a binder machine for TCWF to print and bind their own profiles. This has considerably reduced our delivery time for producing profiles
- CSR funding strategy developed for targeting TCW clients
- Promotion of TCWF amongst TCW client base via Licensed Practitioners and Client Practitioners
- Future collaboration around IT and HR support to be progressed in new financial year

- **Course Delivery**

The Charity increased the number of courses delivered in this financial year from 21 to 24. With our focus now on delivering more long-term courses, we increased the number of beneficiaries that we worked with over 12hrs from 68 to 90. This was despite our long-standing partnership with Dorset and Wiltshire Fire and Rescue Service Prince's Trust coming to an end as a result of the DWFRS cutting all of its youth work activities.

Our short-term delivery workshops reduced from 209 to 99, in large due to the cancellation of the NCS programme delivered by AFCB community (where in previous years we have delivered several individual 3hr workshops to 30+ attendees). In line with our strategy – all these short-term courses were covered by income from the associated partner.

Other notable achievements

- 2 x 'Train The Trainer' courses delivered (1 new Course Deliverer qualified in long term programme and 1 qualified to deliver short programmes for MyTime Young Carers schools programmes. 4 course deliverers qualified in 2-day training programme in August and aim to complete their on-the-job qualification over 23/24)
- New delivery partnerships were made with SWRAC, Spear and Bourne Academy
- Face to Face employability schools programme developed in partnership with MyTime Young Carers.
- 2 x MyTime employees trained in short term course delivery (one qualified – one to complete qualification in 23/24) to be able to deliver their own face to face sessions in schools with young carers.
- Contractual agreement put in place for supply of profiles to MyTime Young Carers.

Summary of workshops delivered in 2022/2023

Long Term courses (> 12hrs delivery)

- 3 x Weymouth College Prince's Trust TEAM programmes
- 2 x Spear programmes
- 2 x SWRAC
- 2 x BCP council funded courses (Twynham and Bourne Academy)

Short Term courses (< 12hrs delivery)

- 3 x MyTime Young Carers online employability courses
- 10 x MyTime Young Carers F2F programmes in schools
- 1 x JET workshop in partnership with NATS

- **Course development and impact measurement**

- ‘Course set up’ process automated – resulting in improved communication between Course Deliverers and Office Manager
- The CEO and co-founder worked together on the development of booklets to support learning on our programmes. These include the use of QR codes for ‘Impact Data’



collection and completion of our profile. The new booklets were trialed over 4 courses at the end of the year and have had positive feedback so far.

- Following our funding received from Comic Relief for capacity building we invested in a partnership with Bournemouth University to develop our impact reporting. A new set of 10 statements were trialed as part of the SPEAR programme and enabled a new level of understanding of where each beneficiary had made progress across each of the areas our workshops address namely:
 - Self awareness
 - Self management
 - Understanding others
 - Relationship management

We’re looking forward to gathering more data against these improved measures in 23/24

- **Feedback from participants**

- I liked how you involved everyone and talked about all feelings
- Finding out about your personality and what others are
- It was interactive and you find out more about yourself
- Learnt about different personality types
- Teamwork, getting to know people, working out what personality you have
- It made me think about what my personality is
- Learning about my key strengths and the communication methods that work for me

- **Feedback from Partners**

How effective did you find the course for the participants?

- *‘Very effective, allowed the young people to learn things about themselves and others that they previously wouldn't have been aware off.’* Prince’s Trust Team Leader
- *‘The course was really effective for the young carers and created a great discussion point and visible confidence boost for many of them.’* MyTime Young Carers Employability Manager

What differences did you notice in the participants?

- *‘Participants became more aware of themselves and others and their behaviours and mannerisms’* Prince’s Trust Team Leader
- *‘Increased confidence, positive body language, increased interaction with each other.’* MyTime Young Carers Employability Manager

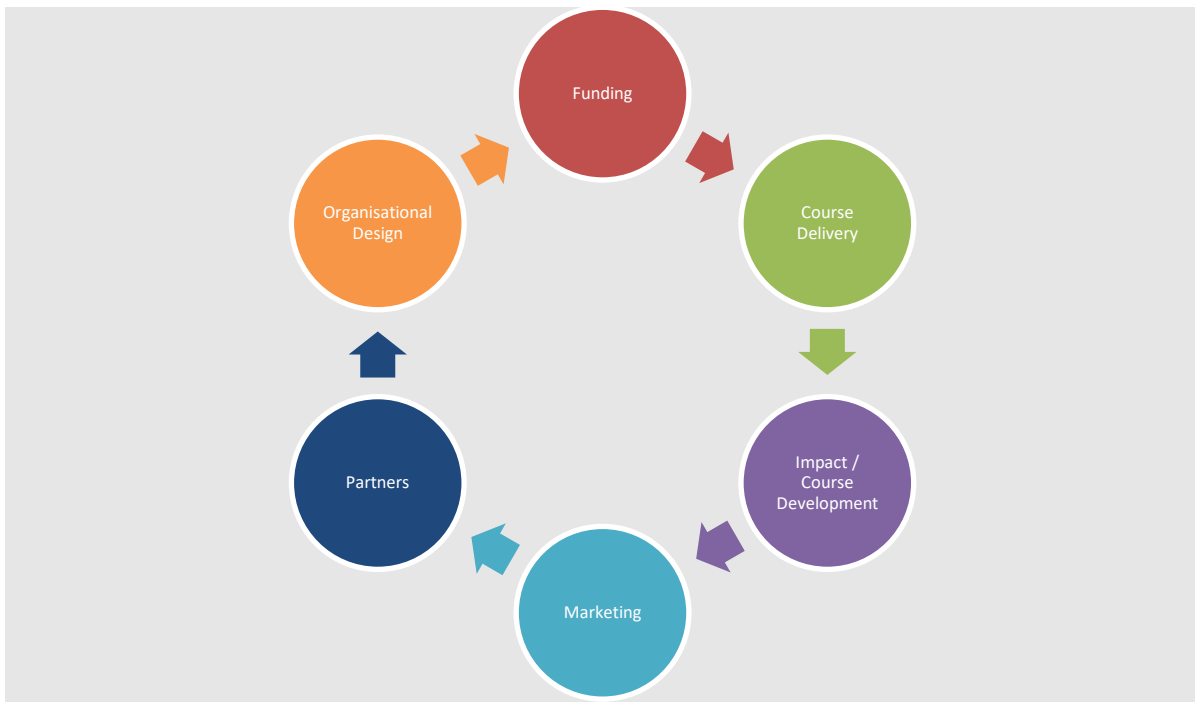
- **Fundraising strategy**

Over the year 2022/2023 we were successful with several grant applications. Notable funders are:

- Alice Ellen Cooper Dean
- CABWI
- The National Lottery Community Fund
- Comic Relief

- **Vision and Strategy setting**

The CEO/Founder of New Place and regular supporter of our Charity offered to lead us in a facilitated strategy setting day in July 2023. This resulted in the development of the key components of our strategy as represented in the image below. Each element of the ‘flywheel’ is assessed to see whether it is ‘slowing us down’ and becomes of the strategic focus. As result of this process, we highlighted the limiting factor of qualified Course Deliverers to meet the demand for our courses and put actions against this area to progress in 23/24. This was presented to the full Trustee Board at our Vision and Strategy Day in August 2023 and further developed. Each strategic component of the flywheel was assessed and associated scorecard developed in order that we can measure our progress against each area in FY23/24.



Our ambassador continues to work to raise the profile of the Charity in the local community.

Public Benefit

The public benefit of these courses is that they are aimed at attendees who perhaps, due to social or economic reasons, had dropped out of either education earlier than the minimum legislated age, were long-term unemployed or were disadvantaged through their mental or physical health, role (e.g., young carers) or had grown up in care. The course developed by TCWF means that these participants have been given tools which enable them to better understand their own and other people’s behaviour. This benefits the participants by increasing their self-confidence and self-belief, their understanding of others and enhances their social skills which can combine to further assist them in remaining in education or securing employment. TCWF believes that equipping young people with these types of skills will improve their self-confidence and enhance their social stability.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Financial Review

Financial Results

FY2223 was TCWF's first full fiscal year without any pandemic restrictions and so sessions and working practices returned fully to our face-to-face workshops.

Overall the income level was approximately 15% lower than FY2122, due to a budgeted National Lottery grant that we did not apply for and also a reduction in the anticipated CSR contributions.

TCWF outgoings were approximately 15% higher than in the previous FY, which was partially caused by an extraordinary cost of living increase that the Trustees made in May ahead of the usual pay review implementation due to the economic situation in the UK.

Overall, therefore with the drop in income level and increase in outgoings, TCWF broke even in FY2223 despite the slightly delayed payments outstanding at the end of the FY.

Unrestricted Funds Income

Unrestricted funds income decreased by 17% from the previous year. Significant unrestricted grants were given by Alice Ellen Cooper Dean and Hall & Woodhouse Community funds.

Income from Corporate Social Responsibility (CSR) and general donations, accounts for approx. 15% of the annual unrestricted income.

Restricted Funds Income

Restricted funding decreased by 13.5% YoY. The main new award was a Comic Relief funding award of £9,750 with additional income with staged payments from existing grants or smaller funding awards. We also received the first £3,000 of a multistage £18,000 grant from CABWI (an awarding body for the water & utilities industries), the payments coming in 6 month intervals up to the end of 2025.

Direct Programme Costs

Workshops costs (direct programme costs) have remained similar compared to the previous FY.

Overhead Costs

Although direct comparison with previous FY cannot be easily compared as part way through FY2122 (Mar22) the Co-founder became directly employed by TCWF as the CEO and therefore the cost basis costs have changed, there has been an increase in staffing costs due, in part, to the Cost of Living increase implemented midway through FY2223.

Cash Funds

TCWF have a cash balance of approx. £38,000 which is broadly similar to FY2122 and includes the nominated reserves (see below).

Reserves

It is TCWF's policy that unrestricted funds that have not been designated for a specific use should be maintained at a level equivalent to three months' expenditure. This level was set at £4,500 during the FY2122 and not adjusted in FY2223. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the TCWF's current activities whilst consideration is given to ways in which additional funds may be raised.

Details of Any Funds Materially in Deficit

Not applicable

State of the Charity’s Finances

Particulars of Any Outstanding Guarantee Given by the Charity

The Trustees declare that the Charity has no guarantees

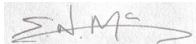
Details of Any Outstanding Debt

The Trustees declare that the Charity has no outstanding debts.

Declaration

The Trustees declare that they have approved and authorised the above report and that it can be signed on their behalf.

Signed on behalf of The Colour Works Foundation’s Trustees:

Full Name	Position	Signature	Date
Shenel McLawrence	Chair of Trustees		30 Jan 2024

APPENDIX I

RECEIPTS AND PAYMENT ACCOUNTS (CC16a)



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name The Colour Works Foundation	No (if any) 1176039
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CC16a

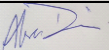
Receipts and payments accounts

For the period from	Period start date 01/09/2022	To	Period end date 31/08/2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trading Income	13,830	-	-	13,830	15,420
Fundraising / CSR / Other Donations	3,358	-	-	3,358	7,898
Grants / Awards	4,700	12,750	-	17,450	17,733
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	21,888	12,750	-	34,638	41,051
A2 Asset and investment sales, (see table).					
Asset Sales	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	21,888	12,750	-	34,638	41,051
A3 Payments					
Salaries and Allied Costs	9,831	12,915	-	22,746	7,705
Contractor Fees	1,067	2,784	-	3,851	
Direct Programme Expenses	79	2,793	-	2,871	2,804
Training	20	196	-	216	2,181
Office and Admin	1,521	2,324	-	3,844	15,921
Insurance		96	-	96	168
Grant Applications	-	-	-	-	
Marketing	48	-	-	48	
Governance / Trustee Costs	55	77	-	132	90
	12,620	21,184	-	33,805	28,868
A4 Asset and investment purchases, (see table)					
Asset Purchases	139	-	-	139	615
	-	-	-	-	
Sub total	139	-	-	139	615
Total payments	12,759	21,184	-	33,944	29,483
Net of receipts/(payments)	9,128	- 8,434	-	694	11,568
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	28,124	9,362	-	37,486	25,919
Cash funds this year end	37,252	928	-	38,180	37,487

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	-	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B4 Assets retained for the charity's own use	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B5 Liabilities	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Alun Davies	12-Jan-24	

APPENDIX II

INDEPENDENT EXAMINERS REPORT (IER)



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

The Colour Works Foundation

**On accounts for the year
ended**

31/8/23

**Charity no
(if any)**

1176039

Set out on pages

13 & 14

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/08/2023.

**Responsibilities and
basis of report**

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

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

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

5/1/24

Name:

Anthony Ellis

**Relevant professional
qualification(s) or body
(if any):**

AAT/
Group Financial Controller

Address:

37 Sherwood Avenue

Poole

BH14 8DH

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

THE COLOUR WORKS FOUNDATION

England & Wales - Charity number 1176039

Accounts



The Colour Works Foundation
Charity Number: 1176039

Trustees' Annual Report & Financial Statements
for the Period
1st September 2021 to 31st August 2022

March 2023

Contents

Reference & Administration Details	3
Names of the Charity Trustees who Manage the Charity:	3
Names & Addresses of Advisors	3
Names of Senior Staff with Delegated Responsibilities	3
Structure, Governance & Management	3
Description of the Charity's Trusts:	3
Type of Governing Document:	3
How the Charity is Constituted:	4
Trustee Selection Methods:	4
How New Trustees are Inducted and Trained:	4
Additional Governance Issues	4
Objects	4
Vision and Mission	4
Key Strategies 2021-2022	5
Progress against key strategies	5
Summary of workshops delivered in 2021/2022	8
Outcomes	8
Example feedback from the participants included:	9
Example feedback from partner organisations:	9
Train the trainer	10
Funding	10
Public Benefit	10
Statutory Declaration on Public Benefit	10
Financial Review	10
Details of Any Funds Materially in Deficit	12
State of the Charity's Finances	12
Particulars of Any Outstanding Guarantee Given by the Charity	12
Details of Any Outstanding Debt	12
Declaration	12

Reference & Administration Details

Charity Details:

Name: The Colour Works Foundation (TCWF)
Number: 1176039
Address: Peartree Business Centre, Cobham Road, Ferndown Industrial Estate, Wimborne, BH21 7PT

Names of the Charity Trustees who Manage the Charity:

Name	Office	Appointed	Resigned
Karen Powell	Chair	16/01/2018	
Alun Davies	Treasurer	Re-elected 14/07/2019	
Sue Craft	Secretary	01/04/2019	31/03/2022
Pana McGee	Trustee	21/04/2021	
Shenel McLawrence	Trustee	21/04/2021	

Names & Addresses of Advisors

Type of Advisor	Name	Address
Bank	Lloyds Bank	25 Gresham Street, London, EC24 7HN
Independent Examiner	Anthony Ellis	

Names of Senior Staff with Delegated Responsibilities

Liz Davies - CEO

Structure, Governance & Management

Description of the Charity's Trusts:

Type of Governing Document:

Constitution adopted 1st December 2017

How the Charity is Constituted:

Charitable Incorporated Organisation

Trustee Selection Methods:

- Following the board's skills matrix review, the vacant position(s) will be advertised through the media, volunteer bureau, and direct approaches to professional bodies and other voluntary organisations.
- Applicants will be asked to complete an application form and provide a CV.
- An informal interview meeting takes place with the existing trustees.
- Before selection, preferred applicants are invited (as a guest) to a Trustee meeting.
- DBS and Trustee eligibility checks are carried out before the commencement of Trusteeship.

How New Trustees are Inducted and Trained:

- Upon appointment, Trustees will receive an Induction and Training plan, key documents such as a copy of the Governing document, and the most recent Trustees' Annual report and Financial Statements.
- Training includes a Trusteeship training course with the local Community Action Network organisation

Additional Governance Issues

- There is a safeguarding policy in place.
- Enhanced DBS checks are carried out on all staff and volunteers delivering TCWF's workshops.
- The Board completes a review of the Charity's financial controls and governance management annually.

Objects

To act as a resource for young people by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals;

(b) advancing education; and

(c) relieving unemployment

Vision and Mission

In August 2021 the Trustees and Management team of The Colour Works Foundation met to review our vision and mission and ongoing strategy.

Mission

We use our own colour profiling system with young people to raise their self-awareness and relationship building skills. We identify and celebrate their strengths. We give them tools to develop their own emotional resilience and confidence in communication ongoing.

Vision

We exist to equip disadvantaged and socially excluded young people with the skills and self-belief that give them access to improved opportunities and life choices enabling them to find their place in the world.

Key Strategies 2021-2022

- Create clarity around our organisational structure.
- Research and obtain office space.
- Agree our focus area (Dorset vs UK)
- Fundraising strategy – commission-based grant writer?
- Partner / Course strategy (target audience / length / 121s / activities / follow up)
- Develop a matrix of course prices / costs.
- Define measurable outcomes.
- Strategy for recruitment of facilitators (course deliverers)
- Partnership with MyTime Young Carers
- Financial reporting

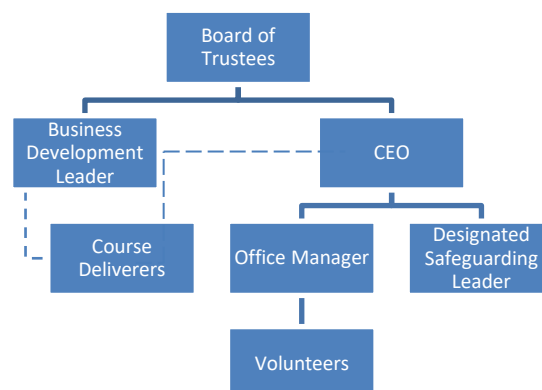
Progress against key strategies

- **Organisational structure**

During 2020/2021 the trustees and management team agreed the role requirements for an Office manager who was subsequently employed from September 2021. This back-office role was created to support the Course Deliverers with course set up and creation of required materials as well as take on the day to day and monthly financial processes for the Charity.

At the strategy meeting the Trustees and management team also agreed that the Charity had grown enough that it was time to employ a CEO. This role was filled in April 2022 and is split between development of the Charity as a whole and face to face delivery of courses.

Clear reporting lines were also developed at the strategy meeting. The Business development leader position was defined but is currently under review.



- **Office space**
Due to our growth – and the need for the CEO and Office manager to work closely together the Charity was able to invest in the rental of a small office supplied by Destiny Life Church on the West Howe Industrial Estate. This has provided a secure space for us to store the equipment materials required for course delivery. This space has also proved useful for running our ‘Train the Trainer’ courses and interviewing volunteers.
- **Focus – Dorset vs UK**
Although the Charity originally intended that we grow nationally – it has become apparent over our first 4 years of operation that we should refine the focus of our delivery and subsequently we have agreed to target partnerships within BCP, Dorset and local Hampshire (eg Southampton) due to the high need within our locality.
- **Fundraising strategy**
Over the year 2021/2022 our CEO and Office Manager continued to apply for funding via grant applications. We are still considering whether to invest in external expertise to support this important aspect of the Charity.
- **Partner / Course strategy (target audience / length / 121s / activities / follow up)**
- **Develop a matrix of course prices / costs.**
A full cost recovery table of costs was created based on the length of course delivery and assigning a proportion of back-office costs to each calculation. This has given a clearer insight into the number of courses that need to be delivered in order to cover the full costs of the Charity. This has also helped with providing accurate data within grant applications.
- **Define measurable outcomes.**
A grant application was made to Comic relief during 2021/2022 to support investment into defining our impact in a quantitative format. This money was granted but for use over 2022 /2023
- **Strategy for recruitment of facilitators (course deliverers)**
Over 2021/2022 we trained an additional course deliverer to replace a course deliverer who is no longer able to deliver programmes on our behalf.
- **Partnership with MyTime Young Carers**
Our ongoing relationship with MyTime Young Carers continued to develop over 2021 /2022 with specific funding from the Dorset Community Foundation Neighbourhood Fund. This enabled us to deliver TCWF workshops and support the interview sessions for the young carers as part of 4 employability programmes. In February half term we also organised a one-off event to which all the young carers who had taken part in our joint employability programmes were invited. 16 of the young carers attended and took part in TCWF led workshops to develop their communication skills as well as a teamwork activity with our business partners and other guests (TCWF Trustees, MyTime staff etc). We also invited a speaker who had been a young carer himself to share his story and his journey to reach his current role as the AUB Widening participation leader. This event was a great success with many of the young carers saying how much they appreciated being able to meet with other young people who shared similar life experience to them. We hope this event will also serve to encourage some of our business partners to support the employability programme ongoing so we can continue with this work now the Neighbourhood fund is finished.

Towards the end of FY 2021 2022 we started talks with MyTime about delivering face to face employability programmes in schools. We have developed sessions that can support

the shorter slots that we will have available and will start this new development from September 2022.

- **Financial reporting**

Over the first few years of the Charity we have been fortunate enough to have the expertise of an ex financial manager as a Trustee who managed our monthly financial reporting process. When she reached the end of her term, it became apparent that as the Charity continues to grow – we needed a simpler and more robust way of managing our financial reporting. Over 2021/2022 we enlisted the support of an experienced volunteer with both financial expertise and understanding of MS SharePoint. Subsequently we have developed SharePoint lists to record our funds (grant income), invoices, creditors and expenses. This links to a further SharePoint list of our bank transactions (uploaded from *.csv file downloaded from our bank). All this data is integrated into a single excel workbook providing a clear monthly report, cash flow statement and budget data. This data has been trialled over the second half of FY 21/22 and went live from September 2022.

Over 2021 /2022 we continued to develop our partnerships with the Prince's Trust Team programme both in BCP and at Weymouth College as well as with MyTime Young Carers and our schools work with looked after children (LAC) funded by the Virtual College. We also trialled a couple of one-off workshops with the International Care Network who support asylum seekers.

The length of our delivery programme varies according to the partner with which we work. Although we would ideally like to work with young people over 8 workshops of 3hrs per session, this is often not feasible for either the young people or the partner organisation. Schools in particular find it difficult to integrate the sessions into their curriculum and we have delivered after school in some cases but find that young people are often tired and less engaged at this point in the school day.

These workshops delivered over 8 weeks covered the following areas:

- Self-Awareness – who am I? What am I great at? What do I struggle with? What inspires me?
- Self-Management – what frustrates me? Do I react or respond? How well do I present myself? How do I build resilience?
- Understanding Others – who do I naturally get on with and who not? Why might that be? How might I learn to value the differences?
- Relationship Skills – how do I come across to others? Who are the critical people in my life? How might I adapt my style to better meet their needs?
- Decision-Making – do I have a purpose? What help do I need to make better decisions?

Our continued funding from ESFA (Education Skills Funding Agency), enabled us to deliver a further 2 TEAM programmes with the Prince's Trust. Thanks to other income we were able to continue our provision with Weymouth College and Dorset and Wiltshire Fire and Rescue (DWFRS) TEAM programmes and delivered a further 2 courses. It was disappointing however that the 3rd course with DWFRS was cancelled as they were unable to recruit enough young people. We continue to support the local National Citizenship Service (NCS) programme in partnership with AFCB Community Trust as well as their EmployAble programme.

Our Ambassador continues to work to raise the profile of the Charity in the local community.

Summary of workshops delivered in 2021/2022

- 1 x DWFRS Prince's Trust (ESFA funded)– 6 workshops plus additional 121s at beginning and end
- 1 x Weymouth College (ESFA funded) – 6 workshops plus additional 121s at beginning and end.
- 1 x DWFRS Prince's Trust (General funds) – 6 workshops
- 1 x Weymouth College Prince's Trust (General funds) – 4 workshops
- 2 x MyTime Young Carers online employability courses (Neighbourhood Fund) – 2 workshops plus 1 interview skills session per course
- 1 x MyTime Young Carers online employability course (General funds) – 2 workshop plus 1 interview session
- 1 x AFCB EmployAble courses – 2 workshops
- NCS x 9 sessions – 1 x 3hr workshop per course
- 3 x BCP council funded courses (Tywnham School, St Edwards and with vulnerable young people in the community) – 8 workshops

Outcomes

We continue to measure the outcomes of our course by:

- Participants receiving their own 8-page personality profile enabling them to value themselves and raise their own self and social awareness.
- Participants completing worksheets throughout the course and their own 3 learning outcomes during the final session. Following last year's feedback from young people we now complete these worksheets during the sessions where possible rather than leaving them to be completed by young people in their own time.
- Participant feedback
- Partner organisational feedback

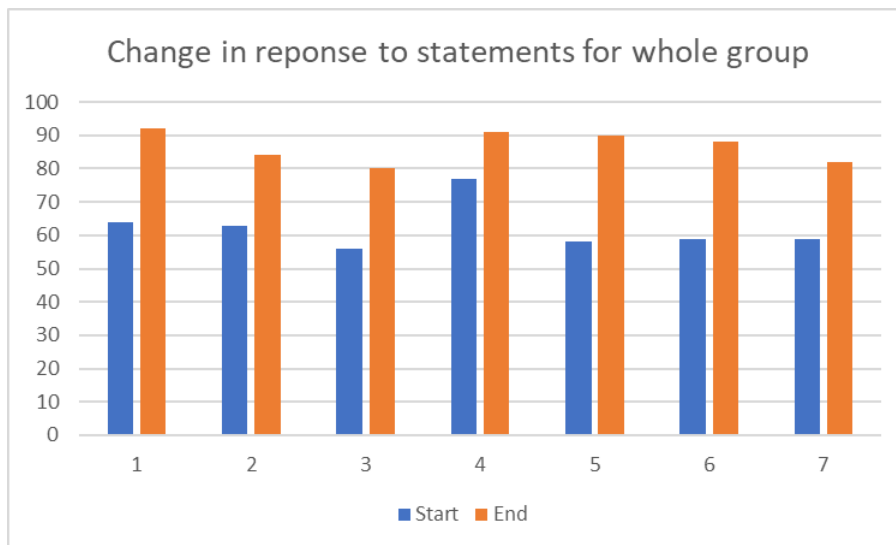
For quantitative feedback we have improved the way we measure impact by issuing a list of statements at the beginning and end of the course and tracking how each individual improves against the statements listed. This is then shared with partnering organistaion as part of our final report to enable them to understand the impact of our intervention but also to highlight areas where further support may be required.

The 7 statements are listed below:

Statements

1. I can recognise personality types using the colour model
2. I can describe my own strengths and areas for development
3. I am confident presenting in a group
4. I understand and value people who are different to me
5. I understand my own communication style and can adapt to effectively communicate with others
6. I am equipped to be an effective team player
7. I am confident

An example of the improvement across these statements for our programme at Twynham School showed the following:



Over next year we hope to develop a more robust statistical measurement of participant improvement against outcomes specifically linked to each workshop.

Example feedback from the participants included:

“It helped me understand who I was and how to understand other people easier”

Twynham school participant

“I liked that it was different and informative and made me feel less odd”

Prince’s Trust DWFRS participant

Feedback from young people helps us shape and improve the course ongoing. At the beginning of the year, we have a half day review of the programme with all the Course deliverers. As a result of this we continue to develop more activities that bring our colour model to life. We have invested in fabric banners showing our model that can be hung up each week in the room as a reminder to the young people.

Example feedback from partner organisations:

“Liz and Sarah were excellent throughout the sessions. Extremely knowledgeable and delivered the sessions in a way that was inclusive and accessible to all. The content was excellent and was coupled with some really interesting activities. My students thoroughly enjoyed it as did I. Thankyou”

Weymouth College Prince’s Trust Team Leader

“The course was very effective and adapted to meet the participants learning styles. The participants were interested in learning about their own personality and how they 'mix' with others. Some students struggled with conflict with peers before attending the course, once they had begun to understand the differences about introverts and extroverts, the strengths each have and different energy, they became more accepting of others.”

Twynham School LAC/PLAC Coordinator

“Really effective as the youngsters involved come from cultures where they hadn't heard anything before like personality/energy traits. It gave them a beginning awareness of some of their individual strengths and that of other people that they go to college with who might have different strengths.”

ICN Separated Children Seeking Asylum Manager

Train the trainer

This year we were able to identify an additional contractor to train as a course deliverer. She completed our 2 day train the trainer programme and has subsequently completed her full qualification. We were also pleased that 2 of our volunteers chose to attend the train the trainer days to give them a better insight into the material we cover during our programme.

Funding

The Charity has managed to secure funding this financial year which will enable us to continue delivery of our programmes throughout 2022/2023. We would wish to thank our funders and donors for their ongoing support. Notable grants have been secured from:

- National Lottery Community Fund – towards course delivery
- Alice Ellen Cooper Dean – towards course delivery
- Magic Little Grants (via LocalGiving) – for investing in course materials
- Hedley Foundation – for development of booklet for participants on the course to aid their learning
- Ian Price (individual donor)

Public Benefit

The public benefit of these courses is that they are aimed at attendees who perhaps, due to social or economic reasons, had dropped out of either education earlier than the minimum legislated age, were long-term unemployed or were disadvantaged through their mental or physical health, role (e.g., young carers) or had grown up in care. The course developed by TCWF means that these participants have been given tools which enable them to better understand their own and other people's behaviour. This benefits the participants by increasing their self-confidence and self-belief, their understanding of others and enhances their social skills which can combine to further assist them in remaining in education or securing employment. TCWF believes that equipping young people with these types of skills will improve their self-confidence and enhance their social stability.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Financial Review

Financial Results

The easing of pandemic restrictions during the TCWF's fiscal year resulted in an increase in delivery of our workshops face-to-face.

The ending of the significant funding grant from ESFA over the last 18 months has freed up resources for other projects.

Overall the income level was similar to FY20-21 with a slight shift in balance between the Restricted and Unrestricted funds income and a slight increase in the cost of running the programmes (Direct and overhead).

Unrestricted Funds Income

Unrestricted funds income increased by 13% from the previous year. The continued partnership with Bournemouth, Christchurch, and Poole Council (BCP) to deliver workshops for children and young people in care in the BCP area is ongoing and accounted for roughly 40% of the Unrestricted Income. Income from Corporate Social Responsibility (CSR) and general donations, accounts for approx. 20% of the annual unrestricted income.

Restricted Funds Income

Restricted funding decreased by 14% YoY. The Education and Skills Funding Agency (*ESFA*) grant to deliver workshops in partnership with DWFRS Prince's Trust programme ended in this FY with the final payment accounting for 25% of the Restricted income.

In addition, we also received new restricted funding of £10k of from Awards for All to fund further workshops and this accounts for 68% of the restricted funding.

Direct Programme Costs Restricted funds

TCWF this year provided 70 workshop sessions over the year, compared with 68 in the last year, however workshops costs (direct programme costs) decreased by approx. 37% from the previous year. The reason for the significant change in values is that TCWF directly employed 2 people during the FY which means that some direct programme costs are now contained with the general overheads (see below).

Overhead Costs Unrestricted funds

In addition, as part of the TCWF's growth strategy and to ensure we are better able to deliver our mission (not become over-extended), we invested in putting solid foundations in place; part of this work included the recruitment of a part-time office manager (started FY2122 in Sept 2021).

Additionally in March 22 the Co-founder became directly employed by TCWF as the CEO and therefore the basis for the Direct programme costs and Overhead costs have changed and connect be easily compared.

Direct Programme (Restricted) and Overhead (Unrestricted) Costs

As mentioned above, the basis for comparing the Direct Programme and Overhead costs has changed but if we combine these values a comparison between the FY2021 and FY2122 can be made with an 11% increased in total costs, reflecting the number of workshop and the additional costs associated with directly employing staff.

Reserves

It is TCWF's policy that unrestricted funds that have not been designated for a specific use should be maintained at a level equivalent to three months' expenditure. During the year a reserves review was carried out and as TCWF now has directly employed staff and the increased number of workshops, the minimum reserves level has been set at £4,500. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the TCWF's current activities whilst consideration is given to ways in which additional funds may be raised.

Details of Any Funds Materially in Deficit

Not applicable

State of the Charity's Finances

Particulars of Any Outstanding Guarantee Given by the Charity

The Trustees declare that the Charity has no guarantees


Details of Any Outstanding Debt

The Trustees declare that the Charity has no outstanding debts.

Declaration

The Trustees declare that they have approved and authorised the above report and that it can be signed on their behalf.

Signed on behalf of The Colour Works Foundation's Trustees:

Full Name	Position	Signature	Date
Karen Powell	Chair of Trustees		06.04.23



The Colour Works
Foundation
Building Self-Belief

APPENDIX I

RECEIPTS AND PAYMENT ACCOUNTS (CC16a)



Receipts and payments accounts

For the period from	Period start date 01/09/2021	To	Period end date 31/08/2022
---------------------	---------------------------------	----	-------------------------------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trading Income	15,420	-	-	15,420	19,300
Fundraising/CSR pledges/cash received	7,898	-	-	7,898	2,988
Grants/Awards	3,000	14,733	-	17,733	18,131
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	26,318	14,733	-	41,051	40,419
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	26,318	14,733	-	41,051	40,419
A3 Payments					
Payments/Salaries (Prog. Managers/Course Deliverers/Staff Payroll)	3,307	4,397	-	7,705	15,417
Direct Programme Expenses	819	1,984	-	2,804	1,379
Printing, Stationery & Comp supplies	-	-	-	-	137
Charity Insurance	168	-	-	168	168
Training	904	1,277	-	2,181	553
IT/Web Maintenance	247	-	-	247	43
Grant Applications & Publicity	-	-	-	-	572
Management/Admin	10,772	4,902	-	15,673	3,229
Governance/Trustee Costs	90	-	-	90	-
	-	-	-	-	-
Sub total	16,308	12,560	-	28,868	21,498
A4 Asset and investment purchases, (see table)					
Laptop	615	-	-	615	619
	-	-	-	-	-
Sub total	615	-	-	615	619
Total payments	16,923	12,560	-	29,483	22,117
Net of receipts/(payments)	9,395	2,173	-	11,568	18,302
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	18,729	7,189	-	25,919	7,617
Cash funds this year end	28,124	9,362	-	37,486	25,919

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Balance	28,124	9,362	-

	-	-	-
	-	-	-
Total cash funds	28,124	9,362	-

(agree balances with receipts and payments account(s))

OK

OK

OK

Unrestricted funds to nearest £

Restricted funds to nearest £

Endowment funds to nearest £

B2 Other monetary assets

Details

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details

Fund to which liability relates

Amount due (optional)

When due (optional)

		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval



Alun Davies

8Mar23



The Colour Works
Foundation
Building Self-Belief

APPENDIX II

INDEPENDENT EXAMINERS REPORT (IER)



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

The Colour Works Foundation

**On accounts for the year
ended**

31/8/22

**Charity no
(if any)**

1176039

Set out on pages

13-15

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/08/2022.

**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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

7/3/23

Name:

Anthony Ellis

**Relevant professional
qualification(s) or body
(if any):**

AAT/
Group Financial Controller

Address:

37 Sherwood Avenue

Poole

BH14 8DH

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

THE COLOUR WORKS FOUNDATION

England & Wales - Charity number 1176039

Accounts

The Colour Works Foundation
Charity Number: 1176039

Trustees' Annual Report & Financial Statements
for the Period
1st September 2020 to 31st August 2021

March 2022

Contents

Reference & Administration Details	3
Names of the Charity Trustees who Manage the Charity:	3
Names & Addresses of Advisors	3
Names of Senior Staff with Delegated Responsibilities	3
Structure, Governance & Management	3
Description of the Charity's Trusts:	3
Type of Governing Document:	3
How the Charity is Constituted:	3
Trustee Selection Methods:	4
How New Trustees are Inducted and Trained:	4
Additional Governance Issues	4
Objects	4
Vision and Mission	4
Key Strategies	5
Progress against key strategies	5
Strategic Considerations 2021 2022	5
Summary of workshops delivered in 2020/2021	6
Outcomes	7
Example feedback from partner organisations:	8
Train the trainer	8
Funding	8
Public Benefit	8
Statutory Declaration on Public Benefit	9
Financial Review	9
Details of Any Funds Materially in Deficit	10
State of the Charity's Finances	10
Particulars of Any Outstanding Guarantee Given by the Charity10
Details of Any Outstanding Debt10
Declaration	10

Reference & Administration Details

Charity Details:

Name: The Colour Works Foundation (TCWF)
Number: 1176039
Address: Peartree Business Centre, Cobham Road, Ferndown Industrial Estate, Wimborne, BH21 7PT

Names of the Charity Trustees who Manage the Charity:

Name	Office	Appointed	Resigned
Karen Powell	Chair	16/01/2018	
Alun Davies	Treasurer	Re-elected 14/07/2019	
Sue Craft	Secretary	01/04/2019	
Pana McGee	Trustee	21/04/2021	
Shenel McLawrence	Trustee	21/04/2021	

Names & Addresses of Advisors

Type of Advisor	Name	Address
Bank	Lloyds Bank	25 Gresham Street, London, EC24 7HN
Independent Examiner		

Names of Senior Staff with Delegated Responsibilities

Not applicable

Structure, Governance & Management

Description of the Charity's Trusts:

Type of Governing Document:

Constitution adopted 1st December 2017

How the Charity is Constituted:

Charitable Incorporated Organisation

Trustee Selection Methods:

- Following the board's skills matrix review, the vacant position(s) will be advertised through the media, volunteer bureau, and direct approaches to professional bodies and other voluntary organisations.
- Applicants will be asked to complete an application form and provide a CV.
- An informal interview meeting takes place with the existing trustees.
- Before selection, preferred applicants are invited (as a guest) to a Trustee meeting.
- DBS and Trustee eligibility checks are carried out before the commencement of Trusteeship.

How New Trustees are Inducted and Trained:

- Upon appointment, Trustees will receive an Induction and Training plan, key documents such as a copy of the Governing document, and the most recent Trustees' Annual report and Financial Statements.
- Training includes a Trusteeship training course with the local Community Action Network organisation

Additional Governance Issues

- There is a safeguarding policy in place
- Enhanced DBS checks are carried out on all staff and volunteers delivering TCWF's workshops.
- The Board completes a review of the Charity's financial controls and governance management annually.

Objects

To act as a resource for young people by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals;

(b) advancing education; and

(c) relieving unemployment

Vision and Mission

This year has seen a significant focus placed on developing the Charity's strategic plans as part of its growth. Through our recruitment process for new Trustees, we gained useful connections to those experienced in the field of Charitable organisations. After some helpful input we re-visited our Vision and Mission statements to be more focussed.

Mission

We use our own colour profiling system with young people to raise their self-awareness and relationship building skills. We identify and celebrate their strengths. We give them tools to develop their own emotional resilience and confidence in communication ongoing.

Vision

We exist to equip disadvantaged and socially excluded young people with the skills and self-belief that give them access to improved opportunities and life choices enabling them to find their place in the world.

Key Strategies

- Ensure key financial reports are visible and usable
- Operational foundations are in place
- Increase the number of qualified course deliverers
- Increase digital capability
- Understand the market in which we are operating

Progress against key strategies

Significant progress was made against our key strategies identified in September 2020 despite the ongoing difficulties due to the COVID19 pandemic

- Ensure key financial reports are visible and usable:
Cash flow reports / financial tracker / annual budget / quarterly budget reviews amongst others were all further developed and put in place to monitor general funds and restricted funds
- Operational foundations are in place:
This year we recruited an administrative assistant who made a significant impact in supporting the back-office work associated with our course delivery. The role also provided support for the significant administrative requirements associated with the funding received from ESFA
- Increase number of qualified course deliverers:
Due to ongoing restrictions with the pandemic we decided to postpone delivery of our train the trainer 2-day workshop and focussed on qualifying the 2 course deliverers we had trained in Feb 2020.
- Increase digital capability:
Transfer to Office 365 was completed in early 2021 resulting in consolidating all our documents and communication into SharePoint and MS Teams
- Understand the market in which we are operating:
Following discussions with a strategic consultant we have renewed our vision and mission. We also established that there is a significant need for our course locally – both in Bournemouth Christchurch and Poole councils as well as wider Dorset which has resulted in a more focussed approach to our market research and programme development.

Strategic Considerations 2021-2022

- Organisational Design
- Office space
- Dorset focus vs UK
- Specific categories of young people
- Fundraising strategy – commission-based grant writer?
- Partner / Course strategy (target audience / length / 121s / activities / follow up)
- Matrix of course prices / costs
- Measurable outcomes
- Recruitment of facilitators (course deliverers)
- Partnership with MyTime Young Carers

2021 saw us make three new strategic partnerships. The first was with the local charity MyTime Young Carers which supports young carers across Dorset up to the age of 25. In January 2021 we piloted a first course with them as they launched an employability programme for 16–25-year-olds. Following the success of this first programme TCWF increased its contribution to the programme through 2 online workshops in our colour model and further support in a session on interview skills. Over 2021 we have delivered 3 employability programmes and are continuing to develop this partnership ongoing. The second partnership was with the AFCB Community Trust as part of their EmployAble programme for NEET young people with an interest in developing a sport related career. Our 2 workshops as part of this larger programme have provided the young people with tools to manage their own emotional responses in a positive way as well as recognise and value those who are different to them. Our final partnership was with BCP Council who commissioned us to deliver 4 courses for LAC (looked after children) who were approaching leaving care. 2 of these courses were delivered via local schools with their year 11 care leavers. We delivered a third course with young people who were in supported housing in Bournemouth and our fourth course will be delivered in 2022.

These workshops delivered over 8 weeks covered the following areas:

- Self-Awareness – who am I? What am I great at? What do I struggle with? What inspires me?
- Self-Management – what frustrates me? Do I react or respond? How well do I present myself? How do I build resilience?
- Understanding Others – who do I naturally get on with and who not? Why might that be? How might I learn to value the differences?
- Relationship Skills – how do I come across to others? Who are the critical people in my life? How might I adapt my style to better meet their needs?
- Decision-Making – do I have a purpose? What help do I need to make better decisions?

Through funding received from ESFA (Education Skills Funding Agency), we were able to increase our offering to the Prince's Trust programme from 4 sessions to 6 sessions as well as start a new partnership with Weymouth College Prince's Trust programme. As part of these programmes, we are funded to deliver 121s with each young person and have identified this as a significant improvement to our offering which we would like to add into all our programmes ongoing. We continue to support the local National Citizenship Service (NCS) programme in partnership with AFCB Community Trust.

This year also saw us develop our Volunteering Programme. We have recruited 6 volunteers whose role is to support the course deliverer across a programme of workshops. The volunteer can help with administrative tasks during the workshops as well as building relationships with the young people and encouraging them to participate. We anticipate that our course costs can be reduced through using more volunteer support for our workshops. We have also been fortunate enough to onboard a Volunteer HR Consultant who has provided support around contracts and HR procedures. Our Ambassador continues to work to raise the profile of the Charity in the local community.

We welcomed Pana McGee, retired headmistress and Shenel McLawrence, a Bournemouth University lecturer, to our Board of Trustees this year. They bring expertise in strategic leadership and marketing.

Summary of workshops delivered in 2020/2021

- 2 x DWFRS Prince's Trust (ESFA funded) – 6 workshops per course plus additional 121s at beginning and end
- 2 x Weymouth College (ESFA funded) – 6 workshops per course plus additional 121s at beginning and end

- 3 x MyTime Young Carers online employability courses (Neighbourhood Fund) – 2 workshops plus 1 interview skills session per course
- 3 x AFCB EmployAble courses – 2 workshops
- NCS x 10 sessions (online and face to face) – 1 workshop per course
- 3 x BCP council funded courses – 8 workshops

Outcomes

We continue to measure the outcomes of our course by:

- Participants receiving their own 8-page personality profile enabling them to value themselves and raise their own self and social awareness.
- Participants completing worksheets throughout the course and their own 3 learning outcomes during the final session. Following last year’s feedback from young people we now complete these worksheets during the sessions where possible rather than leaving them to be completed by young people in their own time.
- Participant feedback
- Participant rating of improvement against 8 statements at end of course
- Partner organisational feedback

An example of outcomes achieved from our Building self-belief programme with the Prince’s Trust Weymouth TEAM 17

Team’s ability to	Has Improved by
Recognise different personality types	78.33%
Describe own strengths and areas for development	63.33%
Be more confident presenting in a group	80.00%
Better understand and value people who are different to me	78.33%
Understand my own communication style and can adapt to effectively communicate with others	75.00%
Be better equipped to be an effective team player	73.33%
Increase in confidence	70.00%

This coming year we hope to develop a more robust statistical measurement of participant improvement against outcomes specifically linked to each workshop.

Example feedback from the participants included:

“I like that this course gave me the opportunity to understand my own strengths and weaknesses”
AFCB EmployAble participant

“It was fun, and I liked learning what colour I was and how my characteristics link to that”
Prince’s Trust Weymouth Young Person

When asked what could be improved:

“More practice with communicating with people that are different to you.”

Prince’s Trust DWFRS participant

“More team activities and problem-solving tasks”

Prince’s Trust Weymouth participant

Feedback from young people helps us shape and improve the course ongoing. This year we have moved away from using a PowerPoint presentation quite so much and explained theory via flipcharts that we can refer back to easily throughout the course. We have also incorporated more activities that bring our colour model to life

Example feedback from partner organisations:

“This course contributed enormously to the progress our young people made in becoming more self-aware and improving their wellbeing by acknowledging and celebrating their own personalities. The young people enjoyed the opportunity to complete the engaging tasks and discussions. They really valued being treated with respect and made to feel valued by Giles and Jo.”

Prince’s Trust Team Leader

“We cannot thank you enough for the work you put in with our students. We are really excited to continue to work with you. Your flexibility and responsiveness make this course ideal for a wide range of students, which is imperative in the current climate where other agencies have very niche thresholds. For me, this is the power of this course, the ability of your course leaders to bring together diverse students with differing needs and backgrounds and support them to effectively communicate one another. The course broke down barriers for students in a way we have not seen before by external providers. Your ability to build relationships and understand the students was faultless.”

Twynham School SENDCo and Designated Teacher

Train the trainer

Our first 2 day train the trainer programme in Jan 2020 resulted in bringing on board 2 new course deliverers. The COVID19 pandemic meant that completing their qualifications was delayed as we were prevented from delivering face to face until Sep 2020. We have focussed this year on completing their qualification (by allowing them to co-deliver and then lead deliver a programme) and intend to run our next 2-day train the trainer programme in 2022.

Funding

The Charity has managed to secure funding this financial year which will enable us to continue delivery of our programmes throughout 2021. We would wish to thank our funders and donors for their ongoing support. Notable grants have been secured from:

- The Neighbourhood Fund (via Dorset Community Foundation)
- Magdalen Hospital Trust Grant (for delivery of our next Train the Trainer programme)
- Ian Price
- Waitrose Winton

Public Benefit

The public benefit of these courses is that they are aimed at attendees who perhaps, due to social or economic reasons, had dropped out of either education earlier than the minimum legislated age, were long-term unemployed or were disadvantaged through their mental or physical health, role (e.g., young carers) or had grown up in care. The course developed by TCWF means that these participants have been given tools which enable them to better understand their own and other people’s behaviour. This benefits the participants by increasing their self-confidence and self-belief, their understanding of others and enhances their social skills which can combine to further assist

them in remaining in education or securing employment. TCWF believes that equipping young people with these types of skills will improve their self-confidence and enhance their social stability.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Financial Review

Financial Results

The pandemic restrictions and two further nation lockdowns during TCWF's fiscal year resulted in another challenging year to deliver our workshops face-to-face.

However, the redesign of our workshops completed during the first lockdown (2020) has provided TCWF the flexibility to deliver our workshops face-to-face or online, depending on the COVID restrictions and our partners' requirements.

Unrestricted Funds Income

Unrestricted funds income increased by 57.62% from the previous year. The main driver for this increase was establishing a new partnership with Bournemouth, Christchurch, and Poole Council (BCP) to deliver workshops for children and young people in care in the BCP area.

However, we also saw an increase in income from Corporate Social Responsibility (CSR) and general donations, with a rise of 29.98% from the previous financial year. This increase allowed TCWF to expand our partnerships, including working with AFC Bournemouth Community Trust on their EmployAble programmes.

Restricted Funds Income

The Charity secured restricted funding of just over £14.5k following a successful application to The Education and Skills Funding Agency (ESFA) to deliver workshops in partnership with DWFRS Prince's Trust programme.

In addition, we also received a further £2.7k of restricted funding from DCF (The Neighbourhood Fund), which has allowed us to establish a partnership to provide workshops (EmployAble project) with the MyTime Young Carers charity ongoing.

Direct Programme Costs Unrestricted funds

Despite the challenges of working within the restrictions caused by the pandemic, TCWF increased its reach this year by providing 69 workshop sessions over the year, compared with 37 in the last year, with workshops costs (direct programme costs) increasing by 17.5% from the previous year.

Overhead Costs Unrestricted funds

In addition, as part of the TCWF's growth strategy and to ensure we are better able to deliver our mission (not become over-extended), we invested in putting solid foundations in place; part of this work included the recruitment of a part-time administrative assistant, the purchase of new office equipment (including laptops), the setting up a volunteer programme and a formal staff/volunteer training plan. This investment, along with the additional administrative work required driven by the increase in the workshop sessions provided year, resulted in an apparent increase in our overhead costs by 73.93% vs the previous year. However, this increase is skewed by the fact that both Programmes Managers provided their services free of charge during the majority of 2020 owing to the situation with the pandemic.

Reserves

It is TCWF's policy that unrestricted funds that have not been designated for a specific use should be maintained at a level equivalent to three months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue

the TCWF's current activities whilst consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year

Details of Any Funds Materially in Deficit

Not applicable

State of the Charity's Finances

Particulars of Any Outstanding Guarantee Given by the Charity

The Trustees declare that the Charity has no guarantees

Details of Any Outstanding Debt

The Trustees declare that the Charity has no outstanding debts.

Declaration

The Trustees declare that they have approved and authorised the above report and that it can be signed on their behalf.

Signed on behalf of The Colour Works Foundation's Trustees:

Full Name	Position	Signature	Date
Karen Powell	Chair of Trustees	<i>K. Powell</i>	4/4/22



The Colour Works
Foundation
Building Self-Belief

APPENDIX I

RECEIPTS AND PAYMENT ACCOUNTS (CC16a)



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
The Colour Works Foundation

No (if any)
1176039

CC16a

Receipts and payments accounts

For the period from	Period start date 01/09/2020	To	Period end date 31/08/2021
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trading Income	19,300	-	-	19,300	11,709
Fundraising/CSR pledges/cash received	2,988	-	-	2,988	3,055
Grants/Awards	983	17,148	-	18,131	500
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	23,271	17,148	-	40,419	15,264
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	23,271	17,148	-	40,419	15,264
A3 Payments					
Payments/Salaries (Prog. Managers/Course Deliverers/Staff Payroll)	6,995	8,422	-	15,417	4,535
Direct Programme Expenses	354	1,025	-	1,379	1,035
Printing, Stationery & Comp supplies	137	-	-	137	137
Charity Insurance	-	168	-	168	168
Training	308	245	-	553	68
IT/Web Maintenance	43	-	-	43	70
Grant Applications & Publicity	474	98	-	572	649
Management/Admin	3,229	-	-	3,229	2,480
	-	-	-	-	-
	-	-	-	-	-
Sub total	11,540	9,958	-	21,498	9,142
A4 Asset and investment purchases, (see table)					
Laptop	619	-	-	619	-
	-	-	-	-	-
Sub total	619	-	-	619	-
Total payments	12,159	9,958	-	22,117	9,142
Net of receipts/(payments)	11,112	7,190	-	18,302	6,122
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	7,617	-	-	7,617	-
Cash funds this year end	18,729	7,190	-	25,919	6,122

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Balance	18,729	7,190	-
		-	-	-
		-	-	-
	Total cash funds	18,729	7,190	-

(agree balances with receipts and payments account(s))

OK	OK	OK
Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £

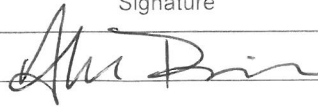
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

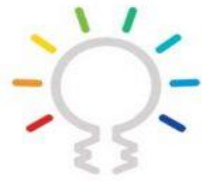
Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	AWN DAVIES	4/4/22



The Colour Works
Foundation
Building Self-Belief

APPENDIX II

CASHFLOW STATEMENT FOR FY2020-2021

Cash Flow Statement for the Financial Year 1st September 2020 to 31st August 2021

Opening Cash Funds Balance 1 st September 2020	7,617	
Inflow (receipts) for the Year ending 31/08/2021	40,419	
Trading income		19,300
Grants		17,798
Donations		3,321
Outflows (Payments) for the Year Ending 31/08/2020	22,118	
Programme Costs		
Programme Mgs/Course Deliverers Payments		13,378
Staff Payroll		849
Programme Expenses		1,891
Management & Admin Costs		
Staff Payroll/Admin Costs		4,351
Printing and stationery		137
Training		293
IT Web Maintenance		43
Grant Applications/Publicity		474
New Equipment Purchases		619
Governance Costs		83
Closing Cash Funds Balance 31/08/2021	<u>25,919</u>	
Overall Cash Flow (FY2021)	<u>18,301</u>	



The Colour Works
Foundation
Building Self-Belief

APPENDIX III

INDEPENDENT EXAMINERS REPORT (IER)



Section A

Independent Examiner's Report

Report to the trustees/ members of	The Colour Work Foundation		
On accounts for the year ended	31 st August 2021	Charity no (if any)	1176039
	Set out on pages 11-15		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/08/21.

Responsibilities and
basis of report

As the charity's trustees, 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

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

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

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

Signed: J.L. Cowell Date: 04.04.22

Name: Jane Cowell

Relevant professional qualification(s) or body (if any): ICAEW Chartered Accountant

Address: 23Canford Crescent, Poole, Dorset BH13 7ND

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Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

[Large empty rectangular box for disclosure details]