



Trustees' Annual Report for the period

From

Period start date

01 01 2022

To

Period end date

31 12 2022

Section A Reference and administration details

Charity name GROWING RESILIENCE IN TEENS

Other names charity is known by GRIT

Registered charity number (if any) 1176272

Charity's principal address 18 Chiltern Road

Hitchin

Postcode

SG4 9PJ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Dr Louise Randall	Chairman		
2	Dr Claire Powell	CEO		
3	Robert Randall	Treasurer		
4	Dr Jan Reiser			
5	Tom Gutteridge			
6	Harry Woods			
7	Harry Harvey			
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Trust
Trustee selection methods (eg. appointed by, elected by)	Appointed by Trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The charity is run and managed by trustees at present. All major decisions are discussed and decided upon at the quarterly trustee meeting. All trustees are required to read the handbook and all associated policies.

The charity has a strict safeguarding protocol with a safeguarding lead doctor. All employees/associates who have contact with the beneficiaries are required to have a full DBS check and safeguarding training.

Policies and procedures required are prepared, reviewed and agreed by the Trustees to an agreed timetable.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

To preserve and protect the good mental health of young people by the provision of appropriate activities designed to help them build resilience to effectively manage pressures they face, promoting healthy coping strategies to replace current self destructive behaviour.

Our Vision

To create a society where young people thrive, overcome challenges and lead fulfilling lives supported by a strong sense of self identity and resilience.

Our Goal

To become the UK's leading charity building resilience in teens.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

1. Weekly non contact boxing – coaching to provide a vent for frustration and anger. A space to connect the body and mind.
2. Holiday workshops to provide an opportunity to bridge the gap between term-time and provide continuing support for young people.
3. Psychological coaching. Enabling the beneficiary to gain insight into themselves and help them to strengthen the relationship with themselves and others around them.
4. Volunteers for fund raising.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D

Achievements and performance

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

GRIT is dedicated to supporting teenagers' mental health in North Hertfordshire through group boxing programmes, workshops and 1:1 coaching. At the core of our work to support young people is a unique process, the '*Four Corners Method*' which utilises the power of non-contact boxing, boxing metaphors and coaching concepts to empower young people to develop their own identity, from which comes self-esteem, resilience, and the ability to use adversity as a platform for growth.

We aim to provide a safe and supportive environment to empower young people to take full responsibility for their lives and the lives they want to lead, through our coaching methodology blended with physical activity. With this approach we aim to create resilience, self-confidence, and emotional wellbeing among teenagers. GRIT aims to make a lasting impact on the mental health and wellbeing of teenagers and support them to navigate the challenges of adolescence, build a strong foundation for adulthood and lead fulfilling lives that are true to their authentic selves.

A downturn in the UK economy and wider world events such as the Covid pandemic, means there are now more young people than ever who require access to mental health support services. GRIT is experiencing an unprecedented increase in referrals and enquiries, and it is imperative that we continue to deliver early intervention and prevention programmes to support young people, thereby leading to healthier and more productive communities.

Our social media presence has increased with 652 Facebook followers and 804 Instagram followers, regular posts providing updates on our work and how young people can get involved are an effective way of reaching many of our target audiences.

We have updated our website and send out regular newsletters.

NHS Partnership

Since the end of 2021 GRIT has been working in partnership with the NHS and is currently hosting two adolescent Health and Wellbeing coaches who are overseen by Dr Louise Randall.

Health coaching is a relatively new addition to NHS services designed to empower patients with their own health and wellbeing. There are many resources out there that support people, but it can be difficult to know what is available. Our adolescent coaches work with the young person to achieve goals they have set and help identify any resources that may support them in doing so, creating an individualised plan that supports the young person in their desired goal whether that be to learn social skills, to feel less anxious, to stop self harming or gain self confidence. It is important to note that this is considered an early intervention strategy and the coaches are not there to diagnose or treat more severe mental health conditions. The two coaches were employed in December 2021.

Section E**Financial review****Brief statement of the charity's policy on reserves****Reserves policy**

GRIT will establish reserves in accordance with national statutory and legal requirements and the principles contained in this policy. Reserves are defined as that portion of unrestricted funds that have not been designated for a specific purpose by the trustees. Reserves are established to ensure that GRIT is:

- able to meet its financial commitments and obligations as they fall due (i.e., fund working capital),
- able to fund unexpected expenditure until adjustments can be made, for example when unplanned events or shocks occur, and
- resilient to uncertainty over future income.

The level of reserves is set at an amount sufficient to cover unfunded expenditure from unrestricted funds for a period of 6 months in the event of a 50% fall in unrestricted income. This is set at £20,000. Reserves will only be depleted to a level below that with the approval of the Board of Trustees and, in such an instance, GRIT will seek to replenish the reserves to the minimum level as quickly as is feasible following any approved depletion below the minimum level.

Details of any funds materially in deficit**Further financial review details (Optional information)**

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Our principal source of funds over the past year include;

- Fundraising
- Private donations
- Grants

EXPENDITURE:

Moneys paid out for the activities of the young people

Any expenses of the trustees.

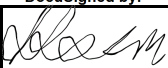
All funds are held in a business account with Lloyds bank.

We also pay for 15 hours a week for an administrator to help with the day to day running of the charity.

Section F**Other optional information****Section G****Declaration**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity’s trustees

Signature(s)	DocuSigned by: 	
	E90F9D44D8EC44E...	
Full name(s)	Dr Louise Randall	
Position (eg Secretary, Chair, etc)	Trustee/Founder	
Date	10/24/2023	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Growing Resilience in Teens

No (if any)

Receipts and payments accounts

CC16a

For the period
from

1/1/2022


To

12/31/2022

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					
Admin	£ 384.00	-	-	£ 384.00	£ -
Donations	£ 3,290.34	-	-	£ 3,290.34	£ 12,405.00
Fundraising	£ 8,984.85	-	-	£ 8,984.85	£ -
Gloves sales	£ 125.00	-	-	£ 125.00	£ -
Grants	-	£ 112,064.00	-	£ 112,064.00	£ 23,314.00
Materials	£ 2.95	-	-	£ 2.95	£ -
NHS coaches salary	-	£ 2,997.00	-	£ 2,997.00	£ -
NHS coaches set-up	-	£ 11,250.00	-	£ 11,250.00	£ -
Training refund	£ 88.00	-	-	£ 88.00	£ -
Sub total (Gross income for AR)	£ 12,875	126,311	-	£ 139,186.14	£ 35,719.00
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	£ 12,875	£ 126,311	£ -	£ 139,186	35,719
A3 Payments					
Admin	£ 267.98	£ 9,400	£ -	£ 9,667.98	9,400.00
Boxer	£ 4,467.00	£ -	£ -	£ 4,467.00	-
Boxer sponsorship	£ 750.00	£ -	£ -	£ 750.00	-
Coaching	£ 120.12	£ 13,762	£ -	£ 13,882.12	8,047.00
Equipment	£ 3,421.94	£ -	£ -	£ 3,421.94	912.00
Filming	£ 2,225.00	£ -	£ -	£ 2,225.00	-
Fundraising	£ 216.00	£ -	£ -	£ 216.00	-
Grant consultant	£ 6,100.00	£ -	£ -	£ 6,100.00	-
Marketing	£ 2,604.27	£ -	£ -	£ 2,604.27	1,100.00
Rent	£ 6,000.00	£ -	£ -	£ 6,000.00	6,000.00
Running the programme	£ -	£ -	£ -	£ -	7,914.00
Staff expenses	£ 97.00	£ -	£ -	£ 97.00	-
Training	£ 9,743.10	£ -	£ -	£ 9,743.10	697.00
Workshop refund	£ 10.00	£ -	£ -	£ 10.00	-
Sub total	£ 36,022	£ 23,162	£ -	£ 59,184.41	£ 34,070.00
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	£ 36,022.41	£ 23,162.00	£ -	£ 59,184.41	£ 34,070.00
Net of receipts/(payments)	-£ 23,147.27	£ 103,149.00	£ -	£ 80,001.73	£ 1,649.00
A5 Transfers between funds	£ -	£ -	£ -	£ -	£ -
A6 Cash funds last year end			£ -	£ -	£ -
Cash funds this year end	-£ 23,147.27	£ 103,149.00	£ -	£ 80,001.73	£ 1,649.00

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	- 23,147	103,149	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
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	<div>DocuSigned by:  E90F9D44D8EC44E...</div> <div>Signature</div>	Dr Louise Parnall		Date of approval 10/25/2023

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2022
FOR
GROWING RESILIENCE IN TEENS**

Menzies LLP
Richmond House
Walkern Road
Stevenage
Hertfordshire
SG1 3QP

GROWING RESILIENCE IN TEENS

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

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GROWING RESILIENCE IN TEENS

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST DECEMBER 2022**

Trustees

Dr C Powell
Dr L Randall
J Randall
Dr J Reiser
T Gutteridge
H Harvey-Ferris

Principal address

18 Chiltern Road
Hitchin
SG4 9PJ

Registered charity number

1176272

Independent examiner

Menzies LLP
Richmond House
Walkern Road
Stevenage
Hertfordshire
SG1 3QP

GROWING RESILIENCE IN TEENS

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2022

The trustees present their report with the financial statements of the charity for the year ended 31st December 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Objectives and aims

Growing Resilience in Teens (GRIT) aims to preserve and protect the good mental health of young people aged 14-18 by the provision of appropriate activities designed to help them build resilience to effectively manage pressures they face, promoting healthy coping strategies to replace current self-destructive behaviour.

Public benefit

The trustees have complied with the duty in section 4 of the Charities Act 2011 and have regard to the public benefit guidance as issued by the Charity Commission as shown in the objectives above.

We have referred to the guidance on public benefit when reviewing our aims and objectives and in planning our future activities in particular, the Trustees consider how planned activities will contribute to the aims and objectives that they have set.

This public benefit statement forms the basis for all judgements regarding operational reports to the Board meetings, in order to be reassured that the facilities and services currently managed by the charity continue to meet these criteria. At these meeting, the Financial Controller also presents the quarterly financial position including taking account of any restricted funds and the Charity's status as a going concern.

Achievement and performance

Charitable activities

During the year, the charity has successfully carried out charitable activities to continue to fulfil its objectives and aims.

Financial review

Financial position

Our total income for the period ended 31st December 2022 was £139,186 together with expenditure of £59,184.

A surplus was made in the year of £80,002.

GROWING RESILIENCE IN TEENS**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2022****Financial review****Reserves policy**

GRIT will establish reserves in accordance with national statutory and legal requirements and the principles contained in this policy. Reserves are defined as that portion of unrestricted funds that have not been designated for a specific purpose by the trustees.

Reserves are established to ensure that GRIT is: -

- able to meet its financial commitments and obligations as they fall due (i.e. fund working capital)
- able to fund unexpected expenditure until adjustments can be made, for example when unplanned events or shocks occur
- resilient to uncertainty over future income

The level of reserves is set at an amount sufficient to cover unfunded expenditure from unrestricted funds for a period of 6 months in the event of a 50% fall in unrestricted income. This is set at £20,000. Reserves will only be depleted to a level below that with the approval of the Board of Trustees and, in such an instance, GRIT will seek to replenish the reserves to the minimum level as quickly as is feasible following any approved depletion below the minimum level.

Structure, governance and management**Governing document**

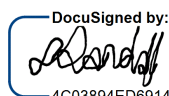
The charity is controlled by its governing document, a deed of trust and constitutes a charitable incorporated organisation.

Recruitment and appointment of new trustees

New trustees are nominated by members of the board of trustees, interviewed by a panel of trustees and appointed where they have the necessary skills to contribute to the charity's managements and development.

13-Sep-2023

Approved by order of the board of trustees on and signed on its behalf by:

DocuSigned by:


4C03894ED69141B.....

Dr L Randall - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
GROWING RESILIENCE IN TEENS**

Independent examiner's report to the trustees of Growing Resilience In Teens

I report to the charity trustees on my examination of the accounts of Growing Resilience In Teens (the Trust) for the year ended 31st December 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 Act and in carrying out my examination I have followed all 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 giving me cause to believe that in any material respect:

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

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

DocuSigned by:

CE674248388045E...

S L Cuzner

Menzies LLP
Richmond House
Walkern Road
Stevenage
Hertfordshire
SG1 3QP

13-Sep-2023
Date:

GROWING RESILIENCE IN TEENS**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2022**

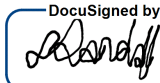
	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		<u>12,875</u>	<u>126,311</u>	<u>139,186</u>	<u>35,719</u>
EXPENDITURE ON					
Charitable activities					
Charitable expenditure		<u>36,022</u>	<u>23,162</u>	<u>59,184</u>	<u>34,070</u>
NET INCOME/(EXPENDITURE)		(23,147)	103,149	80,002	1,649
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>26,004</u>	<u>-</u>	<u>26,004</u>	<u>24,355</u>
TOTAL FUNDS CARRIED FORWARD		<u>2,857</u>	<u>103,149</u>	<u>106,006</u>	<u>26,004</u>

The notes form part of these financial statements

GROWING RESILIENCE IN TEENS**BALANCE SHEET
31ST DECEMBER 2022**

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
CURRENT ASSETS					
Debtors	4	6,000	-	6,000	9,021
Cash at bank		-	93,906	93,906	16,983
		6,000	93,906	99,906	26,004
NET CURRENT ASSETS/(LIABILITIES)		6,000	93,906	99,906	26,004
TOTAL ASSETS LESS CURRENT LIABILITIES		6,000	93,906	99,906	26,004
NET ASSETS		6,000	93,906	99,906	26,004
FUNDS	5				
Unrestricted funds				(3,243)	26,004
Restricted funds				103,149	-
TOTAL FUNDS				99,906	26,004

The financial statements were approved by the Board of Trustees and authorised for issue on~~13-Sep-2023~~..... and were signed on its behalf by:

DocuSigned by:

 4C03894ED69141B...

.....
 L Randall - Trustee

The notes form part of these financial statements

GROWING RESILIENCE IN TEENS**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022**

1. ACCOUNTING POLICIES**Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

GROWING RESILIENCE IN TEENS**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022****2. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31st December 2022 nor for the year ended 31st December 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2022 nor for the year ended 31st December 2021.

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	12,405	23,314	35,719
EXPENDITURE ON			
Charitable activities			
Charitable expenditure	10,756	23,314	34,070
NET INCOME	1,649	-	1,649
RECONCILIATION OF FUNDS			
Total funds brought forward	24,355	-	24,355
TOTAL FUNDS CARRIED FORWARD	26,004	-	26,004

4. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Prepayments and accrued income	6,000	9,021

GROWING RESILIENCE IN TEENS**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022****5. MOVEMENT IN FUNDS**

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General unrestricted	26,004	(29,247)	(3,243)
Restricted funds			
General restricted	-	103,149	103,149
TOTAL FUNDS	26,004	73,902	99,906

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General unrestricted	12,875	(42,122)	(29,247)
Restricted funds			
General restricted	126,311	(23,162)	103,149
TOTAL FUNDS	139,186	(65,284)	73,902

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General unrestricted	24,355	1,649	26,004
TOTAL FUNDS	24,355	1,649	26,004

GROWING RESILIENCE IN TEENS**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022****5. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General unrestricted	12,405	(10,756)	1,649
Restricted funds			
General restricted	23,314	(23,314)	-
TOTAL FUNDS	<u>35,719</u>	<u>(34,070)</u>	<u>1,649</u>

6. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2022 (2021 - none).