A photograph of three young women standing side-by-side, smiling at the camera. They are all wearing white tops and dark jeans. The woman on the left is wearing a white button-down shirt, the woman in the middle is wearing a white t-shirt, and the woman on the right is wearing a white t-shirt. The background is a plain, light-colored wall.

2023

# BELEVE UK

## Trustees' Report and Unaudited Accounts 30 April 2023

CHARITY NO.

1176525

COMPANY NO.

07587692

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# Administrative Information

## ADMINISTRATIVE INFORMATION

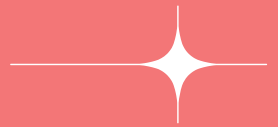
### BELEVE UK

**Company No. 07587692**

**Charity No. 1176525**

### REGISTERED OFFICE

372 Brockley Road  
London  
SE4 2BY



### DIRECTORS AND TRUSTEES

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

#### **S. Dube – Chair of Trustees'**

J. Tolmie - Treasurer

K. Clark

R. Ahmed Tejani

S. Haughton-Peters

J. Opare-Aryee (appointed 16th May 2023)

#### **ADDITIONAL DIRECTORS'**

C. Powell

M. Powell

### ACCOUNTANTS

Angle Accountants

Airport House

Purley Way

Croydon,

Surrey

CR0 0XZ

# REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2023

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2021. 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 for the UK and Republic of Ireland (FRS102).

BelEve continues to create and develop spaces to support & build a community through sisterhood, providing equal opportunities to allow young girls to discover their full potential.

**“Inspiring The Next Generation of Female Leaders, leaders of their own world”**

**We encourage a transformational journey that allows girls to push past their limits & embrace new experiences, with no judgment.**



*Marsha, Chylae & Rochelle*

# Our Mission AND Vision



## Our Mission

To equip girls and young women with the skills, support, and confidence to find their voice and make informed choices about their future.



## Our Vision

All girls and young women are empowered to become leaders of their world

**We BelEve in Building  
an inclusive world for  
Girls and young women  
- Inspiring the next  
generation of female  
leaders**



# Who We ARE What We do

BelEve is a grassroots, female-led charity with the mission of empowering girls and young women to become the next generation of Female leaders.

Our aim is to Inspire, Motivate, Lead and create a community for our girls and young women.

Inspiring the next generation  
female leaders



# BelEve's key objectives

## 1. A sustainable charity with a defined sector position

- BelEve is sustainable, capable of delivering effective programmes and ensuring ongoing financial stability and security

## 2. Deliver greater impact for girls and young women

Build, sustain and grow all BelEve's programmes to offer more activities to support existing beneficiaries, and to welcome 11,000 new girls and young women a year by 2027 into these programmes.

## 3. Influence and transform girls' and young women's lives

- Clear pathways for girls and young women, offering new projects, developed by the girls for the girls to expand the offer to existing beneficiaries, and to reach new beneficiaries.

## 4. Stronger and deeper partnerships and collaboration

Collaborating with Corporates, Trust and Donors to generate higher funding for BelEve to ultimately impact more girls and young women

These objectives collectively drive BelEve's commitment to creating a world where every girl and young woman has the tools, support, and opportunities needed to thrive, lead, and make a positive impact in their communities.

# Core Values

- **Love** - Love is at the core of everything we do, enabling us to be non-judgemental, open-minded, and passionate.
- **Sisterhood** - Creating and developing spaces to support & build a community through sisterhood.
- **Opportunity** - Providing equal opportunities to allow young girls to discover their full potential.
- **Transformation** - Encouraging a transformational journey that allows girls to push past their limits & embrace new experiences.
- **Collaboration** - Sharing ideas and co-creating in a collaborative manner with those on a similar mission to reach a shared goal.
- **Legacy** - All girls and young women need to be empowered to become leaders of their own world





# Message from the chair of Trustees



Throughout the span 2022/23, global economies have remained delicate, influenced by simmering geopolitical challenges. Despite the normalisation of post-pandemic free movement and travel, there was a notable rise in inflation, subsequently leading to elevated interest rates to counteract this trend. Additionally, the tragic Ukraine/Russia war since February 2022 has compounded macro-economic challenges, contributing to increased energy costs and broader supply chain difficulties. The cumulative effect of these factors has resulted in a prolonged and severe cost of living crisis that has persisted throughout the year.

In the face of this uncertain external landscape, it is crucial that we direct our efforts toward what we can control and influence. Previous emergencies and crises have demonstrated that girls and young women are particularly vulnerable across various domains. For instance, in past crises, girls saw reduced access to education and increased post-crisis dropout rates (Source: GEC Jul 2020 report "Life skills for adolescent girls in the COVID-19 pandemic"). More recently, research indicates that the current cost-of-living crisis has disproportionately affected women over men (Source: Standard Life's Retirement Voice 2022 report). Consequently, the work championed by BelEve has never been more vital: to empower these girls and young women with the skills, exposure, and confidence necessary to unlock new economic and social opportunities.

Buoyed by the results of our annual strategy in 2021 of "Doubling Up" our impact, in 2022 we had set out BelEve's ambitious five-year strategy to further expand BelEve's influence. This strategy centres on four pillars: becoming a sustainable charity with a defined sector position, delivering greater impact for girls and young women, influencing and transforming girls and young women's lives, developing stronger and deeper partnerships and collaborations.

*"The work championed by BelEve has  
never been more vital."*



As I reflect on my third year as BelEve's Chair of Trustees, I am filled with pride for the remarkable achievements BelEve has accomplished. Through targeted initiatives and better management of risks, we are paving the way for a resilient future for the charity to expand its influence on an even broader circle in this year 2 of our five-year strategy:

- Doubled the number of girls we have worked with (3383 from 2748 in 2021/22). This was accomplished through delivering 750 sessions in total across our five programmes. Further 197 young women were paired and received mentoring through our initiatives over the course of this year
- Raised £319K in funds (from £285k in 2021/22) and partnered with 10 Corporates
- Strengthened the Board with subject matter experts further with the addition of Human Resources expertise
- Increased our team size from 4 to 9 to fulfil the expanded reach we are experiencing in our community

Seeing the team continue to deliver in line with structured goal setting and execution practices, I am thrilled about BelEve's potential to further magnify its impact in 2023. This growth will be facilitated by a formidable leadership team, committed staff, a dynamic young leadership board, as well as dedicated facilitators, mentors, and volunteers.

*Shruti Dube Chair of Trustees*

# Message from the CEO



Reflecting on the past year, I am delighted to present the BelEve's Annual Report for the Year April 2023. In a year marked by challenges, unwavering commitment to our Charity, our collective dedication, resilience, and innovative spirit have propelled us forward, achieving significant milestones that reinforce our commitment to inspiring positive change and creating a limitless world for the next generation of female leaders to reach their full potential.

This report offers a comprehensive overview of our performance, financial highlights, operational achievements, and our steadfast commitment to sustainability and community engagement. My heartfelt gratitude goes to our employees, partners, and parents for their unwavering support. Together, we remain focused on delivering value, fostering innovation, and contributing to positive societal change for our community.

We share our achievements, challenges, and aspirations, we invite you to celebrate the impact we've collectively made. Together, we are transforming lives and building a more inclusive and sustainable future. We've continued to advocate for the issues that affect our girls and young women, providing them with the tools and resources they need to succeed and continue pushing boundaries.

As we enter the third year of our 5-year strategy, we have a clear capacity and growth plan to reach more girls and young women, deliver more evidence-based impact, increase sustainability, and expand our community of corporate partners. Our commitment to delivering quality transformational programs to our community sits at the centre of our strategy. With a clear vision, mission, and a strong young leadership board, we will continue to listen and respond to the needs of our community.

I want to express my sincere gratitude to our staff, volunteers, mentors, and corporate partners who have contributed their time, resources, and expertise to the success of our programs and initiatives. Your support has allowed us to provide opportunities and experiences for girls and young women to develop their leadership skills, build their confidence, and increase their life and career prospects.

I am excited to continue our journey together in the coming year and beyond, as we provide a platform where every young girl and woman has an equal opportunity to discover their unique voices, develop essential life skills, and become the leaders of tomorrow. Together, we are shaping a future where every girl and young woman has the tools and support needed to achieve her fullest potential and become the next generation of female leaders.

we navigate an ever-evolving landscape, BelEve stands ready to embrace the opportunities that lie ahead. Our optimism and determination drive us forward, ensuring that we continue to make a meaningful impact on the communities we serve.

*Marsha Powell*



# Our year at a glance

**“Building our community's trust and belief in our mission to empower and support girls and young women. and belief in our mission to empower and support girls and young women”.**

It has been a busy year for BelEve our core focus was continuing to create an inclusive safe space for girls and young women to develop skills, grow in confidence and find their voice, increasing our presence, capacity building, strengthening our team and offering to ensure we could deliver the impact our community deserve.

We doubled the size of the team to accommodate our ambitions, expanding our capabilities and resources to better serve our community and partners' needs. With an increased staffing team and increased funding, we extended our reach alongside impact, working with more schools and delivering more workshops and mentoring programmes in our neighbouring boroughs but most importantly deepening the support we offer the girls and young women. BelEve has become the "go-to" charity in South London for Year 6 transition, resulting in us supporting over 532 girls.

We are proud to have connected with over 3383 girls through our 5 core programmes girls and offered them valuable opportunities to be mentored, develop leadership and life skills through our programmes, and experience our enhanced career development offerings in partnership with our corporate sponsors. We believe in empowering young girls and women with the tools and resources they need to achieve their goals and make a positive impact in their communities.

**“Today, I have learned that I can be a superhero by being me, all that matters is that I love being Who I am because that is all anyone cares about. It made me feel amazing and grateful to be who I am today, and it also boosted my confidence about being a black girl. The best thing about me is that nobody else is me. - Zara aged 9**

**“Thank you and your team for your work with Zara. I have watched her grow into herself this past year.”- Beam Parent**

*We are proud to have connected with over  
3383 girls*

# Finance AND Fundraising

We ended 2023 positively, exceeding our target of retaining 6 months' worth of operating costs (unrestricted only), noting that restricted funds secured and held at year end also cover staff salary costs which have been funded by grants provided to allow the charity to provide valuable services meeting its objectives. We continued to maintain our fundraising efforts, which was underpinned by a robust fundraising strategy.

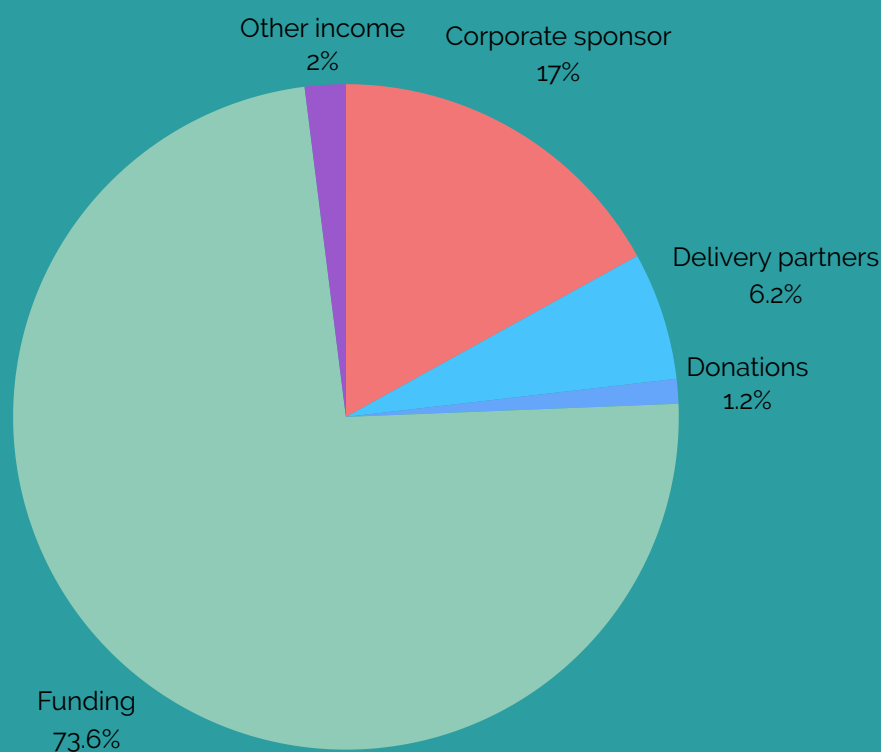
During the year ended 30 April 2023, BelEve again saw an increase in income of £33K from £285K to £319k which highlights the continued success of our focus on fundraising. We would like to thank all our funders and corporate sponsors for their continued support which has been instrumental in allowing the charity to maintain investment in its core programmes and objectives for 2022-23

Total expenses for the year ended 30 April 2023 amounted to £335,898 (2022: £249,892) as per Note 3. Overall, the charity had a net deficit in funds for the year ended 30 April 2023 of £ (17,014) (2022: Net surplus £35,465). This is due to a focused effort in growing the team of facilitators alongside the support team to allow the charity to offer an array of services to a growing volume of beneficiaries as seen in the growth of our impact numbers.

The Trustees are pleased that the charity has been able to use its funding including in part it's brought forward reserves to serve the girls and young women we are dedicated to support, encourage and inspire. The reserves carried forward as of 30 April 2023 amounted to £146,464 (2022: £163,478) split between Unrestricted reserves £78,195 (2022: £96,642) and Restricted reserves £68,269 (2022: £66,836). In what continues to be an extremely challenging landscape for the charity & voluntary sector we are extremely proud of our team for each and every success they have achieved and ultimately the impact they have had on the 3,383 girls and young women that have been involved with BelEve in the year.

# The fundraising goals for 2023/24

- Corporate sponsors £85,000
  - Delivery partner £31,100
  - Donations £6,000
  - Funding £369,000
  - Other income £9,950
- **Total fundraising goal: £501,050**



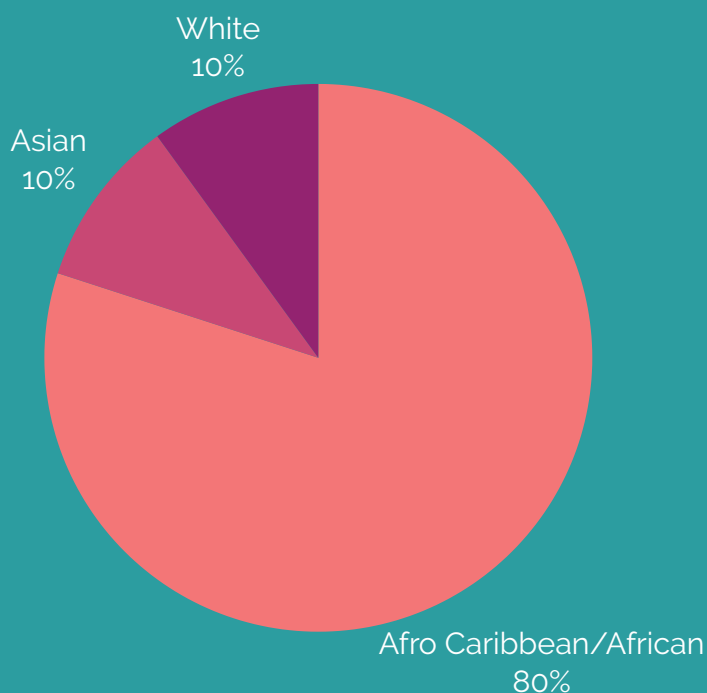
“Delivering sisterhood and community, amplifying the girls’ voices on issues that they are passionate about and connecting our Girls and Young Women to amazing role models”



# 2022/2023 *Impact Numbers*

PROGRAMME	IMPACT NUMBERS	TOTAL IMPACT
BEAM	532	3383
LEAD HER SHIP	154	
BIS	197	
CAREER INSIGHT	74	
IT IS THAT DEEP	2426	

Of these, 80% were Afro Caribbean or African, 10% Asian and 10% White.



**“KEEPING THE GIRLS AND YOUNG WOMEN AT THE CENTRE OF EVERYTHING WE DO”**



## BelEve Empowerment Programmes:

Nurturing Tomorrow's Leaders

At BelEve, we believe in the power of empowering young girls and women to become confident, resilient leaders in their communities. Our programs are carefully designed to address the unique challenges each age group faces while fostering personal growth, leadership skills, and a sense of community. Below are the 5 programmes we offer:

## BelEve's core competencies

- **Managing Feelings means...** being able to reflect on our feelings, understand what they are, and how to manage them
- **Communication means...** being able to clearly articulate to others our plans and ideas, while making space for others by listening and asking questions
- **Confidence and Agency means...** the self-belief to take action on issues that are important to us and others
- **Relationships and Leadership means...** promoting the participation of our peers in our work (as our equal) as part of our own development and that of others
- **Collaboration means...** actively seeking opportunities to include others' opinions and ideas in our work
- **Creativity means...** thinking creatively to find solutions to the challenges we encounter
- **Planning and Problem-Solving means...** setting and planning our work around clear objectives and goals, and maintaining an open mind about how to overcome challenges
- **Resilience means...** seeing challenges in a positive way, seeking to understand them before acting
- **Self-Reflection means...** learning from our experience and using this when making plans.



## The Measures

- Level 1 – This primarily measures girls' **confidence** with the basic elements leadership requires
- Level 2 – This measures girls' **ability to understand** herself and the others she works with
- Level 3 – This measures girls ability to practically **apply** leadership themes and leadership elements
- Level 4 – This measures girls ability to **lead** her world.



# Beautiful, Empowered and Me (BEAM) for girls aged 8-11 years

**We successfully ran 90 x 60-minute BEAM workshops in Schools, partnering with 15 schools and impacting 532 girls through our BEAM transition workshops.**

BEAM caters to girls aged 8-11, delivered through primary schools. This weekly session-based program aims to:

- Provide a safe space for exploring difficult thoughts, feelings, and events.
- Build self-awareness, self-esteem, and relationship skills.
- Develop coping skills and resilience.
- Enhance social and emotional intelligence.

Support girls in becoming resilient and ready for the transition to secondary school.

BEAM sessions create a fun, informal, and safe environment where girls can form friendships, explore their identity, and express their feelings through various activities.



## Programme Highlights;

**"The Year 6 girls mostly enjoyed the sessions where their confidence and aspirations increased. They were able to build self-awareness and self-esteem skills."**

**"The facilitator built a really strong rapport with the girls to create a really safe and trusting environment"**

**"Great discussions created with the students"**

**"The girls enjoyed the workshop because they liked the conversations and topic that were discussed during their time."**



# Lead Her Ship for girls aged 12-15 years



Lead Her Ship is tailored for girls aged 12-15, focusing on leadership and change-making competencies. The program includes small group discussions, fun activities, and personal reflection.

## Programme objectives:

- Building leadership skills and confidence.
- Improving health and well-being.
- Establishing social networks for girls.
- Exploring education and career aspirations.
- Providing mentorship and support through Young Leaders.
- Encouraging the design and delivery of a social action project.
- Through Lead Her Ship, we empower young women to take charge of their future, fostering leadership qualities and social responsibility.

**We successfully ran 60 x 60-minute LeadHer Ship workshops in Schools, partnering with 6 schools and impacting 154 girls.**

## Programme Highlights:

"We have worked with BelEve in a variety of capacities over the last year. Our year 9 and 10 students are currently taking part in their LeadHer Ship programme, we have year 10s trained as Ravens, as well as having every class having taken part in a healthy relationship workshop with them. Every member of the team that has come and delivered sessions to our students has been friendly, approachable and able to differentiate for the variety of young people they are working with. The students are always engaged and feel comfortable enough to ask questions about what, at times, can be sensitive topics.

The relationship we have built as a school with BelEve has become invaluable, they are always there for advice, able to tailor sessions to what works within our setting and are constantly providing new and exciting opportunities for our young people. We can't wait to see what next year brings for our students and the impact this vital work will have on them as they move on".

**Rebecca Stock, Pastoral Lead, Bonus Pastor Catholic College**

BelEve in Her Success caters to young women aged 16-22, offering mentoring and skills development workshops. In collaboration with corporate partners, BelEve in Her Success opens doors to various career opportunities and encourages young women to strive for excellence.

## BelEve in Her Success for young women aged 16-22 years



### *Programme objectives:*

- Increase young women's confidence.
- Expand their professional network.
- Improve life skills such as leadership, resilience, communication, and relationship skills.
- Build work-readiness for the next phase of their educational or career journey.
- Mentees meet monthly with their mentors for 90 minutes and participate in six skills development sessions.



### *Programme Highlights:*

**Mentoring for me is an opportunity to share my skill set with someone who has less experience and hopefully, they can learn something. After working years in communications, I thought this is a real opportunity for me to have a real purpose, give back and share my experience. If you want to be a mentor, I highly recommend it. Your life will have true purpose!**

**-Rosa Sibaja - Mentor**



## Career Insight Days for young women aged 14-22 years

**"We successfully ran 3 Career insight days with 3 corporate partners impacting 74 girls."**



BelEve recognises the crucial role that early exposure to diverse career options plays in shaping the aspirations of young women. Our Career Insight Days, offered bi-monthly in collaboration with esteemed corporate partners, are designed for young women aged 14-22. These events provide valuable insights into various career paths, offering exposure to successful female role models and valuable opportunities for, employability skills development, mentorship, work experience, internships and career advice. .





# It is that Deep

## "It Is That Deep" - Empowering Youth, Creating Awareness



**We successfully delivered 81 workshops in 7 schools, impacting 2426 students.**



At BelEve, we are committed to addressing critical issues that impact the lives of young people. The "It Is That Deep" campaign is a whole-school initiative targeting students from Year 7 upwards, responding to the concerning trends and normalization of Peer-on-Peer Sexual Harassment in schools.

The campaign is designed to educate and empower young individuals, equipping them with the tools to recognize, prevent, and respond to sexual harassment while fostering healthy relationships.

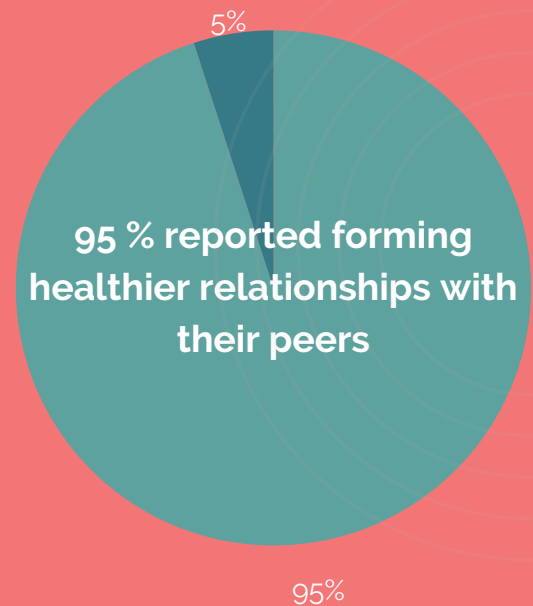
BelEve stands united against sexual harassment, striving to create a school environment where every student feels safe, respected, and empowered to contribute to a culture of mutual understanding and healthy relationships. Together, we can foster a generation that recognises the power of speaking out against harassment and champions the principles of consent and respect.

## *Programme Highlights:*

"It Is That Deep, is a necessary and required sexual harassment workshop delivered by fantastic facilitators from 'BelEve' which allows young people the opportunity to explore what the signs of sexual harassment are and ways to identify it. Young people come away from the sessions with great sense of empowerment and confidence to call out sexual harassment whilst knowing 'It is that Deep'".

**Dwayne Francis - Inclusion Manager**

BelEve conducted a survey with 900 girls and young women. The survey results are a testament to the impactful work and positive outcomes achieved by BelEve's programs for girls aged 8-22. The findings highlight the program's effectiveness in enhancing confidence, promoting positive female role models, fostering healthier relationships, and developing leadership qualities. Here's a breakdown of the key outcomes:



## For Girls Aged 8-15:

- **Increased Confidence in Communication (90%):**

The program has significantly contributed to boosting the confidence of girls aged 8-15 in their communication skills. This is a crucial developmental milestone that prepares them for effective interpersonal interactions.

- **Enjoyment in Female-Only Workshops (95%):**

The overwhelming majority of girls in this age group enjoyed participating in female-only workshops, indicating that BelEve creates a safe and comfortable space for them to freely express themselves. This environment contributes to a positive learning experience.

## For Girls Aged 16-22:

- **Engagement with Positive Female Role Models (92%):**

- The program has successfully connected girls aged 16-22 with positive female role models, offering valuable mentorship opportunities. This engagement is empowering and inspiring for the personal and professional growth of young women.

- **Formation of Healthier Peer Relationships (89%):**

- The program has played a role in enhancing the social and emotional well-being of older girls by facilitating the formation of healthier relationships with their peers. Positive social connections are crucial for overall well-being.

- **Identification with Leadership Qualities (80%):**

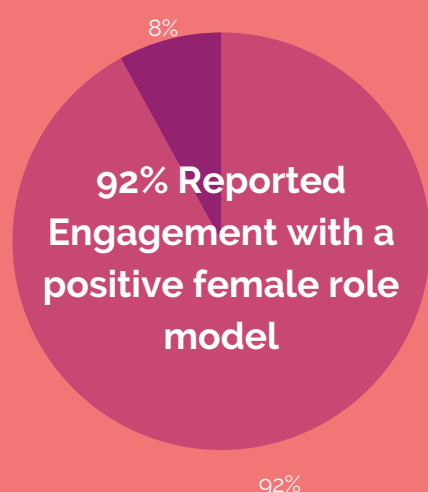
- An impressive 80% of girls aged 16-22 identified with having leadership qualities after participating in the program. This suggests that BelEve is successful in nurturing leadership skills among young women.

- **Increased Confidence and Self-Belief (92%):**

- The program has contributed significantly to boosting confidence and self-belief among beneficiaries aged 16-22, indicating a positive impact on their personal growth and development.

- **Positive Outlook on the Future (97%):**

- Engagement with positive female role models has influenced 97% of girls to feel positive about their future. This demonstrates the program's ability to shape a positive outlook and inspire aspirations in young women.



92%



97%



80%



# Overall Impact:

The survey concludes that BelEve's impact is making a substantial difference in the lives of beneficiaries. By collaborating with schools and communities, the organisation is successfully bringing about individual, educational, and social change.

The achievements to date are commendable, reflecting a commitment to empowering girls and young women. As BelEve looks forward, we take pride in our accomplishments and remain dedicated to making a continued positive impact in the lives of girls and young women.



# Success Stories

## Beneficiary Testimonial

As a university student, BelEve has positively shaped my professional outlook on what I can achieve. This is due to BelEve in Her Success, a unique mentoring scheme compared to other schemes. It is specifically for young women and a minimum of six months instead of the traditional three months, allowing more time for a bond to be established. I am fortunate to have built a relationship as a mentee with a dynamic, accomplished, supportive mentor. Before BelEve in Her Success, I heard the importance of mentoring but did not know its true value until now. For example, goals are set during each session, improving my overall confidence and motivation since there is evidence of me actively striving for my dreams. Through our conversations, my mentor always provides new perspectives, resources, and connections to ensure my potential is not limited. I am connected and supported not only by my mentor but also by the BelEve team through their regular check-ups. BelEve has given me access to a figure I can look to for representation and inspiration, which I am grateful for as I needed a role model at this stage of my career and personal journey.



**Angela Sam Aggrey - Mentee**

# Mentor Testimonial

After being a mentee in a few mentoring relationships, last year I felt I had enough work experience behind me to offer some mentoring guidance myself. I was connected to BelEve through Bloom, a network for women working in Marketing and Communications, and I was introduced to Olivia.

When I first met Olivia almost a year ago, I was instantly impressed by how proactive, professional, and prepared she was. About to embark on her final year at university, she was making full use of the wonderful mentoring, networking, and work experience opportunities BelEve offers - putting her lightyears ahead of where I had been at that age! We spent our first few meetings exploring and defining what she wanted to get out of the coming year, selecting themes around finding post-graduate employment, getting the most out of her remaining time at uni (after some challenging Covid-19 years!), and developing existing hobbies and interests.

With this structure established, we have gone on to meet monthly and stay in touch in between, and I've been delighted to see her grow in confidence and ability. Final coursework and exams are never easy, and life can get stressful, but we worked together to maintain focus, stay calm, and keep progressing towards her goals.

I'm so pleased that all her hard work paid off, and Olivia has now graduated and already secured her first post-graduate employment at Legal & General (coincidentally, through a past mentor who she also found through BelEve!). Whilst it might not have a full marketing focus yet, there's tons of transferrable skills available to develop, and I'm confident it will set her up well for wherever her career takes her. She has the drive, maturity, and ability to succeed in whatever field she chooses to go in to, and I'm looking forward to seeing what the coming years bring her.

As for me, I have got so much from the experience, and would highly recommend it. Being able to develop my coaching skills, share learnings from my work experience so far, and connect Olivia to my networks has built my own self confidence and prompted me to reflect on my own career planning. I believe it will also help me to be a 'better' mentee in the future, now that I have perspectives from both sides, and I'm now excited to explore new mentoring relationships.

So - if you are thinking about becoming a mentor but aren't sure where to start - I would absolutely recommend BelEve, their fabulous team, and the brilliant community of young women they work with.

**Shannon Keegan- BelEve Mentor**



# Collaborations & Partnerships

BelEve recognises the importance of partnerships and collaborations as key drivers for achieving our mission to empower girls and young women. By working with like-minded organizations, businesses, and community stakeholders, we can amplify our impact and create positive change on a broader scale. Here are some of BelEve's key partnerships and collaborations:

- Bloom
- Deliveroo
- Simmons and Simmons
- Finecast
- Shiseido
- Brand You Magazine
- Amazon
- Experian
- L'Oreal
- Estee Lauder

We are extremely grateful to our corporate partners, who have continued to support us and enabled us to consistently deliver a quality service to our beneficiaries. Their unwavering support has been instrumental in enabling us to consistently deliver high-quality services to our beneficiaries. Through their commitment to our mission, these partners have played a crucial role in empowering and uplifting the lives of girls and young women. Most importantly we thank all our mentors who continue to go over and above to support their mentees and keep them motivated in the challenging times.

F:NECAST

+simmons  
simmons

ESTÉE LAUDER

experian

BLOOM

SHISEIDO

L'ORÉAL

amazon

Bel  
Eve

deliveroo

# Volunteer Initiatives

## Younger Chapter Programme

Children in Need have funded BelEve to bring about social change, opportunities, and a voice to young people.

During the next 12 months, the team will tackle a social action issue while developing skills that will help the young people even after the program is completed. You will decide how we should roll out the campaign.

### *Social Action Project:*

Embracing Difference, the younger chapter team have decided they will base their project on the topic of Embracing Difference. They want to create acceptance for those who differ from societies norms. They intend to normalise differences.

### *Aims of the Program*

Decreased sense of isolation Enhanced Self Esteem Greater Confidence in Communicating a Message

## Young Leadership Board

We are in our 5th year in driving forward BelEve's young leadership board. The role of the board is to guide and support the strategic aims of the charity, the works of the charity, alongside keeping Young Women's voices at the core of BelEve's delivery plan. In September 2023 the following young women joined the board as volunteers with a one-year term:

- Naomi Yikuno Amlak
- Kelis Wellington
- Julianne Awolaye
- Daniella Boateng
- Toren Williams
- Emma Berwick



# Sustainability Development Goals

BelEve's commitment to empowering girls and young women aligns with several of the United Nations' Sustainable Development Goals (SDGs). Through its various programs and initiatives, BelEve actively contributes to the achievement of these global goals. Here's how BelEve aligns with specific SDGs:

- **SDG 1: No Poverty**

By providing educational opportunities, mentorship, and skill-building programs, BelEve works towards breaking the cycle of poverty for girls, contributing to the goal of eradicating poverty.

- **SDG 3: Good Health and Well-being**

BelEve contributes to the overall health and well-being of girls by providing resources, workshops, and support for physical and mental health through health education programs.

- **SDG 4: Quality Education**

BelEve provides access to quality education, skill development, and mentorship programs for girls, aiming to enhance their educational opportunities and empower them for future success.

- **SDG 5: Gender Equality**

BelEve is dedicated to promoting gender equality by challenging stereotypes, providing leadership training, and fostering an inclusive environment where girls have equal opportunities.

- **SDG 7: Affordable and Clean Energy**

While not the primary focus, BelEve may incorporate sustainable practices in its programs and operations, contributing indirectly to the goal of ensuring access to affordable and clean energy.



# Sustainability Development Goals

- **SDG 8: Decent Work and Economic Growth**

BelEve's initiatives focus on equipping girls with employability skills, entrepreneurship training, and mentorship programs to enhance their economic opportunities and contribute to economic growth

- **SDG 10: Reduced Inequalities**

BelEve advocates for equal opportunities, challenges societal norms, and works towards reducing inequalities by providing resources and support for girls, irrespective of their background or circumstances.

- **SDG 11: Sustainable Cities and Communities**

BelEve engages in community-based programs that create safe spaces for girls, fostering community engagement and addressing urban challenges affecting their well-being.

- **SDG 16: Peace, Justice, and Strong Institutions**

BelEve's initiatives contribute to peace and justice by addressing issues such as gender-based violence, discrimination, and advocating for the rights and well-being of girls.

- **SDG 17: Partnerships for the Goals**

BelEve actively collaborates with educational institutions, NGOs, corporate partners, and community stakeholders, embodying the spirit of partnership to amplify its impact

BelEve's multifaceted approach to empowering girls addresses various aspects of the SDGs, contributing to a more sustainable and equitable future. Through collaboration, education, and advocacy, BelEve plays a vital role in advancing these global goals and making a positive impact on the lives of girls and young women.

# Social Responsibility

BelEve's commitment to social responsibility is integral to our mission of empowering girls and young women to realise their full potential. We recognise the importance of actively contributing to the well-being of our communities and fostering positive change. Our social responsibility initiatives align with our core values, aiming to make a meaningful impact in various aspects of society. Social responsibility is not just a commitment; it's a guiding principle that permits everything we do. Through our collective efforts, we aspire to create a positive and lasting impact, contributing to a world where every girl and young woman has the support and resources needed to thrive.

## Public Benefits

All our activities are undertaken to further our purposes for the public benefit and are overseen by the Trustees to ensure that this is the case. In producing their assessment of the benefit to the public provided by the charity, the Trustees confirm they have complied with the duty set out in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.



**Objective:** Achieve excellence in program delivery with a focus on making a lasting impact on the futures of girls and young women.

**Key Performance Indicators (KPIs):** Program effectiveness, participant satisfaction, and measurable outcomes.

**Objective:** Expand the reach of programs to a broader audience while addressing the diverse needs of girls and young women.

**KPIs:** Increased program participation, expansion into new communities, and inclusivity metrics.





### 3. Organizational Resilience

**Objective:** Build organizational resilience by strengthening infrastructure and ensuring sustainable practices.

**KPIs:** Safer recruitment metrics, organisational culture surveys, and sustainability measures.

### 4: Advocacy and Awareness

**Objective:** Advocate for the rights of girls and young women, raising awareness on the challenges they face.

**KPIs:** Successful campaigns, increased public awareness, and policy impact.

BelEve's ambitious yet realistic goals are designed to position the organisation as a driving force in the empowerment of girls and young women. The commitment to continuous improvement, responsiveness to challenges, and a focus on measurable impact underscore BelEve's dedication to creating positive and lasting change.



# New Programs and Collaborations

## EmpowerHer

We are excited to announce the launch of our new EmpowerHer program, starting from September 2024. After a careful analysis of our school program, we realised that we were missing out on an opportunity to support the transition of year 7 and 8 students into secondary school.

Empower Her is a transformative program designed exclusively for girls embarking on their secondary school journey. It aims to empower participants to discover their inner strength, become leaders in their lives, and connect with their dreams, passions, and purpose.

Our program is carefully crafted to instil confidence, nurture leadership skills, and inspire each girl to take charge of her life while uplifting and positively influencing others. We are confident that Empower Her will create a positive impact on the lives of our students and help them succeed in their academic and personal lives.

## LEADHER Forum

Our LeadHer Forum has been created as an incentive for those participants that have successfully completed our leadership programme. (age 14-16)

During the forum, the girls explore various avenues to unearth the leader within them and define their individual identities. This collaborative effort with BelEve extends to making a lasting impact by amplifying their voices both within and beyond the school community.

Participation in the forum promises benefits that go beyond the event itself. It becomes a valuable addition to their college applications and resumes, showcasing involvement in BelEve Events, volunteer work, and significant personal development.

The experience contributes to building self-esteem, fostering teamwork, enhancing organizational skills, deepening knowledge, and equipping them with the tools to present themselves as serious and professional women.

# Leadership & Management

Our leadership and management remain unchanged. Sisters Marsha, Chyloe and Rochelle continue to run the charity day to day and make up the Senior Leadership Team.

They meet bi-weekly and report into the Board of Trustees. All strategic decisions are made by the Board. In 2023 the team continued to grow, from a team of 6 staff to 12 staff. This includes 3 full-time staff and 9 part-time facilitators as well as 100 volunteers.

Shruti Dube continues to chair the Board of Trustees and her skills and experience have been instrumental in helping the charity to grow.



Marsha Powell  
CEO



Chyloe Powell  
CFO



Rochelle Powell  
Programme manager

*Sisterhoof is embedded in everything we do.*



## Our Challenges & Lessons learnt

Our biggest challenge has been resourcing this year. With a clear focus on impacting 4,000 girls and young women lives, we partnered with schools to achieve the impact goal however, it resulted in us having to recruit more staff to satisfy the demand for our offering. With a robust growth strategy in place, we will be able to plan to manage this growth in the future.

## Structure, Governance, Management and Accountability's

BelEve is a charitable company, limited by guarantee without share capital and governed by its, memorandum and articles of association. It is registered as a charity with the Charity Commission. Ultimate responsibility lies with the Board of Trustees who meet 6-7 times in the year to review the activities and financial position of the charity. All governance decisions are made by the Trustees.

The day-to-day work of the charity is undertaken by the senior leadership team (who are also directors) who work closely with the Trustees.

## Board of Trustees

The Trustees (who are also the directors of the charity for the purpose of company law) who served during the year are as follows:

- Shruti Dube, Chair
- Jenny Tolmie, Finance Trustee
- Shalena Haughton-Peters
- Ramat Tajani
- Katy Clark
- Jenifer Opere-Aryee

## Board of Directors

In addition to the Trustees who are directors of the company, the Directors include the following members of the management team who served during the year:

- Chyloe Powell
- Marsha Powell

## Members liability

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 30 April 2023 was £6.

## Policies adopted for the induction of Trustees

New Trustees are appointed based on the skills and experience that they can bring to the Board.

The Board supports new Trustees through an induction process in which new Trustees are made aware of their responsibilities as individual Trustees and their joint responsibilities as members of the Board.

The Board follows the Charity Commission's guidance in setting out these responsibilities. Additionally, the Board undertakes optional charity governance-related training courses offered through non-profit organisations e.g. NCVO – National Council for Voluntary Organisations.

## Risk Management

The Trustees recognise that the main risk to the charity is a shortfall in funding available to the organisation.

To mitigate such risk the management team, look to identify and apply for as many relevant grants available to the organisation. Further to this, we have implemented the process of creation and maintenance of a detailed Risk Register to institute robust management of ongoing risks to the charity.

It is further planned that the Board of Trustees will undergo governance training with an accredited third party in order to serve the needs of the charity even more diligently. The Trustees will continue to carry out an analysis of the risks faced by the organisation and safeguards in place to mitigate such risks

## Reserves Policy

The Trustees have examined the charity's requirements in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds held by the charity should cover up to 6 months operating costs including staff salaries. The Trustees are pleased to report that the present level of reserves is adequate to cover anticipated operating costs following a number of cost saving measures that have been put into place during the financial year as well as the increase in funding income.



# Trustee's responsibility in relation to financial statements

The Trustees (who are also the directors of the charity for the purpose of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and resources expended for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

## Approvals

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This report was approved by the Trustees on 16.2.2024 and signed on their behalf by:

*Shruti Dube* .....

Shruti Dube  
Chair of Board of Trustees

# Independent Examiners Report

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

## **Responsibilities and basis of report**

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act).

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

## **Independent examiner's statement**

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that: accounting records were not kept in accordance with section 386 of the 2006 Act; or the accounts do not accord with those records; or the accounts do not comply with the accounting requirements under section 396 of the 2006 Act 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; or the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

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.

Cavelle H. Batchelor  
HND FMAAT

Angle Accountants  
Airport House  
Purley Way  
Croydon, Surrey  
CR0 0XZ



# Statement of Financial Activities

## STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE YEAR ENDED 30 APRIL 2023

		Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
	Notes				
<b>Income and endowments from:</b>					
Grants and Contracts		82,200	216,390	298,590	264,070
Donations		5,931	2	5,933	12,304
Other trading activities		1,422		1,422	297
Other Income		12,939		12,939	8,686
<b>Total</b>		<b>102,492</b>	<b>216,392</b>	<b>318,884</b>	<b>285,357</b>
<b>Expenditure on:</b>					
Expenditure on charitable activities	3	100,820	212,608	313,428	231,522
Support and governance cost	3	20,119	2,351	22,470	18,370
<b>Total</b>		<b>120,939</b>	<b>214,959</b>	<b>335,898</b>	<b>249,892</b>
Net gains on investments		-	-	-	-
<b>Net (expenditure)/income</b>		<b>(18,447)</b>	<b>1,433</b>	<b>(17,014)</b>	<b>35,465</b>
<b>Net movement in funds</b>		<b>(18,447)</b>	<b>1,433</b>	<b>(17,014)</b>	<b>35,465</b>
<b>Reconciliation of funds:</b>					
<b>Total funds brought forward</b>		<b>96,642</b>	<b>66,836</b>	<b>163,478</b>	<b>128,013</b>
<b>Total funds carried forward</b>		<b>78,195</b>	<b>68,269</b>	<b>146,464</b>	<b>163,478</b>



# Balance Sheet at April 2023

COMPANY NO. 07587692

	Notes	2023 £	2022 £
<b>Current assets</b>			
Debtor	5	5,090	1,290
Cash at bank and in hand		148,331	167,095
		<u>153,421</u>	<u>168,385</u>
<b>Creditors: Amount falling due within one year</b>	6	(6,957)	(4,907)
<b>Net current assets</b>		<u>146,464</u>	<u>163,478</u>
<b>Total assets less current liabilities</b>		<u>146,464</u>	<u>163,478</u>
<b>Net assets excluding pension asset or liability</b>		<u>146,464</u>	<u>163,478</u>
<b>Total net assets</b>		<u>146,464</u>	<u>163,478</u>
<b>The funds of the charity</b>			
<b>Restricted funds</b>	7		
Restricted income funds		68,269	66,836
		<u>68,269</u>	<u>66,836</u>
<b>Unrestricted funds</b>	7		
General funds		78,195	96,642
		<u>78,195</u>	<u>96,642</u>
<b>Reserves</b>	7		
<b>Total funds</b>		<u>146,464</u>	<u>163,478</u>

# Balance Sheet at 30 April 2022

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 30 April 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 16/02/2024

And signed on its behalf by:

Shruti Dube  
Chair of Trustees'

*Shruti Dube*  
.....

*Shruti Dube*

**Chair of Trustees'**

# Notes to the Accounts for the year ended 30 April 2023

## 1. Accounting policies

### Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

### Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

### Fund accounting

#### Unrestricted funds

These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

#### Restricted funds

These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

# Notes to the Accounts for the year ended 30 April 2023

## **Income**

### **Recognition of Income**

is included in the Statement of Financial Activities (SoFA) when the charity Income becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

### **Income with related Expenditure**

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

### **Donations and Legacies**

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

### **Tax reclaims on donations and gifts**

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

### **Donated services and facilities**

These are only included in income (with an equivalent amount in expenditure) and facilities where the benefit to the Charity is reasonably quantifiable, measurable and material.

### **Volunteer help Investment income**

The value of any volunteer help received is not included in the accounts.  
This is included in the accounts when receivable.



# Notes to the Accounts for the year ended 30 April 2023

## Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, and fundraising.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

# Notes to the Accounts for the year ended 30 April 2023

## **Taxation**

The charity is exempt from corporation tax on its charitable activities.

## **Trade and other debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## **Cash and cash equivalents**

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts.

In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

# Notes to the Accounts for the year ended 30 April 2023

## Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

## Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

# Notes to the Accounts for the year ended 30 April 2023

## **Pension costs**

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

## **2. Company status**

The company is a private company limited by guarantee and consequently does not have share capital.



# Notes to the Accounts for the year ended 30 April 2023

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
<b>Expenditure on:</b>				
<b>Charitable Activities</b>				
Events	8,156	193	8,349	815
Advertising and Branding	5,807	3,184	8,991	9,212
Volunteers Expenses	234	3,237	3,471	3,310
Workshop Cost	6,674	15,483	22,157	30,667
Salaries/wages	34,695	90,983	125,678	74,787
Directors' remuneration	-	80,000	80,000	60,000
Employer's NIC	12,557	-	12,557	7,013
Pension costs	4,970	-	4,970	3,126
Staff entertainment	1,314	-	1,314	1,396
Staff training	10,801	4,389	15,190	12,413
Temporary staff	-	-	-	-
Motor and Travel Costs -Fares	849	699	1,548	82
Rent	4,976	8,209	13,185	5,046
Equipment Expensed	2,488	-	2,488	1,736
General insurances	279	1,146	1,425	1,611
DBS	1,638	1,751	3,389	5,808
Refreshment	1,186	733	1,919	1,242
Postage and couriers	7	32	39	537
Software, IT support and related costs	2,505	1,020	3,525	8,411
Stationery and printing	143	566	709	396
Subscriptions	317	175	492	329
Sundry expenses	664	279	943	2,594
Telephone, fax and broadband	560	529	1,089	991
	100,820	212,608	313,428	231,522
<b>Support and governance cost</b>				
Accountancy and bookkeeping	601	2,101	2,702	2,395
Consultancy fees	19,518	250	19,768	15,975
	20,119	2,351	22,470	18,370
<b>Total charitable expenditure</b>	<b>120,939</b>	<b>214,959</b>	<b>335,898</b>	<b>249,892</b>

# Notes to the Accounts for the year ended 30 April 2023

## 4. STAFF COSTS

	2023 £	2022 £
Salaries and wages	205,678	134,787
Employers NIC	12,557	7,013
Pension Cost	4,970	3,126
	<u>223,205</u>	<u>134,787</u>

No employee received emoluments in excess of £60,000.

The average monthly number of full-time equivalent employees during the year was as follows:

2023 Number	2022 Number
<u>9</u>	<u>4</u>
<u>9</u>	<u>4</u>

## 5. DEBTORS:

Amounts falling due within one year

	2023 £	2022 £
Account Receivables	1,100	300
Rent Deposit	3,990	990
	<u>5,090</u>	<u>1,290</u>

## 6. CREDITORS:

Amounts falling due within one year

	2023 £	2022 £
Other taxes and social security	4,797	2,113
Contribution scheme liability		874
Other creditors	2,160	1,920
	<u>6,957</u>	<u>4,907</u>

# Notes to the Accounts for the year ended 30 April 2023

## 7. Movement in funds

	At 1 May 2022 £	Incoming resources £	Resources expended £	At 30 April 2023 £
<b>Restricted funds:</b>				
<b>Restricted income funds:</b>				
The Fore - 2021/22 Core cost	-	5,000	(4,954)	46
The Hadley Trust	19,044	-	(19,032)	12
The London community - MOPAC 2022 Top up *	-	-	(3,287)	(3,287)
The London community Trust - DCT	8,149	-	(8,149)	-
The London community T - MOPAC 2021 Yr 2 of 2	-	36,690	(36,305)	385
The London community TCrucible Trust 2022	-	9,000	(8,724)	276
The London community TProvidence youth fund 2022	-	10,000	(5,066)	4,934
The Big Give	700	-	-	700
London community trust	338	-	-	338
Berkley Foundation	19,800	13,200	(19,746)	13,254
Children In Need	9,981	-	(8,865)	1,116
Children in need- Youth action fund 2022	-	50,500	(1,512)	48,988
City bridge trust	5,849	-	(5,849)	-
National Lottery Awards for all 2023	-	10,000	(176)	9,824
National Lottery community fund	778	-	-	778
National Lottery main grant *	2,197	75,002	(93,294)	(16,095)
Rosa- 2023 Voices from the front line	-	7,000	-	7,000
				-
				-
<b>Total Restricted Funds</b>	<b>66,836</b>	<b>216,392</b>	<b>(214,959)</b>	<b>68,269</b>
<b>Unrestricted funds:</b>				
General funds	96,642	102,492	(120,939)	78,195
<b>Total Unrestricted Funds</b>	<b>96,642</b>	<b>102,492</b>	<b>(120,939)</b>	<b>78,195</b>
<b>Total funds</b>	<b>163,478</b>	<b>318,884</b>	<b>(335,898)</b>	<b>146,464</b>

\* MOPAC 2022 Top up and National Lottery main grant funds were a deficit balance as at 30.04.23 due to the fact funding payments that were committed were not received until after the year end but cost had been incurred on the promise of such funding before the year ended as agreed and budgeted for.

### Comparative movements in funds

	At 1 May 2021 £	Incoming resources £	Resources expended £	At 30 April 2022 £
Restricted funds	46,836	205,488	185,488	66,836
Unrestricted funds	81,177	79,869	64,404	96,642
	<b>128,013</b>	<b>285,357</b>	<b>249,892</b>	<b>163,478</b>

## Notes to the Accounts for the year ended 30 April 2023

### Purposes and restrictions in relation to the funds:

#### Restricted funds:

Berkley Foundation	Lead facilitator salary – 2 years
Children In Need	Workshops to train peer mentors and facilitate weekly sessions
Children in need- Youth action fund 2022	The younger chapters – Social action project
City bridge trust - Wave 5 2021	Core cost for 2x directors' salaries
NL Awards for all 2023	LeadHer ship – 1 x facilitator cost
NL Community Fund	Lottery, NL Award Beam, BIHS
NL main grant 2021/23	Capacity building – Programme delivery BEAM
Rosa – 2023 Voices from the front line	Facilitator cost – It is that deep
The Fore 2021/22 core cost	Leadership facilitator cost
The Hadley Trust	Lead Her Ship small group facilitators cost



## Notes to the Accounts for the year ended 30 April 2023

### Purposes and restrictions in relation to the funds: Restricted funds:

The Hadley Trust	Lead Her Ship small group facilitators cost
The London community – MOPAC 2022 top up	It is that deep sexual awareness project
The London community Trust – DCT 2021	BelEve in her success mentoring hub
The London Community Trust – MOPAC 2021	It is that deep sexual awareness project
The London Community Trust – Crucible Trust 2022	Facilitator – It is that deep
The London Community Trust – Providence Youth fund 2022	Specialist sexual harassment facilitator cost – It is that deep
The Big give	Marketing fund
The London Community Trust	I will fund

Notes to the Accounts for the year ended 30 April 2023

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	85,152	68,269	153,421
Current liabilities	(6,957)	-	(6,957)
Net current assets	78,195	68,269	146,464

9. CONTROLLING PARTY

The company is, limited by guarantee and has no share capital; thus, no single party controls the company.