

SISTER SYSTEM

England & Wales · Charity number 1177669

Details

Status Registered

Legal form CIO

Registered 2018-03-23

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

Contact

Address Studio 14
The Trampery
639 High Road
London
N17 8AA

Phone 07957 731234

Email directors@sistersystem.org

Website www.sistersystem.org

Activities

Objects: TO ACT AS A RESOURCE FOR GIRLS AND YOUNG WOMEN AGED FROM 13 TO 21 WHO ARE IN OR HAVE BEEN SUPPORTED BY THE PUBLIC CARE SYSTEM BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF EDUCATIONAL 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;C) RELIEVING UNEMPLOYMENT.

Activities: Sister System works with care affected young women aged 13-24yrs, to help them achieve a life free of abuse, with good mental health, such that they re-engage with education and move into and sustain education, employment or training post-16. Sister System does this by providing intensive educational programmes and a range of pastoral activities of support and guidance over a period of 8 years.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, Disability, Economic/community Development/employment
- **Who:** Children/young People

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-10-31	£1,399,685	£1,027,688	£1,908,588	19
2023-10-31	£1,487,842	£839,021	£1,536,591	17
2022-10-18	£455,004	£392,247	-	-
2021-10-18	£466,655	£195,581	-	-
2020-10-18	£162,685	£71,374	-	-

Trustees

Name	Role	Appointed
Jacqueline Nicole James	Chair	2025-05-05
Aliki Desponia Georgakopoulou		2020-03-02
Emma Owen-Amadasun		2025-02-09
Espedito Peluso		2025-01-10
Jessica Ann Roper		2024-11-08
Mark Williams		2018-12-21
Stephanie Marie Sutton		2025-04-09
Tony Nneke		2025-01-10
camilla kate Elwood		2024-11-08

Accounts

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Financial Statements

and

Trustees' Report

for the year ended 31 October 2024

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for the year ended 31 October 2024

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Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Charity Information

for the year ended 31 October 2024

Status:	Charitable Incorporated Organisation (CIO) governed by its constitution, charity number 1177669.		
Charity name:	Sister System		
Principal Office Address:	Studio 31 The Trampery 639 High Road London N17 8AA		
Trustees who held office since 1 November 2024:	R Saunders	Chair	- Termination Term on 26 May 2025
	A Georgakopoulou	Co-Chair	
	Jacqueline Nicole James	Chair	- Appointed 5 May 2025
	C Clare	Treasurer	- Resigned 31 July 2024
	M Williams	Trustee	
	K Dhami	Trustee	- Termination on 6 March 2025
	Jessica Ann Roper	Trustee	- Appointed 8 November 2024
	Camilla Kate Elwood	Trustee	- Appointed 8 November 2024
	E Peluso	Treasurer	- Appointed 10 January 2025
	T Nneke	Trustee	- Appointed 10 January 2025
	E Owen-Amadasun	Trustee	- Appointed 9 February 2025
Independent Auditor:	Kingston Burrowes Audit Ltd Statutory Auditor 308 Ewell Road Surbiton KT6 7AL		
Bankers:	NatWest PLC 198 Stoke Newington High Street London N16 7GA		

Trustees' Report

for the year ended 31 October 2024

The Board of Trustees submit their annual report and audited financial statements for the year ended 31 October 2024.

1. Trustees

The Trustees of the charity who held office during the year are disclosed on page 3.

2. Structure, governance and management

The charity is constituted as a Charitable Incorporated Organisation (CIO), governed by a constitution dated 20th March 2018. The CIO is managed by a Board of Trustees, who meet at least quarterly to review strategy, performance, and risk. The maximum number of Trustees is 12. Trustees are appointed in accordance with the constitution, following open recruitment processes based on skills, diversity priorities and due diligence process. Trustees also adhere to Sister System's Board & Governance Charter.

New trustees undergo structured induction, including governance responsibilities, financial oversight, and safeguarding. Day-to-day operations are delegated to the Founder and Chief Executive and the Director of Operations. A formal Scheme of Delegation is in place. Sister System's Founder is noted by the Charities commission as the Charity contact and an employee (CEO) of the Charity.

3. Objectives and Activities

Our Mission

Sister System's mission is to bridge the gap between care-affected girls aged 13-24 and mainstream society, by working alongside them to ensure they have the same opportunities everyone else has - at home, school, work and within our communities.

Our Vision

A society where girls and young women impacted by the care system can thrive, lead, and shape their futures.

Sister System's definition of 'care affected' refers to children and young people from 13 to 24 years old, who statutory services, including social care, the Criminal Justice System, NHS, health care providers, education, and housing providers - have a responsibility to provide care for due to familial or relational neglect, harm, or abuse.

Founding and Growth

Founded in 2017 by a group of women driven by the urgent needs of care-affected girls, Sister System has grown from a grassroots initiative into a key support system for young women in London. We co-created our charity through a by and for co-curated gender and race equity lens with a focus on writing the Schemes of Work, Theory of Change, and identifying the principles, values and practices of engagement that underpin the delivery of our core programmes through a series of think tanks with care leavers, ensuring that our work was directly shaped by the voices of those we serve. In 2018, we became an Open College Network (OCN) approved centre (Approval Number:60924 offering nationally recognised qualifications and officially registered as a charity. Since our founding, we have expanded from supporting 12 girls in our first year to over 600 by 2024. This growth reflects our commitment to providing high-impact services underpinned by the solution focused approach, unconditional positive regard, reflective practice, restorative justice practices and social pedagogy empowering us towards developing meaningful, long-term relationships with our participants. Our programs and work are delivered through an asset-based approach centring race and gender empowerment.

The CIO's charitable purposes, as stated in its constitution, are: "To provide advice and assistance and organising programmes of educational and other activities as mean of: a) advising in life and helping your people by developing their skills, capacities to enable them to participate in society as independent, mature and responsible individuals; b) advancing education; c) relieving unemployment".

Why our work matters

Girls and young women in and on the edges of care face significant barriers:

- Higher rates of school exclusion and academic underachievement
- Disproportionate contact with safeguarding and mental health services
- Racism and gender-based discrimination
- Lack of consistent adult relationships
- Limited pathways into education or employment

Black girls and young women and those from Global Majority backgrounds are disproportionately affected, often navigating racialised trauma and being overrepresented in care, criminal, and safeguarding systems.

Sister System exists to meet these challenges head-on; building trust where trust has been broken, and creating safe, empowering spaces where young women can grow working towards race and gender equity.

Trustees' Report

for the year ended 31 October 2024

Accreditation and Recognition

- OCN Approved Centre for offering qualifications
- Recognised by the Charities Excellence Framework
- A Disability Confident Employer
- Best Emerging Voice Charity of the Year- London Impact Awards-2022
- Haringey Giving Community Safety Award 2021,2022 & 2023 & 2024
- Winner Children and Youth category | Charity Awards 2023
- Winner Legacy Gala Awards; Female empowerment specilist-2024

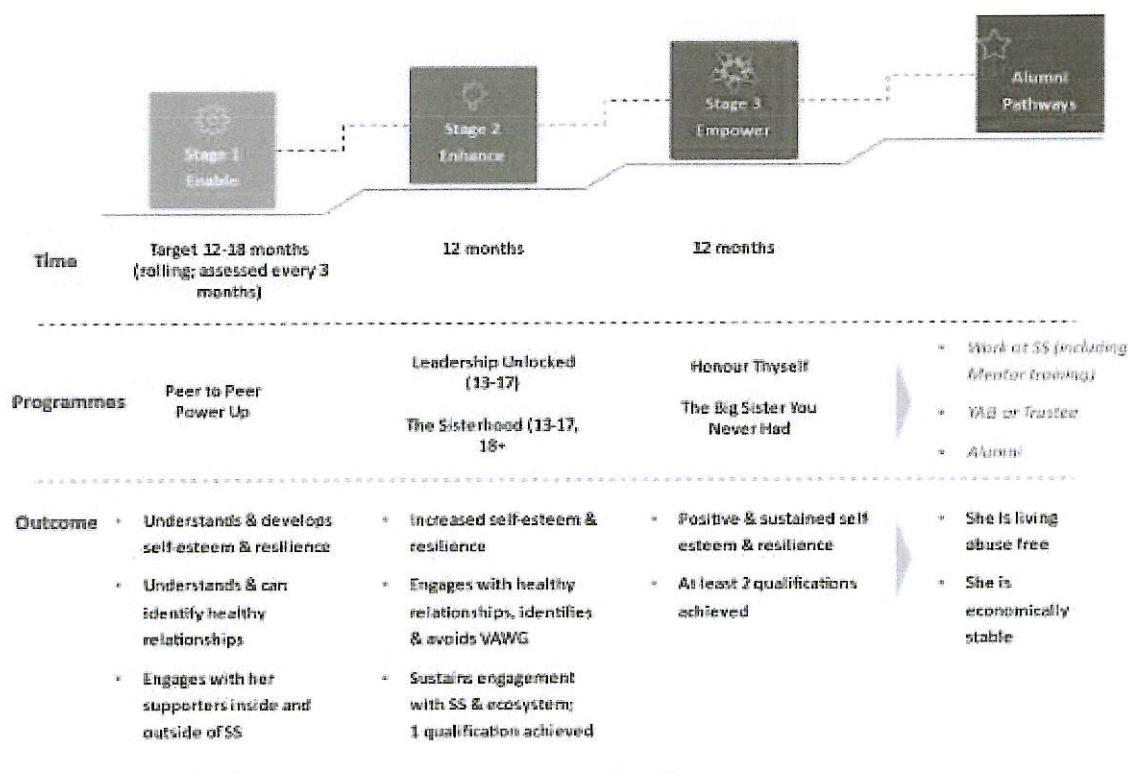
Our Theory of Change

In partnership with Impetus, we participated in a series of Driving Impact Workshops to refine our Theory of Change, programme delivery and write our three-year strategy to clarify our strategic direction across 2024-2027. Our programmes are underpinned by proven therapeutic approaches, such as Unconditional Positive Regard and solution focused approach, alongside social pedagogy.

Sister System's theory of change articulates how these programmes, along with key outputs that underpin them, achieve crucial outcomes for care-affected young women:

IF care-affected young women are offered consistent, relational, holistic, identity-affirming, trauma-informed services
THAT works in partnership with her, acknowledging her as the expert
THEN they are more likely to trust, participate, and invest in their own development, going on the journey towards fulfilling her potential
SO THAT they can build resilience, gain skills, and transition into education, employment, training or leadership
AND live a life free from abuse and become socio-economically mobile and independent
IN ORDER TO: influence and shape systems that have historically marginalised them

The journey through Sister System's refined programme & our Theory of Change



Trustees' Report

for the year ended 31 October 2024

The Three-Stage Programme

Sister System's model offers long-term, relationship-based support through a clear three-stage structure

Stage 1: Enable

Focus: Safety, trust and consistency

- Peer to peer mentoring and participation in our Energise, Exercise, Empower activities
- Initial safeguarding response
- Early needs and goal setting
- Resilience Building WORKSHOPS and access to Advice, Information & Guidance Workshops

Stage 2: Enhance

Focus: Identity, learning, and resilience

- Continued 1:1 mentoring
- 1:1 Therapeutic mentoring
- Resilience building workshops
- Advice, Information & Guidance workshops
- Level 2 accredited qualification (Open College Network-OCN) in Developing Leaderships Skills

Stage 3: Empower

Focus: Leadership, agency, and transition

- Continued mentoring
- Work coach readiness
- Advice, information and guidance workshops focused on pathways towards an EET outcome
- Goal setting and progression pathways
- Level 2 Accredited qualifications (OCN) in Employability and Becoming a Peer Mentor
- Youth advisory and leadership roles

Supplementary Activities:

Sister System also offers to every young woman registered with us a range of other activities to enhance her wellbeing, sense of belonging and meet her needs, these include but are not limited too.

1. Empowerment fund
2. Respite trips
3. Excursions and outings
4. Health & hygiene packages
5. Food vouchers
6. Yoga, non-contact boxing and dance
7. Cultural and gender specific based activities.

4. Achievements and Performance

Impact & Delivery

This year marked the first full year of implementation of our revised three-stage delivery model. It was also the year where we implemented a new and improved data capture system. By Sept 2024 Sister System had:

- 130 young women registered, and 20 waiting to be on-boarded.
- 113 young women took part in our mentoring offer.
- 89 young women participated in 2024 graduation ceremony for completion or progression.
- 19 Accredited qualifications achieved in 2024.
- 41 registered to complete accredited qualifications in 2024.
- 705 one-to-one mentoring sessions delivered.
- 115 workshops delivered (Resilience, EEE, OCN).
- Worked alongside 120 girls through the range of our outputs and activities.
- Our capacity building programme, supporting over 20 organisations through group and 1:1 training on programme design & development to deliver high quality mentoring for young people.
- Delivered 150 therapeutic 1:1s with 17 young women in partnership with our clinical therapeutic provider 'Open-Door'.
- Planning for the launch of our Youth Advisory Board that was activated in early in 2025

Trustees' Report

for the year ended 31 October 2024

87% of participants from Black and other Global Majority backgrounds	92% sustained education, employment or training	129 safeguarding concerns responded to	150 care-affected girls supported through our specialist intervention
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- 18% of participants who were NEET moved into employment.
- 100% of participants reported raised emotional resilience.
- Empowerment Fund: Supported 130 young women with essential needs like housing, food, and basic utilities.
- As an alternative educational provision Sister System has registered our learners across three level 2 qualifications and 4 programmes.
- Food Voucher Scheme: Distributed 254 food vouchers to alleviate financial deprivation.
- Graduation: Sister System annual graduation is an opportunity for all our girls and young women to be celebrated for their progress and achievements, this year we celebrated all girls and young women's achievements with 89 awards and 19 accredited qualifications, thus graduating with at least one level two qualification from our suite of nationally recognised and accredited programmes such as developing leadership skills

Challenges and Lessons Learned

- The ongoing cost-of-living and mental health crisis are also deepening the complexity of need among the girls we support. Our team is facing growing pressure to operate in a wider safeguarding capacity, responding to a rising number of high-risk referrals involving suicidal ideation and acute mental health concerns.
- We have also made significant improvements to our CRM system. Our initial setup focused on mentoring sessions, but did not capture the full scope of our work, including accredited learning, safeguarding interventions, and wider support. In 2024, we've gone through a second phase of CRM development, resulting in a more integrated system that better reflects our impact and improves our ability to monitor outcomes and learn as an organisation. Further development is planned in 2025.

Transition to Employment:

The percentage of participants moving into paid employment was 18% this was offset by an increased focus on working to enable participants to progress well into Further and Higher Education. With more participants still in school, at high risk of disengagement and or low attainment levels most of our participants were able to sustain education and moved into further or Higher Education

Non-Engagement:

24% of participants disengaged, often due to moving outside of the service areas or achieving self-sufficiency. Despite this, 21% remained engaged in our programmes, demonstrating the strength of our mentoring relationships.

Due to the changes in our CRM data capture system, we were unable to identify the outcomes for 17 of the young women registered with us.

Social and Emotional Learning (SEL) Tools:

This year, we refined our SEL tools, allowing us to closely monitor each participant's emotional journey and adjust our support to meet their needs more effectively. Including a partial transition from WEMWBS (Warwick-Edinburgh Mental Wellbeing Scale), to Rosenberg Self Esteem Scale, Connor Davidson Resilience Scale and a Healthy Relationships Questionnaire.

5. Partnerships and Collaborations

Key Partnerships:

This year, we expanded our Peer 2 Peer Powerup Mentoring Programme in partnership with Hope in Haringey, delivering the programme across 8 schools and colleges in London.

Through our partnership with Open Door, we provided ca.150 therapeutic appointments for 17 girls, offering Cognitive Behavioural Therapy (CBT) and psychotherapy to support mental health and emotional well-being. The average attendance rate is over 86%, reaching 100% engagement for longer term therapies. This partnership also provided group clinical supervision sessions across the delivery and operations team enabling them to explore and sustain resilience.

Launching our services at the Highbury Roundhouse in September of 2023 Sister System has begun to foster meaningful partnerships with key stakeholders across the borough increasing our reach and deepening our impact.

Trustees' Report

for the year ended 31 October 2024

Sister System continues to work closely with 19 schools across Haringey, Islington, Enfield and Waltham Forest. In this year we had a particular focus on delivering our Peer 2 Peer Power Up mentoring which, is structured across the school terms. The schools we delivered at include:

- Academy (Woodside), programme delivery P2P.
- Dukes Aldridge, programme delivery P2P.
- Waltham Forest College, programme delivery P2P.
- London Excellence Academy (Tottenham), programme delivery P2P.
- Alternative Centre of Education (ACE)
- TCES Community School
- Hornsey School for Girls
- Harris Academy (Tottenham)
- Oasis Academy
- Haringey 6th Form College

Sister System continued to partner with a range of expert facilitators and practitioners ensuring our programmes outputs are delivered by experts in the Fields and build in strength to our team of in-house Therapeutic & Peer Mentors, facilitators assessors and trainers. In the period new referral partnerships included:

- Enfield - Children and Adult Social Care.
- Islington - I-CAN (Islington Collaboration Action Network)
- Islington YAS (Young Adult Services)
- Islington Children and Adult Social Care.
- Young Islington Network Panel.

Sister System worked closely with three local authorities, Haringey, Enfield, and Islington.

Professional Meetings: Sister System sits on the current Haringey panels, MARAC, Child Adolescents Resource Panel, Child Exploitation Panels. Forming part of the team around the child/young adult, working alongside professionals and professional bodies. Number of professional meetings attended in the period were 74.

6. Safeguarding

For the period 23-24, Sister System experienced a notable rise in the numbers of young people who through statutory and self-referral pathways were able to access our services. This rise was in relation to the numbers of referrals with safeguarding concerns that exist within the served boroughs and highlights the importance of the work we do to support young people.

During this period, and as part of our internal review process, Sister System's safeguarding team comprised of operational and board members collaborated closely with an external safeguarding consultant. As a result, we further updated our safeguarding policies, refined our safeguarding procedures, and engaged in comprehensive team training sessions.

Key Safeguarding Measures and Review Process

1. Safeguarding Policies

We have established clear safeguarding policies aligned with industry best practices and regulatory requirements. These policies outline our commitment to preventing harm, ensuring respectful conduct, and addressing all safeguarding concerns promptly and effectively. Sister System's safeguarding policy remains subject to an annual review process and was last reviewed on 9th September 2024.

2. Training and Awareness

Our staff and volunteers receive regular safeguarding training, empowering them to identify, prevent, and respond to potential risks. This includes recognising and responding to signs of abuse, utilising reporting protocols, and fostering a culture of accountability, proportionality, and transparency.

3. Risk Assessment and Management

Safeguarding risk assessments are conducted as part of our programme design and implementation process. These assessments help us identify and categorise potential risks which in turn allows us to tailor preventive measures and ensure a safer environment for participants and staff alike.

Trustees' Report

for the year ended 31 October 2024

4. Incident Reporting and Response Protocols

We have a comprehensive reporting system that ensures safeguarding concerns or incidents are documented, reviewed, and addressed swiftly and confidentially. Our safeguarding protocols include guidelines for escalation and collaboration with partnering organisations and relevant authorities when necessary. We maintain three permanent staff members and two Trustees with safeguarding remits to whom concerns are reported.

5. Independent Review and Oversight

Our safeguarding practices undergo regular internal reviews and independent audits to assess effectiveness and ensure compliance with regulatory and ethical standards. The findings are used to update our safeguarding approach and address any gaps, promoting continuous improvement.

6. Feedback Mechanism

We maintain open channels for feedback from participants, staff, and external partners regarding our safeguarding practices. Feedback is reviewed to adapt and refine our protocols and ways of working, further strengthening Sister System's safeguarding framework. Sister System managed 129 safeguarding concerns this year:

- 65 were low to medium risk, needing internal support or no further action.
- 64 were high-risk cases, which required intervention from external services like CAMHS and social care.

7. Financial Review

The financial performance and position of the Charitable Company for the reporting period are presented in the accompanying financial statements.

For the year ended 31 October 2024, Sister System reported total income of £1,399,685, representing a modest decline from £1,487,824 in the previous year.

Total expenditure increased, primarily driven by expanded programme delivery and staffing costs. Headcount rose to 19 employees, up from 17 in the prior year.

Net income for the period was £371,997, reflecting the interplay of income and expenditure dynamics (2023: £648,803). The Statement of Financial Activities reports net current assets and year-end total charity funds at £1,908,588 —an increase by 24% compared to the prior year.

Unrestricted funds rose substantially to £839,446 (2023: £395,745), enhancing operational flexibility. This improvement aligns with the charity's reserves policy, as outlined below, and underscores the organisation's sound financial health, prudent resource management, and growth in multi-year funding.

Cash balances at year-end stood at £933,092 (2023: £562,707), further reinforcing liquidity and financial resilience.

Tangible fixed assets for use by the charity

Fixed assets are set out in Note 7 to the accounts.

Principal Funding Sources

Main funding sources are donations and grants with the top two contributors accounting for 49.7 % of total. Details of the donations and legacies are reported at Notes 23 and 24 to the accounts.

The charity adheres to the Code of Fundraising Practice. No professional fundraisers were used. Oversight is provided by the Board.

8. Reserves Policy

The Trustees of Sister System recognise their responsibility to have a transparent policy on managing the resources of the organisation, including financial reserves. They acknowledge this is a requirement under the Statement of Recommended Practice: Accounting and Reporting by Charities.

The Trustees of Sister System believed that it is generally in the interests of the charity to work towards a position of holding reserves that would cover at least 6 months operating costs. At end of the FY23/24, the unrestricted reserves were £880,477. The significant increase in reserves from FY22/23 to FY 23/24 reflects our fundraising efforts to support future growth and the expected increase in costs of multi-year projects.

Trustees' Report**for the year ended 31 October 2024**

Fundraising efforts over the past two years have enabled the organisation to build up reserves in support of our ambitious growth plans, aligned with our current strategic objectives. As a result, the unrestricted reserves temporarily exceeded six months of running costs in 2023/24. This position was intentional and reflects prudent anticipation of rising operating costs and an increased tax liability in the coming years. Any excess of reserves will be strategically deployed to scale our impact in 2024/25 and beyond.

This ensures adequate cash flow flexibility to meet emergency measures, delayed payment of grants and to ensure that programme delivery to our beneficiaries is not interrupted. The board is keeping the reserves policy under constant review as the organisation grows.

The Reserve Policy is subject to regular review. The latest review was performed in March 2025, and the Reserve Policy was voted and approved by the Board of Trustees in April 2025.

9. Trustees' Notes

The Trustees of Sister System are pleased with the performance of the charity over the past year and its growing social impact. Despite external challenges, such as the cost-of-living crisis, the charity has continued to grow and has positively impacted the lives of 130 girls and young women.

The board of Trustees are committed to ensuring that Sister System's governance, financial management, and operational activities align with the charity's mission of empowering care affected girls. We have invested in strengthening our partnerships, developing our programmes, and securing funding to ensure sustainability in the years to come.

The Trustees acknowledge the importance of robust financial and operational controls which are foundational to Sister System's continued success and building trust with our stakeholders. In the past year, we identified areas where internal processes required enhancement to further safeguard the integrity of our operations.

In February of 2024 Sister System experienced a serious incident, which was subsequently reported to the Charity Commission on the 28th of February 2024. In response to this incident, the board approved the implementation of strengthened oversight measures devised by the senior management teams supported by external professionals.

This included comprehensive adjustments to our financial monitoring practices and stricter checks on transactional workflows. We have also established additional review protocols ensuring that all activities align seamlessly with best practices for financial accountability and transparency. The changes that were made have reinforced Sister System's resilience, safeguarding resources that empower the young women and girls we support, while positioning the charity for sustained growth and impact.

As a result of the serious incident and the work that was undertaken with the newly appointed accountants and auditors also enabled a strategized board reshuffle to ensure that the Board of Trustees is able to effectively govern in line with the Charities growth and duties of care across people, purpose and assets. Subsequent to the filing of the 2023 Annual Report, the composition of the Board was revised and enhanced to incorporate a more balanced mix of expertise. This refreshed governance structure is designed to ensure appropriate oversight of the implementation and future evolution of the organisation's strategic plans.

10. Risk Management

- 1) Risks are identified in a risk identification workshop involving the Trustees and the charity's Director
- 2) Identified risks are assessed and quantified based on their impact, severity, and likelihood of their occurrence
- 3) Risks are addressed by putting in place proportionate mitigation plans
- 4) Risks that cannot be avoided e.g. where Trustees recognise that an activity carries an 'acceptable' level of risk are accepted and monitored in a dynamic way
- 5) The board is updated regularly of any changes in risk with regards to the likelihood of previously identified issues arising.

Risk	Category	Description	Severity (H/M/L)	Likelihood (H/M/L)	Mitigation
1	Strategic & Financial	Significant reduction in fundraising	H	M	Regular monitoring of fundraising & finances reserves held aim to cover at between 3-6 months of operational costs
2	Strategic	Change in government policy affecting grants	M	L	Regular monitoring of government policy and any changes

Trustees' Report**for the year ended 31 October 2024**

3	Operational & Financial	Technology systems not adequate	M	M	Regular review of current providers
4	Operational	Key person risk	H	M	Analysis of key persons is required to ensure these individuals are identified and back up plans are prepared
5	Operational	Safeguarding of care affected girls	H	M	Analysis of key persons is required to ensure these individuals are identified and back up plans are prepared
6	Strategic	Sustainability & impact of growth	H	M	The board holds regular discussions on SS strategy
7	Financial & Strategic	Fraud	H	M	The operations team is vigilant on any indications of fraud and is in close contact with the Trustees to resolve any potential issues that might arise

11. Going Concern

The Trustees have assessed the charity's financial position and confirm that Sister System is a going concern. With a solid financial reserve, robust income streams from grants, and a growing network of partnerships, the charity is well-positioned to continue its work in the coming years or at least 12 months following the approval date of this report.

The Board of Trustees have prioritised the enhancement of financial monitoring, with strengthened internal controls that allow for meticulous oversight of income and expenditures. The anticipated financial obligation arising from the reported incident are expected to be met from existing available reserves. In the accounts, this debt is accounted for as a creditor due within a year, (Note 10). However, it is envisaged that the associated payments of this debt may be phased over a five-year period, subject to agreement with HMRC, as no formal written arrangement has yet been concluded.

The introduction of the Salesforce CRM system in 2023 has further enhanced the ability to monitor outcomes, track engagement, and streamline operations, ensuring that Sister System remains resilient in the face of external challenges.

12. Plans for Future Periods

In line with the 2024-2026 strategic plan, Sister System is preparing to scale its impact across our capital into a small national charity.

The three-year strategy focuses on replicating our successful programmes pan London while continuing to refine our impact measurement tools. By fostering effective communication, peer storytelling, and building strong partnerships, the organisation will ensure its culturally relevant programmes continue to reflect the communities it serves. We continue to aim to increase our reach working alongside at least 180 girls in 2025 either through direct support or indirect impact through our partnerships.

In 2025, we aim to:

- Embed our newly refined team, program, processes and policies to better serve our Sis-Stars and the eco-system we work within
- Strengthen and increase the reach of our capacity building programs and consultancy offer to organisations and professional practitioners working with young people through mentoring practices
- Expand our delivery offer across London
- Deepen our impact by consistently taking our Sis-Stars on a sequential long-term programme
- Launch Sister System's Youth Voice Advisory Board- strengthening governance
- Collaborate with more organisations and partners across London
- Continue to work with our Big Sisters on the development of further exit and employment pathways.

Internally, Sister System will focus on strengthening its team, streamlining processes, and enhancing its measurement of impact. New staff will receive thorough onboarding and support, while Big Sisters and the mobilisation of our Youth Advisory Board will play pivotal roles in long-term advocacy and communication.

Sister System

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Trustees' Report

for the year ended 31 October 2024

As one of the organisations working to deliver the GLA's NDFYP as both a delivery and capacity building partner Sister System aims to continue to build on this by sharing our own mentoring practices across the sector to continue to drive up the quality and consistency of mentoring across the capital, demonstrate its impact through M&E, which in turn will drive our three year aim, to be able to influence policy & practices for girls and young women affected by the care system.

Finally, we seek to build upon and share the outcomes of the work we do to influence corporate practices around recruitment, support and internal culture and practices to further empower care-affected girls and young women towards sustained socio-economic mobility. We remain dedicated to empowering care-affected girls and young women, ensuring they have the same opportunities as everyone else.



By 2027 we will provide...

An influential model across London of unique, co-created support that helps care-affected girls towards healthy relationships and economic sustainability

- Consistent high-quality processes & strong use of evidence
- Effective collaboration with partners and sustainable finances
- Passionate people, a strong brand and ready for further growth

Our Journey

2024-5

Build the foundations and capability for growth

2025-6

Expand to a fourth borough to complete the North London Hub and set up a new HQ

2026-7

Establish a new Hub elsewhere in London and prepare for programme evaluation



Our Key Principles



Co-Creation

We believe in involving our beneficiaries in everything we do



Brand

We value our brand to attract young people, funders and partners



Culture

We are a close-knit team with high levels of trust and communication

Independent Auditor

The Independent Auditor, Kingston Burrowes Audit Ltd was appointed by resolution of the Board of Trustees on March, 2025. Mr Fisher has indicated their willingness to be proposed for re-appointment.

The financial statements were approved by the Board of Trustees on 13 August 2025 and signed on its behalf by:

Jacqueline James

Jacqueline Nicole James
Chair of Trustees

Statement of Trustees' Responsibilities for the year ended 31 October 2024

The trustees are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are required by law to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing those financial statements the trustees are required to:

- a) Select suitable accounting policies and apply them consistently;
- b) Observe the methods and principles in the Charities SORP;
- c) Make judgements and estimates that are reasonable and prudent;
- d) State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- e) Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

Independent Auditor's Report to the Trustees of Sister System

We have audited the financial statements of Sister System (the 'charity') for the year ended 31 October 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 October 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of Trustees responsibilities on page 13, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Independent Auditor's Report to the Trustees of Sister System

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management, those charged with governance about actual and potential litigation or claims and identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Kevin Fisher BA FCA CTA (Senior Statutory Auditor)

For and on behalf of Kingston Burrowes Audit Ltd, Statutory Auditor

308 Ewell Road
Surbiton
Surrey
KT6 7AL

Dated: 13 August 2025

Kingston Burrowes Audit Ltd is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Statement of Financial Activities for the year ended 31 October 2024

	Notes			2024	2023
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
Income from:					
Donations and legacies	3	658,357	741,328	1,399,685	1,487,824
Total income		658,357	741,328	1,399,685	1,487,824
Expenditure on:					
Raising funds	7	6,419	3,392	9,811	7,988
Charitable activities	5	202,184	815,693	1,017,877	831,033
Total expenditure		208,603	819,085	1,027,688	839,021
Net income/(expenditure) and movement in funds		449,754	(77,757)	371,997	648,803
Transfers between funds	13	(6,052)	6,052	-	-
Net movement in funds		443,701	(71,705)	371,997	648,803
Reconciliation of funds:					
Total funds brought forward	11	395,744	1,140,847	1,536,591	887,788
Total funds carried forward	11	839,446	1,069,142	1,908,588	1,536,591

All incoming resources and resources expended are derived from continuing activities.

The accompanying accounting policies and notes form an integral part of these financial statements.

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Statement of Financial Position

as at 31 October 2024

	Notes	31 October 2024		31 October 2023	
		£	£	£	£
Fixed assets:					
Tangible assets	7		11,867		3,819
Total fixed assets			<u>11,867</u>		<u>3,819</u>
Current assets:					
Debtors	8, 9	1,228,192		1,160,241	
Cash at bank and In hand		<u>933,092</u>		<u>562,707</u>	
Total current assets		<u>2,161,284</u>		<u>1,722,948</u>	
Creditors: amounts falling due within one year	10	<u>264,563</u>		<u>190,176</u>	
Net current assets/(liabilities)			1,896,721		1,532,772
Total net assets			<u>1,908,588</u>		<u>1,536,591</u>
The funds of the charity:					
Restricted income funds	11		1,069,142		1,140,847
Unrestricted funds	11		<u>839,446</u>		<u>395,744</u>
Total charity funds	11		<u>1,908,588</u>		<u>1,536,591</u>

The financial statements were approved by the Board of Trustees on 13 August 2025 and signed on its behalf by:



Jacqueline Nicole James

Chair of Trustees

The notes on pages 19 to 27 form part of these accounts.

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Statement of Cash Flows

for the year ended 31 October 2024

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	371,997	648,803
Adjustments for:		
Depreciation charges	4,384	2,854
(Increase)/decrease in debtors	(67,951)	(382,229)
Increase/(decrease) in creditors	74,387	102,223
Net cash provided by/(used in) operating activities	382,817	371,650
Purchase of property, plant and equipment	(12,432)	(2,906)
Net cash provided by/(used in) investing activities	(12,432)	(2,906)
Change in cash and cash equivalents in the reporting period	370,385	368,745
Cash and cash equivalents at the beginning of the reporting period	562,707	193,962
Cash and cash equivalents at the end of the reporting period	933,092	562,707
	2024 £	2023 £
Analysis of cash and cash equivalents		
Cash in hand	933,092	562,707
Total cash and cash equivalents	933,092	562,707

Accounting Policies for the year ended 31 October 2024

Basis of preparation

The financial statements have been prepared in accordance with:

- a) Applicable UK accounting standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)';
- b) 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);
- d) the Charities Act 2011.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Income recognition

Income including donations, gifts and funds raised from fundraising events are recognised where there is entitlement, it is probable that the income will be received and that the amount can be measured reliably.

Income from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have passed to the buyer (usually on dispatch of the goods), the amount of income can be measured reliably, it is probable that the economic benefits associated with the transaction will flow to the entity and the costs incurred or to be incurred in respect of the transaction can be measured reliably.

Income from grants, where related to performance and specific deliverables, is accounted for as the charitable company earns the right to consideration by its performance.

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

Expenditure recognition

Expenditure is recognised when a liability is incurred and is analysed as shown below:

- Costs of raising funds are those costs incurred in attracting donations and legacies, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with family support services and research services include both the direct costs and support costs relating to these activities;
- Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources e.g. allocating property costs by floor area, staff costs by time spent and other costs by their usage.

Liabilities are classified according to the substance of the contractual arrangement entered into and are stated at their nominal amount.

Deferred income

Income received which is contractually or otherwise not expendable until a future period is deferred to the period in which it meets the criteria for income recognition.

Fund accounting

Funds held by the charitable company are:

Unrestricted Funds

These are funds that can be used in accordance with the charitable objects at the discretion of the Board of Trustees.

Restricted Funds

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

Accounting Policies for the year ended 31 October 2024

Pensions

The charity operates defined contribution schemes which are administered by outside independent pensions providers. Contributions payable for the year are charged to the Statement of Financial Activities.

Taxation

The company is a registered charity, and therefore is not liable for income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available for registered charities.

Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition.

Stocks held for distribution at no or nominal consideration are measured at the lower of cost and replacement cost, adjusted where applicable for any loss of service potential.

Investments

Investments in subsidiaries are measured at cost less impairment.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider any of these judgements or estimations to have any significant effect on the financial statements.

Notes to the Accounts

for the year ended 31 October 2024

1 Incoming resources

The incoming resources and surplus are attributable to the principal activities of the charity.

2 Net incoming resources

Net incoming resources are stated after charging:

Auditors fees: audit services

Operating lease rentals charged to expenditure

Depreciation - owned assets

	2024	2023
	£	£
Auditors fees: audit services	5,280	4,800
Operating lease rentals charged to expenditure	51,521	30,000
Depreciation - owned assets	4,384	2,854
	<u>-</u>	<u>-</u>

Trustees' emoluments

Emoluments include salaries, fees, bonuses, expense allowances and estimated non-cash benefits receivable. All trustees serve in a voluntary capacity and do not receive payment for their services as trustees.

	2024			2023		
3 Donations and legacies	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Donations	11,696	-	11,696	14,298	-	14,298
Grants [Note 23]	646,661	741,328	1,387,989	600,084	873,442	1,473,526
	<u>658,357</u>	<u>741,328</u>	<u>1,399,685</u>	<u>614,382</u>	<u>873,442</u>	<u>1,487,824</u>

	2024			2023		
4 Expenditure on raising funds	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Promotional activity	6,419	3,392	9,811	6,098	1,890	7,988
	<u>6,419</u>	<u>3,392</u>	<u>9,811</u>	<u>6,098</u>	<u>1,890</u>	<u>7,988</u>

	2024			2023		
5 Expenditure on charitable activities	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Programme delivery	89,327	709,852	799,179	138,667	452,743	591,410
Support costs	108,177	47,967	156,144	157,966	40,383	198,349
Premises	(120)	57,873	57,753	28,861	7,613	36,474
Governance	4,800	-	4,800	3,798	1,002	4,800
	<u>202,184</u>	<u>815,693</u>	<u>1,017,877</u>	<u>329,292</u>	<u>501,741</u>	<u>831,033</u>

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Notes to the Accounts

for the year ended 31 October 2024

6 Staff costs	2024	2023
All staff	£	£
Staff salaries	578,180	324,945
Staff social security	46,696	36,448
Staff pensions	17,599	8,985
	<u>642,475</u>	<u>370,378</u>

The charity considers its key management personnel to be the trustees and the executive director. The total employment benefits (including employer pension contributions) of the key management personnel were £81,028 (2023: £78,305).

The average number of employees the period was:

	2024	2023
	No.	No.
Employees	16	14
Charitable activities	2	2
Fundraising	1	1
Finance	1	1
Total	<u>19</u>	<u>17</u>

Aggregate amount of emoluments paid to board members or former board members during the year:

-	-
---	---

The number of employees whose total employee benefits (excluding employer pension costs) fell within each band of £10,000 from £60,000 upwards were as follows:

Band	No of employees	2024	2023
£70,000 to £79,999	-	-	1
£80,000 to £89,999	1	-	-

No remuneration was paid to any Trustee or their associates for services as a trustee during the year ended 31 October 2024 nor to 31 October 2023.

7 Tangible fixed assets

Cost

As at 1 November 2023
Additions

Fixtures & fittings	Office equipment	Total
£	£	£
1,187	8,324	9,511
1,890	10,542	12,432
<u>3,077</u>	<u>18,866</u>	<u>21,942</u>

As at 31 October 2024

Depreciation

As at 1 November 2023
Charge for the year

79	5,613	5,692
394	3,990	4,384
<u>473</u>	<u>9,603</u>	<u>10,076</u>

As at 31 October 2024

Net book value

As at 31 October 2024

<u>2,603</u>	<u>9,263</u>	<u>11,867</u>
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As at 31 October 2023

<u>1,108</u>	<u>2,711</u>	<u>3,819</u>
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8 Debtors: amounts falling due within one year

Trade debtors
Accrued income
Deposits paid
Prepayments

2024	2023
£	£
39,472	-
771,759	724,843
2,981	-
4,391	-
<u>818,604</u>	<u>724,843</u>

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Notes to the Accounts

for the year ended 31 October 2024

9 Debtors: amounts falling due after one year				2024	2023
				£	£
Accrued income				409,588	435,398
				<u>409,588</u>	<u>435,398</u>
10 Creditors: amounts falling due within one year				2024	2023
				£	£
Trade creditors				16,277	354
Other creditors				3,642	1,408
Social security & other taxes				232,164	183,614
Accruals				12,480	4,800
				<u>264,563</u>	<u>190,176</u>
11 The funds of the charity: current year	Opening balance	Resources arising	Resources utilised	Other movements	Closing balance
	£	£	£	£	£
<u>Restricted funds</u>					
Restricted income funds [Note 24]	1,140,847	741,328	(819,085)	6,052	1,069,142
<u>Unrestricted funds</u>					
General funds	395,744	658,357	(208,603)	(6,052)	839,446
	<u>1,536,591</u>	<u>1,399,685</u>	<u>(1,027,688)</u>	<u>-</u>	<u>1,908,588</u>
12 The funds of the charity: prior year	Opening balance	Resources arising	Resources utilised	Other movements	Closing balance
	£	£	£	£	£
<u>Restricted funds</u>					
Restricted income funds [Note 25]	775,247	873,442	(503,631)	(4,211)	1,140,847
<u>Unrestricted funds</u>					
General funds	112,541	614,382	(335,390)	4,211	395,744
	<u>887,788</u>	<u>1,487,824</u>	<u>(839,021)</u>	<u>-</u>	<u>1,536,591</u>
13 Transfers between funds: current period	General funds	Designated funds	Restricted funds	Endowment funds	Total
General to restricted	(6,052)		6,052		-
	<u>(6,052)</u>	<u>-</u>	<u>6,052</u>	<u>-</u>	<u>-</u>
14 Transfers between funds: prior period	General funds	Designated funds	Restricted funds	Endowment funds	Total
Restricted to general	4,211		(4,211)		-
	<u>4,211</u>	<u>-</u>	<u>(4,211)</u>	<u>-</u>	<u>-</u>
15 Net assets attributable to funds: current period	General funds	Designated funds	Restricted funds	Endowment funds	Total
	£	£	£	£	£
Tangible fixed assets	5,814	-	6,052	-	11,867
Current assets	1,098,194	-	1,063,090	-	2,161,284
Current liabilities	(264,563)	-	-	-	(264,563)
Net assets represented by funds	<u>839,446</u>	<u>-</u>	<u>1,069,142</u>	<u>-</u>	<u>1,908,588</u>

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Notes to the Accounts

for the year ended 31 October 2024

16 Net assets attributable to funds: prior period	General funds	Designated funds	Restricted funds	Endowment funds	Total
		£	£	£	£
Tangible fixed assets	3,819	-	-	-	3,819
Current assets	582,101	-	1,140,847	-	1,722,948
Current liabilities	(190,176)	-	-	-	(190,176)
Net assets represented by funds	395,744	-	1,140,847	-	1,536,591

17 Taxation

The company is a registered charity. Accordingly, it is exempt from taxation in respect of income and capital gains to the extent that these are applied to its charitable objects.

18 Pension commitments

The charity contributes to employee defined contribution (DC) stakeholder pension schemes. The assets of the schemes are held separately from those of the charity in independently administered funds.

19 Other financial commitments

Total operating lease commitments

At 31 October 2024, the charity had total commitments under non-cancellable operating leases as detailed below:

	Equipment		Land & buildings	
	2024	2023	2024	2023
			£	£
Within one year	-	-	40,006	12,892
Between one and five years	-	-	22,117	-
	-	-	62,123	12,892

20 Contingent liabilities

The charity had no material contingent liabilities at 31 October 2024 nor at 31 October 2023.

21 Related party transactions

During the period the charity entered into transactions with the following related parties:

		Transactions		Balances owed from / (to)	
		2024	2023	2024	2023
		£	£	£	£
Mark Williams	Trustee				
- Quality Assurance advice		1,309	-	-	-
Esther Douglas	Close relative of key				
- Payroll costs	management personnel	15,980	12,892	-	-
SisterSystem Incorporated CIC	Business owned by key				
- Grant received	management personnel	1,000	1,050	-	-
		16,980	13,942	-	-

22 Regulatory status

The entity is a Charitable Incorporated Organisation (CIO) governed by its constitution, charity number 1177669.

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Notes to the Accounts

for the year ended 31 October 2024

23 Donations and legacies - Grants

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
GLA New Deal for Young People	-	24,791	24,791	-	-	-
UK Youth - Thriving Minds	13,000	-	13,000	-	-	-
SisterSystem Incorporated CIC	-	1,000	1,000	-	-	-
Safer Neighbourhood Board	-	-	-	-	-	-
Haringey (Bridge Renewal Trust)	-	-	-	-	2,835	2,835
MOPAC Sisterhood Enhanced	-	-	-	-	109,074	109,074
John Armitage Trust	-	-	-	105,000	-	105,000
The Listening Fund	-	-	-	-	81,764	81,764
Impetus	-	-	-	120,000	-	120,000
KPMG Foundation	-	-	-	-	150,000	150,000
Haringey Together we Can 2022	-	-	-	-	5,000	5,000
The Leathersellers' Foundation	-	-	-	100,000	-	100,000
MariaMarina Foundation	-	-	-	-	40,000	40,000
Salesforce Catalyst Fund	-	-	-	79,834	-	79,834
Lloyds Bank Community Grant	-	-	-	52,250	-	52,250
NDYP Scale Up	-	-	-	-	160,567	160,567
Haringey Household Support Fund	-	-	-	-	4,438	4,438
Rosa Voices From the Frontline	-	-	-	-	7,000	7,000
Berkeley Foundation	-	-	-	3,000	30,000	33,000
Peabody Community Fund	-	-	-	-	25,708	25,708
Impact 100	-	-	-	130,000	-	130,000
The Big Give - Champions For	-	-	-	-	-	-
Children Fundraiser	-	-	-	-	6,037	6,037
LCF VAWG Cost of Living Fund	-	-	-	-	13,733	13,733
Lovington Foundation	-	-	-	10,000	-	10,000
Smallwood Trust	-	-	-	-	50,676	50,676
AXA XL	-	-	-	-	36,610	36,610
AXA XL (cost of living additional)	3,571	-	3,571	-	-	-
Paul Hamlyn Foundation	-	-	-	-	150,000	150,000
CD&R	225,000	-	225,000	-	-	-
NDFYP Propel	-	133,365	133,365	-	-	-
MOPAC (Call off Contract 2)	-	62,992	62,992	-	-	-
LCF (MOPAC VAWG Grassroots Fund)	-	95,378	95,378	-	-	-
Leonie Schroder	37,500	-	37,500	-	-	-
City Bridge Foundation	-	380,080	380,080	-	-	-
Born This Way Fdn	-	41,222	41,222	-	-	-
NPT Transatlantic	-	2,500	2,500	-	-	-
Esmee Fairbairn Foundation	309,090	-	309,090	-	-	-
Garfield Weston Foundation	50,000	-	50,000	-	-	-
Esmee Fairbairn	5,000	-	5,000	-	-	-
Lloyds Bank community grant	2,500	-	2,500	-	-	-
Berkeley Foundation	1,000	-	1,000	-	-	-
	<u>646,661</u>	<u>741,328</u>	<u>1,387,989</u>	<u>600,084</u>	<u>873,442</u>	<u>1,473,526</u>

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Notes to the Accounts

for the year ended 31 October 2024

24 Restricted funds: current period - 2024

	Opening	Incoming	Resources	Transfers &	2024
	£	£	£	£	Closing
					£
LCRF Wave - City Bridge Trust	2,293	-	(2,293)	-	-
LCRF Wave - VAWG	1,252	-	(1,252)	-	-
Smallwood (Frontline Women's Fund)	923	-	(923)	-	-
ESFA - Equipment	4,158	-	(4,158)	-	-
VAWG/LCRF/MOPAC	3,002	-	(3,002)	-	-
UK Youth	7,275	-	-	-	7,275
ROSA & Smallwood Women's Thrive Fund	36	-	(36)	-	-
Solace Women's Fund (Labyrinth Project)	2,977	-	(2,977)	-	-
Haringey Giving - SS Got Talent	1,049	-	(1,080)	31	-
Kickstart - DWP	10,245	-	(10,392)	147	-
Redbridge EHCP	5,787	-	(4,587)	-	1,200
Haringey Council Household Support Fund	2,569	-	-	-	2,569
William Wates Fund	18,005	-	(17,798)	-	207
Sis-star Income (Bridge Renewal Cornerstone Co-production)	410	-	(410)	-	-
GLA New Deal for Young People	62,481	24,791	(62,481)	-	24,791
Homecooked Bridge Renewal Trust	3,572	-	(3,572)	-	-
Your Best Friend Safe Lives	13,027	-	(13,027)	-	-
Woodside High School	1,263	-	(1,300)	37	-
SisterSystem Incorporated CIC	38	1,000	(1,853)	815	-
The National Lottery	264,009	-	(108,097)	-	155,912
MOPAC Sisterhood Enhanced .	138,235	-	(138,237)	2	-
Safer Neighbourhood Board Haringey (Bridge Renewal Trust)	2,803	-	(2,825)	22	-
The Listening Fund	40,640	-	(43,069)	2,429	-
KPMG Foundation	105,612	-	(38,892)	-	66,720
Haringey Together we Can	1,154	-	(1,154)	-	-
MariaMarina Foundation	2,428	-	(2,428)	-	-
NDYP Scale Up	142,565	-	(105,065)	-	37,500
Haingey Household Support	-	-	(2,569)	2,569	-
Berkeley Foundation	30,000	-	(23,061)	-	6,940
Peabody Community Fund	24,911	-	(5,781)	-	19,130
The Big Give- Champions For Children Fundraiser	5,752	-	-	-	5,752
LCF VAWG Cost of Living Fund	5,575	-	-	-	5,575
Smallwood Trust	50,191	-	(16,429)	-	33,762
AXA XL	36,610	-	(6,858)	-	29,752
Paul Hamlyn Foundation	150,000	-	(32,070)	-	117,930
NDFYP Propel	-	133,365	(36,250)	-	97,115
MOPAC (Call off Contract 2)	-	62,992	(33,132)	-	29,860
LCF (MOPAC VAWG Grassroots Fund)	-	95,378	(37,879)	-	57,499
City Bridge Foundation	-	380,080	(35,090)	-	344,990
Born This Way Fdn	-	41,222	(19,057)	-	22,165
NPT Transatlantic	-	2,500	-	-	2,500
	<u>1,140,847</u>	<u>741,328</u>	<u>(819,085)</u>	<u>6,052</u>	<u>1,069,142</u>

Sister System

(Charitable Incorporated Organisation, charity number 1177669)

Notes to the Accounts

for the year ended 31 October 2024

25 Restricted funds: prior period - 2023

	Opening	Incoming	Resources	Transfers &	2023
	£	£	£	£	Closing
					£
Lottery Awards	345	-	-	(345)	-
Matrix Causes Fund	219	-	-	(219)	-
London Catalyst	120	-	-	(120)	-
MOPAC	1,206	-	-	(1,206)	-
UK Youth Fund	260	-	-	(260)	-
The Leathersellers' Foundation	759	-	-	(759)	-
Renewal Trust	58	-	-	(58)	-
The Feminist Review	292	-	-	(292)	-
The National Lottery Community Fund	7	-	-	(7)	-
The Fore Raft Fund	9	-	-	(9)	-
LCRF Wave - City Bridge Trust	2,293	-	-	-	2,293
Un Ltd August	662	-	-	(662)	-
LCRF Wave - VAWG	1,252	-	-	-	1,252
Smallwood (Frontline Women's Fund)	923	-	-	-	923
ESFA - Equipment	4,158	-	-	-	4,158
Haringey Giving - The Bridge Renewal Trust	113	-	-	(113)	-
VAWG/LCRF/MOPAC	20,919	-	(17,917)	-	3,002
Two Magpies	219	-	-	(219)	-
UK Youth	7,275	-	-	-	7,275
ROSA & Smallwood Women's Thrive Fund	891	-	(855)	-	36
Solace Women's Fund (Labyrinth Project)	2,977	-	-	-	2,977
Haringey Giving - SS Got Talent	1,649	-	(600)	-	1,049
Kickstart - DWP	12,772	-	(2,527)	-	10,245
Redbridge EHCP	5,787	-	-	-	5,787
Haringey Council Household Support Fund	1,522	4,438	(3,391)	-	2,569
William Wates Fund	18,005	-	-	-	18,005
Sis-star Income (Bridge Renewal Cornerstone Co-production)	1,650	-	(1,240)	-	410
GLA New Deal for Young People	162,393	-	(99,912)	-	62,481
Homecooked Bridge Renewal Trust	3,572	-	-	-	3,572
London Impact Awards LCF	14,128	-	(14,128)	-	-
Your Best Friend Safe Lives	13,633	-	(606)	-	13,027
Windrush Day Grant	4,336	-	(4,336)	-	-
Woodside High School	1,263	-	-	-	1,263
SisterSystem Incorporated CIC	38	-	-	-	38
The National Lottery	378,021	-	(114,012)	-	264,009
MOPAC Sisterhood Enhanced .	111,520	109,074	(82,359)	-	138,235
Safer Neighbourhood Board Haringey (Bridge Renewal Trust)	-	2,835	(32)	-	2,803
The Listening Fund	-	81,764	(41,124)	-	40,640
KPMG Foundation	-	150,000	(44,388)	-	105,612
Haringey Together we Can	-	5,000	(3,846)	-	1,154
MariaMarina Foundation	-	40,000	(37,572)	-	2,428
NDYP Scale Up	-	160,567	(18,002)	-	142,565
Rosa Voices From the Frontline	-	7,000	(7,058)	58	-
Berkeley Foundation	-	30,000	-	-	30,000
Peabody Community Fund	-	25,708	(797)	-	24,911
The Big Give- Champions For Children Fundraiser	-	6,037	(285)	-	5,752
LCF VAWG Cost of Living Fund	-	13,732	(8,157)	-	5,575
Smallwood Trust	-	50,676	(485)	-	50,191
AXA XL	-	36,610	-	-	36,610
Paul Hamlyn Foundation	-	150,000	-	-	150,000
	<u>775,246</u>	<u>873,442</u>	<u>(503,629)</u>	<u>(4,211)</u>	<u>1,140,847</u>

Accounts

Sister System
Financial Statements
31 October 2023

LEAPMAN WEISS

Chartered accountants & statutory auditor
Building 6, 30 Friern Park
London
United Kingdom
N12 9DA

Sister System

Financial Statements

Period from 19 October 2022 to 31 October 2023

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Sister System

Trustees' Annual Report

Period from 19 October 2022 to 31 October 2023

The trustees present their report and the financial statements of the charity for the period ended 31 October 2023.

Reference and administrative details

Registered charity name	Sister System
Charity registration number	1177669
Principal office	Studio 31 The Trampery 639 High Road London N17 8AA

The trustees

A Mountbatten	(Term ended 2 March 2023)
A Dainkeh	(Term ended 2 March 2023)
S Khaleeli	(Term ended 14 April 2023)
C Jackson	(Term ended 14 April 2023)
J Dean	(Term ended 1 September 2023)
C Clare – Treasurer	(Appointed 12 May 2023 - Resigned 31 July 2024)
K Dhami	(Appointed 12 May 2023)
R Saunders – Chair	
A Philbert	
A Georgakopoulou – Co Chair	
M Williams	

Auditor	Leapman Weiss Chartered Accountants & Statutory Auditor Building 6, 30 Friern Park London United Kingdom N12 9DA
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Who We Are

We exist to bridge the gap between care-affected girls and mainstream society, by working alongside them to ensure they have the same opportunities everyone else has - at home, school, work and within our communities. Sister System's definition of "care affected" refers to children and young people that statutory services, including social care, the Criminal Justice System, NHS, Health care providers, Education, and housing providers - have a responsibility to provide care for due to familial or relational neglect, harm, or abuse.

Founding and Growth:

Founded in 2017 by a group of women driven by the urgent needs of care-affected girls, Sister System has grown from a grassroots initiative into a key support system for young women in London. We co-created our core programmes through a series of think tanks with care leavers, ensuring that our work was directly shaped by the voices of those it serves. In 2018, we became an **Open College Network (OCN)** approved centre, offering nationally recognised qualifications, and officially registered as a charity.

Since our founding, we have expanded from supporting 12 girls in our first year to over 400 by 2022. This growth reflects our commitment to providing high-impact services and developing meaningful, long-term relationships with our beneficiaries.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

Accreditations and Recognitions:

- OCN Approved Centre for offering qualifications
- Recognised by the **Charities Excellence Framework**
- A **Disability Confident Employer**
- **Best Emerging Voice Charity of the Year** – London Impact Awards
- **Haringey Giving Community Safety Award 2022.**
- **Winner Children and Youth category** | Charity Awards 2023

Objectives and Activities

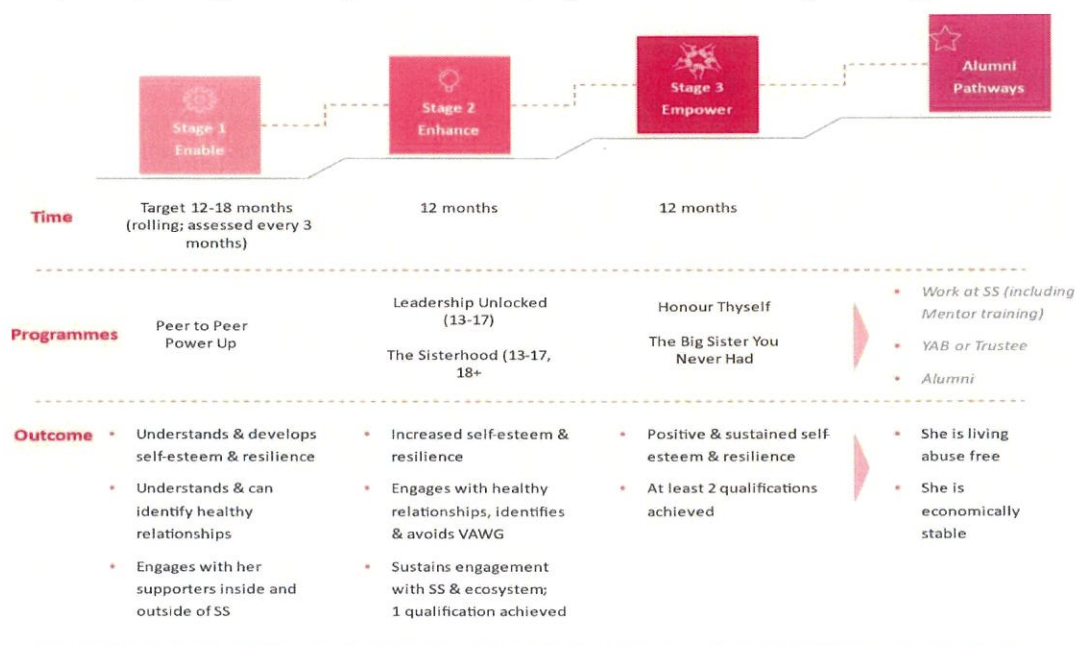
Our Vision: A world where empowered girls reach their potential through equitable opportunities.

Our Mission: Sister System (SS) works alongside care affected girls aged 13-24. Our community of sisters co-created an alternative system: an innovative and empowering holistic learning programme, with peer & therapeutic mentoring at its heart. Sister System's programmes enable each sis-star to enhance her mental resilience and self-belief, setting her on an empowerment path towards healthy relationships and socio-economic mobility.

Refined Programme Delivery

This year in partnership with Impetus we participated in a series of Driving Impact Workshops to refine our Theory of Change, programme delivery and write our three-year strategy to clarify our strategic direction across 2024-2027. Sister System's leadership team continued with the founding way of working, co-curating its strategy with the Board, operational team, major stakeholders and of course our community of girls and young women who were involved and consulted on the strategic direction, programme refinement and Theory Of change. These programmes are underpinned by proven therapeutic approaches, such as Unconditional Positive Regard and Solution Focused approach, alongside social pedagogy. Sister System's theory of change articulates how these programmes, along with key inputs that underpin them, achieve crucial outcomes for care-affected young people:

Her journey through Sister System's refined programme & our Theory of Change

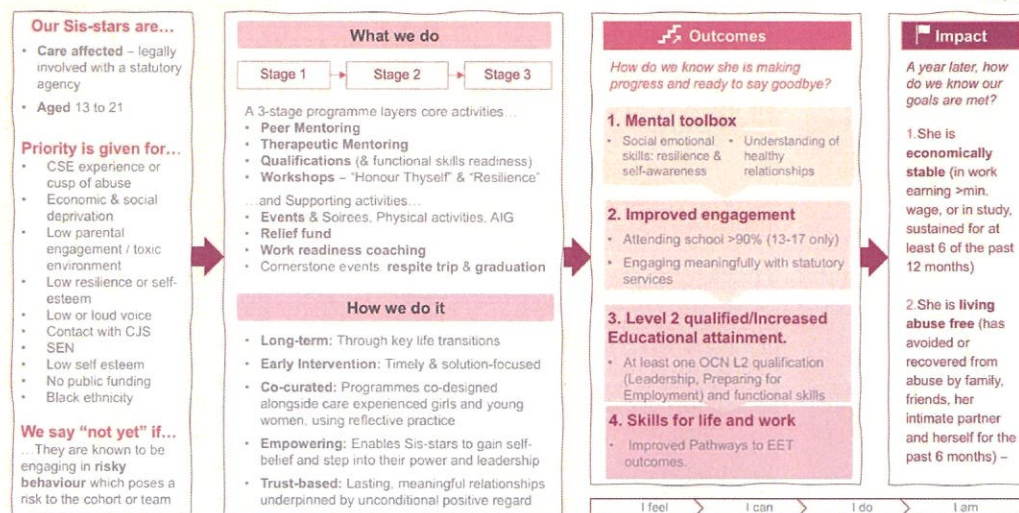


Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

Decisions we made: Theory of Change summary



Short-term Goals:

- Understands & develops self-esteem & resilience
- Understands & can identify healthy relationships
- Engages with her supporters inside and outside of Sister System

Intermediate Outcomes:

- Increased self-esteem & resilience
- Engages with healthy relationships, identifies & avoids VAWG
- Sustains engagement with SS & ecosystem; 1 qualification achieved

Exit Outcomes:

- Positive & sustained self-esteem & resilience
- At least 2 qualifications achieved

We focus on providing a holistic approach that includes mentoring, workshops, educational programmes and career coaching.

Impact and Delivery

- Number of Girls Supported: 113 girls**, with **32% retained** from last year.
- 25%** of service beneficiaries moved into education or training.
- 100%** of participants reported raised emotional resilience.
- 80%** continue to engage with Sister System programmes.
- Empowerment Fund:** Supported **30 young women** with essential needs like housing, food, and basic utilities.
- As an alternative educational provision Sister System has registered our learners across three level 2 qualifications and 4 programmes.
- Food Voucher Scheme:** Distributed **145 food vouchers** to alleviate financial deprivation.
- Graduation:** Sister System annual graduation is an opportunity for all our girls and young women to be celebrated for their progress and achievements, this year we celebrated all 113 young women's achievements with 28% graduating with at least one level two qualification from our suite of nationally recognised and accredited programmes such as developing leadership skills.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023



Our Programmes: delivered through a series of 1:1's small group and workshops alongside activities & events.

STAGE 1: ENABLE

- **Peer2Peer Powerup:** Expanded into 19 schools across North London, empowering students through peer-led mentoring.
- **Energise, Exercise, Empower (EEE):** Provided essential resources and emotional support throughout the pandemic to meet immediate needs. EEE has won Sister System awards and become our most in demand programme evolving to include a range of physical and nutritional wellness workshops.

STAGE 2: ENHANCE

- **Leadership Unlocked:** Promoted leadership and confidence-building activities, preparing young women to become leaders in their own lives and reach for leadership roles in school, at work and in their communities. Offering a Level 2 Qualification in Leadership skills.
- **The Sisterhood:** Built community connections and fostered a sense of being seen and heard through shared experiences, engaging in outputs such as social events, and group mentoring sessions. Offering a Level 2 Qualification in Leadership skills.

STAGE 3: EMPOWER

- **The Big Sister You Never Had:** Preparing participants to become 'big sisters' through acquiring the skills knowledge and behaviours towards becoming 'Big sister' mentors, this programme empowers her to offer guidance and support whilst gaining ongoing development from experienced mentors & accessing career coaching. Offering Level 2 Qualifications in Peer Mentoring and Preparing for Employment.
- **Honour Thyself:** An award-winning programme Focused on exploring the culture, contributions and experiences of black British girls the programme raises resilience and a sense of pride, place and heritage and for black British girls affected by care, helping participants cultivate strong self-worth and emotional health. Offering Level 2 Qualifications in Leadership and Preparing for Employment.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

Challenges and Lessons Learned

Transition to Employment:

- Although the percentage of participants moving into paid employment dropped to 8%, this was offset by an increased focus on education. With more participants still in school, the majority moved into further education instead.

Non-Engagement:

- 20% of participants disengaged, often due to moving outside of the service areas or achieving self-sufficiency. Despite this, 80% remained engaged in our programmes, demonstrating the strength of our mentoring relationships.

Social and Emotional Learning (SEL) Tools:

- This year, we refined our SEL tools, allowing us to closely monitor each participant's emotional journey and adjust our support to meet their needs more effectively.

Partnerships and Collaborations

Key Partnerships:

This year, we expanded our **Peer2Peer Powerup Mentoring Programme** in partnership with **Hope in Haringey**, delivering the programme across 19 schools and colleges in North London.

Open Door Partnership:

Through our partnership with **Open Door**, we provided **150 therapeutic appointments** for 14 girls, offering Cognitive Behavioural Therapy (CBT) and psychotherapy to support mental health and emotional well-being. This partnership also provided group clinical supervision sessions across the delivery and operations team enabling them to explore and sustain resilience.

Islington:

Launching our services at the Highbury Roundhouse in September of 2023 Sister System has begun to foster meaningful partnerships with key stakeholders across the borough increasing our reach and deepening our impact.

Sister system continues to work closely with **19 schools across Haringey, Islington, and Enfield**. In this year we had a particular focus on delivering our Peer 2 Peer Power Up mentoring which, is structured across the school terms. The schools we delivered at include:

- Mulberry Academy (Woodside), *programme delivery P2P*.
- Dukes Aldridge, *programme delivery P2P*.
- Waltham Forest College, *programme delivery P2P*.
- London Excellence Academy (Tottenham), *programme delivery P2P*.
- Alternative Centre of Education (ACE)
- TCES Community School
- Hornsey School for Girls
- Harris Academy (Tottenham)
- Oasis Academy
- Haringey 6th Form College

Sister System continued to partner with a range of expert facilitators and practitioners ensuring our programmes outputs are delivered by experts in the Fields and build in strength to our team of in-house therapeutic & peer mentors, facilitators assessors and trainers.

Local Authority:

Sister System worked closely with three local authorities, Haringey, Enfield, and Islington.

Professional Meetings:

Sister System sits on the current Haringey panels, MARAC, Child Adolescents Resource Panel and The Young Adult Service (YAS) working alongside professionals and professional bodies.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

Safeguarding

For the period 22-23, Sister System experienced a notable rise in the numbers of young people who through statutory and self-referral pathways were able to access our services. This rise was in relation to the numbers of referrals with safeguarding concerns that exist within the local borough of Haringey and highlights the importance of the work we do to support young people.

During this period, and as part of our internal review process, Sister System's safeguarding team comprised of operational and board members collaborated closely with an external safeguarding consultant. As a result, we further updated our safeguarding policies, refined our safeguarding procedures, and engaged in comprehensive team training sessions.

Key Safeguarding Measures and Review Process

1. Safeguarding Policies

We have established clear safeguarding policies aligned with industry best practices and regulatory requirements. These policies outline our commitment to preventing harm, ensuring respectful conduct, and addressing all safeguarding concerns promptly and effectively.

Sister System's safeguarding policy remains subject to an annual review process and was last reviewed on 8 September 2023.

2. Training and Awareness

Our staff and volunteers receive regular safeguarding training, empowering them to identify, prevent, and respond to potential risks. This includes recognising and responding to signs of abuse, utilising reporting protocols, and fostering a culture of accountability, proportionality, and transparency.

3. Risk Assessment and Management

Safeguarding risk assessments are conducted as part of our programme design and implementation process. These assessments help us identify and categorise potential risks which in turn allows us to tailor preventive measures and ensure a safer environment for beneficiaries and staff alike.

4. Incident Reporting and Response Protocols

We have a comprehensive reporting system that ensures safeguarding concerns or incidents are documented, reviewed, and addressed swiftly and confidentially. Our safeguarding protocols include guidelines for escalation and collaboration with partnering organisations and relevant authorities when necessary. We maintain three permanent staff members and two Trustees with safeguarding remits to whom concerns are reported.

5. Independent Review and Oversight

Our safeguarding practices undergo regular internal reviews and independent audits to assess effectiveness and ensure compliance with regulatory and ethical standards. The findings are used to update our safeguarding approach and address any gaps, promoting continuous improvement.

6. Feedback Mechanism

We maintain open channels for feedback from beneficiaries, staff, and external partners regarding our safeguarding practices. Feedback is reviewed to adapt and refine our protocols and ways of working, further strengthening Sister System's safeguarding framework. Sister System managed **50 safeguarding concerns** this year:

- **82%** were low to medium risk, needing internal support or no further action.
- **18%** were high-risk cases, which required intervention from external services like **CAMHS** and social care.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

Financial Review

Sister System reported funds secured for future years already in hand of £648,803 for the year ending 31 October 2023, an increase from £525,698 from the prior year. Total unrestricted reserves rose significantly to £395,745 (2022: £112,542) providing flexibility for operational needs. This is reflective of the charity's reserves policy, stated below. This indicates the charity's strong financial health, effective resource management, and an increase in multi-year funding.

It is important to note that the financial year-end was updated from 18 October to 31 October, aligning reporting with strategic objectives. As a result, this set of accounts covers the period from 19 October 2022 to 31 October 2023, reflecting 12 months of financial performance and operational activity. This adjustment ensures greater clarity and alignment in financial reporting as the charity continues its mission to empower care-affected girls and young women.

Reserves Policy

The Trustees of Sister System recognise their responsibility to have a transparent policy on managing the resources of the organisation, including financial reserves. They acknowledge this is a requirement under the Statement of Recommended Practice: Accounting and Reporting by Charities. The Trustees of Sister System believe that it is generally in the interests of the charity to work towards a position of holding reserves that would cover 6-9 months operating costs. This is currently between £387k - £581k.

This is to ensure adequate cash flow flexibility to meet emergency measures, delayed payment of grants and to ensure that programme delivery to our beneficiaries is not interrupted. The board is keeping this policy under review as the organisation grows.

Trustees' Notes

The Trustees of Sister System are pleased with the impact and reach of the charity over the past year. Despite external challenges, such as the cost-of-living crisis, the charity has continued to grow and has positively impacted the lives of 113 girls and young women.

The board of Trustees are committed to ensuring that Sister System's governance, financial management, and operational activities align with the charity's mission of empowering care affected girls. We have invested in strengthening our partnerships, developing our programmes, and securing funding to ensure sustainability in the years to come.

The Trustees acknowledge the importance of robust financial and operational controls which are foundational to Sister System's continued success and building trust with our stakeholders. In the past year, we identified areas where internal processes required enhancement to further safeguard the integrity of our operations.

In February of 2024 Sister System experienced a serious incident which we subsequently reported to the Charity Commission on the 28th of February 2024. In response to this incident, the board approved the implementation of strengthened oversight measures devised by the senior management teams supported by external professionals. This included comprehensive adjustments to our financial monitoring practices and stricter checks on transactional workflows.

We have also established additional review protocols ensuring that all activities align seamlessly with best practices for financial accountability and transparency.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

The Trustees are confident that these steps will reinforce Sister System's resilience, safeguarding resources that empower the young women and girls we support, while positioning the charity for sustained growth and impact. As a result of the serious incident experienced by Sister System, we have had to appoint a new accountant and auditor, and redo much of our accounting work for the year in question which in-turn delayed this audit report and the filing of our annual report respectively.

Risk Management Identification Process

1. Risks are identified in a risk identification workshop involving the Trustees and the charity's director
2. Identified risks are assessed and quantified on the basis of their impact, severity, and likelihood of their occurrence
3. Risks are addressed by putting in place proportionate mitigation plans
4. Risks that cannot be avoided e.g. where Trustees recognise that an activity carries an 'acceptable' level of risk are accepted and monitored in a dynamic way
5. The board is updated regularly of any changes in risk with regards to the likelihood of previously identified issues arising

Risk Register

	Category	Description	Severity (H/M/L)	Likelihood (H/M/L)	Mitigation
1	Strategic & Financial	Significant reduction in fundraising	H	M	Regular monitoring of fundraising & finances reserves held aim to cover at between 6-9 months of operational costs
2	Strategic	Change in government policy affecting grants	M	L	Regular monitoring of government policy and any changes
3	Operational & Financial	Technology systems not adequate	M	M	Regular review of current providers
4	Operational	Key person risk	H	M	Analysis of key persons is required to ensure these individuals are identified and back up plans are prepared
5	Operational	Safeguarding of care affected girls	H	M	Our staff and volunteers receive regular safeguarding training and SS policy and procedures on safeguarding are frequently updated
6	Strategic	Sustainability & impact of growth	H	M	The board holds regular discussions on SS strategy
7	Financial & Strategic	Fraud	H	M	The operations team is vigilant on any indications of fraud and is in close contact with the Trustees to resolve any potential issues that might arise

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

Going Concern

The Trustees have assessed the charity's financial position and confirm that Sister System is a **going concern**. With a solid financial reserve, steady income streams from grants, and a growing network of partnerships, the charity is well-positioned to continue its work in the coming year.

The board of Trustees have prioritised enhanced financial monitoring, with strengthened internal controls that allow for meticulous oversight of income and expenditures. The introduction of the **Salesforce CRM system** in 2023 will further enhance our ability to monitor outcomes, track engagement, and streamline operations, ensuring that Sister System remains resilient in the face of external challenges.

Plans for the Future

As we look ahead to 2024-2026, Sister System is preparing to scale its impact across our capital into a small national charity.

Our new three-year strategy will focus on replicating our successful programmes pan London while continuing to refine our impact measurement tools. By fostering effective communication, peer storytelling, and building strong partnerships, the organisation will ensure its culturally relevant programmes continue to reflect the communities it serves. We continue to aim to increase our reach working alongside at least 180 girls in 2023 either through direct support or indirect impact through our partnerships.

Internally, Sister System will focus on strengthening its team, streamlining processes, and enhancing its measurement of impact. New staff will receive thorough onboarding and support, while Big Sisters and the mobilisation of our Youth Advisory Board will play pivotal roles in long-term advocacy and communication.

As one of the organisations working to deliver the GLA's NDFYP as both a delivery and capacity building partner Sister System aims to continue to build on this by sharing our own mentoring practices across the sector to continue to drive up the quality and consistency of mentoring across the capital, demonstrate its impact through M&E which, in turn will, drive our three year aim, to be able to influence policy & practices for girls and young women affected by the care system.

Finally, we seek to build upon and share the outcomes of the work we do to influence corporate practices around recruitment, support and internal culture and practices to further empower care-affected girls and young women towards sustained socio-economic mobility.

We remain dedicated to empowering care-affected girls and young women, ensuring they have the same opportunities as everyone else.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023



By 2027 we will provide...

An influential model across London of unique, co-created support that helps care-affected girls towards healthy relationships and economic sustainability

- Consistent high-quality processes & strong use of evidence
- Effective collaboration with partners and sustainable finances
- Passionate people, a strong brand and ready for further growth

Our Journey

2024-5

Build the foundations and capability for growth

2025-6

Expand to a fourth borough to complete the North London Hub and set up a new HQ



2026-7

Establish a new Hub elsewhere in London and prepare for programme evaluation



Our Key Principles



Co-Creation

We believe in involving our beneficiaries in everything we do



Brand

We value our brand to attract young people, funders and partners



Culture

We are a close-knit team with high levels of trust and communication

Structure, Governance and Management

The charity is constituted as a charitable incorporation organisation dated 23 March 2018 and its objectives are to apply for funds for charitable purposes in England and Wales. In selecting persons to be appointed as trustees, the existing trustees take into account the benefits of appointing a person who is able by virtue of his or her personal or professional qualifications to make a contribution to the objects and/or management of the charity in accordance with the trust deed.

Sister System

Trustees' Annual Report *(continued)*

Period from 19 October 2022 to 31 October 2023

Trustees' responsibilities statement

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

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

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' annual report was approved on 11 December 2024 and signed on behalf of the board of trustees by:



R Saunders
Trustee

Sister System

Independent Auditor's Report to the Members of Sister System

Period from 19 October 2022 to 31 October 2023

Opinion

We have audited the financial statements of Sister System (the 'charity') for the period ended 31 October 2023 which comprise the statement of financial activities, statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 October 2023 and of its incoming resources and application of resources for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Sister System

Independent Auditor's Report to the Members of Sister System *(continued)*

Period from 19 October 2022 to 31 October 2023

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Sister System

Independent Auditor's Report to the Members of Sister System *(continued)*

Period from 19 October 2022 to 31 October 2023

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates;
- We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur;
- We considered the charity's own assessment of the risks that irregularities may occur within the organisation;
- We reviewed the policies and procedures in place to prevent and detect irregularities;
- We made enquiries of management about their own identification and assessment of the risks of irregularities;
- We reviewed board meeting minutes and regulatory correspondence;
- We designed audit procedures to detect irregularities, including fraud.

However, the primary responsibility for the prevention and detection of fraud rests with the trustees and management of the charity. Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

Sister System

Independent Auditor's Report to the Members of Sister System *(continued)*

Period from 19 October 2022 to 31 October 2023

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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



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Henry Leapman BSc FCA (Senior Statutory Auditor)

For and on behalf of
Leapman Weiss
Chartered Accountants and Statutory Auditor
Building 6
30 Friern Park
London
N12 9DA

11 December 2024

Sister System

Statement of Financial Activities

Period from 19 October 2022 to 31 October 2023

		Period from 19 Oct 22 to 31 Oct 23			Year to 18 Oct 22
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Grants and donations	4	614,382	873,442	1,487,824	964,830
Total income		<u>614,382</u>	<u>873,442</u>	<u>1,487,824</u>	<u>964,830</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	5	6,098	1,890	7,988	3,126
Expenditure on charitable activities	6,7	329,292	501,739	831,033	436,006
Total expenditure		<u>335,390</u>	<u>503,629</u>	<u>839,021</u>	<u>439,132</u>
Net income		<u>278,992</u>	<u>369,812</u>	<u>648,803</u>	<u>525,698</u>
Transfers between funds		4,211	(4,211)	—	—
Net movement in funds		<u>283,203</u>	<u>365,601</u>	<u>648,803</u>	<u>525,698</u>
Reconciliation of funds					
Total funds brought forward		112,542	775,247	887,788	362,090
Total funds carried forward		<u>395,745</u>	<u>1,140,848</u>	<u>1,536,591</u>	<u>887,788</u>

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

Sister System

Statement of Financial Position

31 October 2023

	Note	31 Oct 23 £	18 Oct 22 £
Fixed assets			
Tangible fixed assets	13	<u>3,819</u>	<u>3,767</u>
Current assets			
Debtors: due within one year	14	724,842	778,012
Debtors: due after more than one year	14	435,398	—
Cash at bank and in hand		<u>562,707</u>	<u>193,962</u>
		1,722,947	971,974
Creditors: amounts falling due within one year	15	<u>190,175</u>	<u>87,953</u>
Net current assets		<u>1,532,771</u>	<u>884,021</u>
Total assets less current liabilities		<u>1,536,591</u>	<u>887,788</u>
Net assets		<u>1,536,591</u>	<u>887,788</u>
Funds of the charity			
Restricted funds		1,140,847	775,246
Unrestricted funds		<u>395,744</u>	<u>112,542</u>
Total charity funds	16	<u>1,536,591</u>	<u>887,788</u>

Note: The charity has changed its accounting policy for grant income recognition to align with the Charities SORP (FRS 102). Under the new policy, grant income is recognised when awarded rather than when received. This change has been applied retrospectively. For details of the impact on the financial statements, see notes 3 and 21.

These financial statements were approved by the board of trustees and authorised for issue on 11 December 2024 and are signed on behalf of the board by:



R Saunders
Trustee

Sister System

Statement of Cash Flows

Period from 19 October 2022 to 31 October 2023

	31 Oct 23 £	18 Oct 22 £
Cash flows from operating activities		
Net income	648,803	525,698
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	2,854	2,201
Accrued expenses	660	4,140
<i>Changes in:</i>		
Trade and other debtors	(382,229)	(580,180)
Trade and other creditors	101,563	82,613
Cash generated from operations	<u>371,651</u>	<u>34,472</u>
Net cash from operating activities	<u>371,651</u>	<u>34,472</u>
Cash flows from investing activities		
Purchase of tangible assets	<u>(2,906)</u>	<u>(3,690)</u>
Net cash used in investing activities	<u>(2,906)</u>	<u>(3,690)</u>
Net increase in cash and cash equivalents	368,745	30,782
Cash and cash equivalents at beginning of period	<u>193,962</u>	<u>163,180</u>
Cash and cash equivalents at end of period	<u>562,707</u>	<u>193,962</u>

Sister System

Notes to the Financial Statements

Period from 19 October 2022 to 31 October 2023

1. General information

The charity is constituted as a Charitable Incorporated Organisation (CIO) and is a registered charity in England and Wales. The address of the principal office is Studio 31, The Trampery, 639 High Road, London, N17 8AA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and other assets measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future projects or commitments.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	- 6.7% straight line
Equipment	- 33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Change in accounting policy

During the period, the charity changed its accounting policy for income recognition of grants receivable to ensure full compliance with the Charities SORP (FRS 102). Under the new policy, all grants receivable that are awarded during the accounting period are recognised as income for that accounting period, regardless of when the funds are actually received. This change provides more reliable and relevant information about the charity's financial position and performance, as it better reflects the economic substance of grant awards and their impact on the charity's activities. The change in accounting policy has been applied retrospectively, and comparative figures for the previous year have been amended accordingly. The effect of this change is detailed in note 21 to these financial statements.

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Corporate donations	14,298	—	14,298
Grants			
Safer Neighbourhood Board Haringey (Bridge Renewal Trust)	—	2,835	2,835
MOPAC Sisterhood Enhanced	—	109,074	109,074
John Armitage Trust	105,000	—	105,000
The Listening Fund	—	81,764	81,764
Impetus	120,000	—	120,000
KPMG Foundation	—	150,000	150,000
Haringey Together we Can 2022	—	5,000	5,000
Leathersellers	100,000	—	100,000
Maria Marina	—	40,000	40,000
Salesforce Catalyst Fund	79,834	—	79,834
Lloyds Bank community grant	52,250	—	52,250
NDYP Scale up Hope in Haringey partnership	—	160,567	160,567
Haringey Household Support Fund	—	4,438	4,438
Rosa Voices From the Frontline	—	7,000	7,000
Berkley Foundation	3,000	30,000	33,000
Peabody	—	25,708	25,708
Impact 100	130,000	—	130,000
The Big Give- Champions For Children Fundraiser	—	6,037	6,037
LCF VAWG Cost of Living Fund	—	13,733	13,733
Lovington Foundation	10,000	—	10,000
Smallwood Trust	—	50,676	50,676
AXA XL	—	36,610	36,610
Paul Hamlyn	—	150,000	150,000
	<u>614,382</u>	<u>873,442</u>	<u>1,487,824</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Corporate donations	18,571	—	18,571
Grants			
Rose Fun	—	(9,331)	(9,331)
Haringey Giving SS Got Talent	—	5,000	5,000
Kickstart DWP	—	29,447	29,447
Redbridge EHCP	—	6,020	6,020
Haringey Council Household Support Fund	1,000	9,000	10,000
William Wates Trust	—	28,000	28,000
MoJ Critical Support Fund	—	5,196	5,196
Sis-star income (Bridge Renewal Cornerstone Co-production)	—	1,740	1,740
GLA New Deal for Young People	—	198,335	198,335
Homecooked Bridge Renewal Trust	—	10,000	10,000
London Impact Awards LCF	—	30,000	30,000
Your Best Friend Safe Lives	—	15,761	15,761
Windrush Day Grant - DLUHC	—	7,444	7,444
Woodside High School	—	2,165	2,165
SS CIC	—	1,050	1,050
The National Lottery	—	389,179	389,179
MOPAC Sisterhood Enhanced	—	118,164	118,164
SS Income (Haringey Giving)	1,090	—	1,090
UK Youth Fund Thrivings Minds	62,000	—	62,000
John Armitage Trust	35,000	—	35,000
	<u>117,661</u>	<u>847,169</u>	<u>964,830</u>

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

5. Costs of raising donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Costs of raising donations and legacies - Donations	<u>6,098</u>	<u>1,890</u>	<u>7,988</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Costs of raising donations and legacies - Donations	<u>3,126</u>	<u>—</u>	<u>3,126</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Programme Delivery	138,667	451,459	590,126
Support costs	<u>190,625</u>	<u>50,280</u>	<u>240,905</u>
	<u>329,292</u>	<u>501,739</u>	<u>831,033</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Programme Delivery	85,524	267,211	352,735
Support costs	<u>65,504</u>	<u>17,767</u>	<u>83,271</u>
	<u>151,028</u>	<u>284,978</u>	<u>436,006</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Programme Delivery	<u>590,126</u>	<u>240,907</u>	<u>831,033</u>	<u>436,006</u>

8. Analysis of support costs

	Programme Delivery £	Total 2023 £	Total 2022 £
Premises	36,474	36,474	19,435
General office	199,633	199,633	59,695
Governance costs	<u>4,800</u>	<u>4,800</u>	<u>4,140</u>
	<u>240,907</u>	<u>240,907</u>	<u>83,270</u>

Included in general office expenses is an amount of £136,730 (2022: £46,885) in respect of a serious incident that came to light in February 2024 which resulted in a loss to the charity, the recoverability of which is uncertain.

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

9. Net income

Net income is stated after charging/(crediting):

	31 Oct 23	18 Oct 22
	£	£
Depreciation of tangible fixed assets	<u>2,854</u>	<u>2,201</u>

10. Auditor's and independent examiner's remuneration

	31 Oct 23	18 Oct 22
	£	£
Fees payable for:		
Audit of financial statements	4,800	–
Independent examination of financial statements	–	4,020
Other financial services	–	120
	<u>4,800</u>	<u>4,140</u>

11. Staff costs

The average head count of employees during the period was 17 (2022: 10). The average number of full-time equivalent employees during the period is analysed as follows:

	31 Oct 23	18 Oct 22
	No.	No.
Number of staff - Charitable activities	14	7
Number of staff - Fundraising	2	2
Number of staff - Finance	<u>1</u>	<u>1</u>
	<u>17</u>	<u>10</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	31 Oct 23	18 Oct 22
	No.	No.
£60,000 to £69,999	–	1
£70,000 to £79,999	<u>1</u>	<u>–</u>
	<u>1</u>	<u>1</u>

Key Management Personnel

Key management personnel include all persons who have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £78,305 (2022: £60,040).

12. Trustee remuneration and expenses

During the year Mark Williams received remuneration for quality assurance work, of £2,453 and Allison Philbert received remuneration for acting as a "Big Sister" mentor, of £5,816.

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

13. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 19 October 2022	—	6,605	6,605
Additions	1,187	1,719	2,906
At 31 October 2023	1,187	8,324	9,511
Depreciation			
At 19 October 2022	—	2,838	2,838
Charge for the period	79	2,775	2,854
At 31 October 2023	79	5,613	5,692
Carrying amount			
At 31 October 2023	1,108	2,711	3,819
At 18 October 2022	—	3,767	3,767

14. Debtors

Debtors falling due within one year are as follows:

	31 Oct 23 £	18 Oct 22 £
Trade debtors	—	26,106
Prepayments and accrued income	724,842	751,906
	724,842	781,809

Debtors falling due after one year are as follows:

	31 Oct 23 £	18 Oct 22 £
Prepayments and accrued income	435,398	—

15. Creditors: amounts falling due within one year

	31 Oct 23 £	18 Oct 22 £
Trade creditors	1,761	36,928
Accruals and deferred income	4,800	4,140
Social security and other taxes	183,614	46,885
	190,175	87,953

Sister System

Notes to the Financial Statements (continued)

Period from 19 October 2022 to 31 October 2023

16. Analysis of charitable funds

Unrestricted funds

	At 19 October 2022	Income	Expenditure	Transfers	At 18 October 2023
	£	£	£	£	£
Unrestricted Funds	112,542	614,382	(335,391)	4,211	395,744

	At 19 October 2021	Income	Expenditure	Transfers	At 18 October 2022
	£	£	£	£	£
Unrestricted Funds	174,341	117,661	(154,154)	(25,306)	112,542

Restricted funds

	At 19 October 2022	Income	Expenditure	Transfers	At 31 October 2023
	£	£	£	£	£
Lottery Awards	345	-	-	(345)	-
Matrix Causes Fund	219	-	-	(219)	-
London Catalyst	120	-	-	(120)	-
MOPAC	1,206	-	-	(1,206)	-
UK Youth Fund	260	-	-	(260)	-
Leathersellers	759	-	-	(759)	-
Renewal Trust	58	-	-	(58)	-
The Feminist Review	292	-	-	(292)	-
The National Lottery Community Fund	7	-	-	(7)	-
The Fore Raft Fund	9	-	-	(9)	-
LCRF Wave 2 - City Bridge Trust	2,293	-	-	-	2,293
Un Ltd Auhust 2020	662	-	-	(662)	-
LCRF Wave 3 - VAWG	1,252	-	-	-	1,252
Smallwood (Frontline Women's Fund)	923	-	-	-	923
ESFA - Equipment	4,158	-	-	-	4,158
Haringey Giving - The Bridge Renewal Trust	113	-	-	(113)	-
VAWG/LCRF/MOPAC	20,919	-	(17,917)	-	3,002
Two Magpies	219	-	-	(219)	-
UK Youth	7,275	-	-	-	7,275
ROSA & Smallwood Women's Thrive Fund	891	-	(855)	-	36
Solace Women's Fund (Labyrinth Project)	2,977	-	-	-	2,977
Haringey Giving - SS Got Talent	1,649	-	(600)	-	1,049
Kickstart - DWP	12,772	-	(2,527)	-	10,245
Redbridge EHCP	5,787	-	-	-	5,787
Haringey Council Household Support Fund	1,522	4,438	(3,391)	-	2,569
William Wates Fund	18,005	-	-	-	18,005
Sis-star Income (Bridge Renewal Cornerstone Co-production)	1650	-	(1,240)	-	410
GLA New Deal for Young People	162,393	-	(99,912)	-	62,481
Homecooked Bridge Renewal Trust	3,572	-	-	-	3,572
London Impact Awards LCF	14,128	-	(14,128)	-	-
Your Best Friend Safe Lives	13,633	-	(606)	-	13,027
Windrush Day Grant	4,336	-	(4,336)	-	-
Woodside High School	1,263	-	-	-	1,263
SS CIC	38	-	-	-	38
The National Lottery	378,021	-	(114,012)	-	264,009
MOPAC Sisterhood Enhanced	111,520	109,074	(82,359)	-	138,235
Safer Neighbourhood Board Haringey (Bridge Renewal Trust)	-	2,835	(32)	-	2,803
The Listening Fund	-	81,764	(41,124)	-	40,640
KPMG Foundation	-	150,000	(44,388)	-	105,612
Haringey Together we Can 2022	-	5,000	(3,846)	-	1,154
Maria Marina	-	40,000	(37,572)	-	2,428
NDYP Scale up Hope in Haringey partnership	-	160,567	(18,002)	-	142,565
Rosa Voices From the Frontline	-	7,000	(7,058)	58	-
Berkley Foundation	-	30,000	-	-	30,000
Peabody	-	25,708	(797)	-	24,911
The Big Give- Champions For Children Fundraiser	-	6,037	(285)	-	5,752
LCF VAWG Cost of Living Fund	-	13,732	(8,157)	-	5,575
Smallwood Trust	-	50,676	(485)	-	50,191
AXA XL	-	36,610	-	-	36,610
Paul Hamlyn	-	150,000	-	-	150,000
	775,246	873,441	(503,629)	(4,211)	1,140,847

Sister System

Notes to the Financial Statements (continued)

Period from 19 October 2022 to 31 October 2023

16. Analysis of charitable funds (continued)

	At 19 October 2021	Income	Expenditure	Transfers	At 18 October 2022
	£	£	£	£	£
Lottery Awards	3,164	-	(2,819)	-	345
Matrix Causes Fund	544	-	(325)	-	219
London Catalyst	778	-	(658)	-	120
MOPAC	3,037	-	(1,831)	-	1,206
UK Youth Fund	260	-	-	-	260
Haringey Giving - The Bridge	562	-	(494)	-	68
Renewal Trust					
Leathersellers	1,124	-	(365)	-	759
Renewal Trust	136	-	(78)	-	58
The Feminist Review	1,587	-	(1,295)	-	292
The National Lottery Community Fund	7	-	-	-	7
The Fore Raft Fund	54	-	(45)	-	9
LCRF Wave 2 - City Bridge Trust	2,705	-	(412)	-	2,293
Un Ltd Auhust 2020	662	-	-	-	662
LCRF Wave 3 - VAWG	3,412	-	(2,160)	-	1,252
Smallwood (Frontline Women's Fund)	2,581	-	(1,658)	-	923
DINN Enterprise CIC	(132)	-	-	132	-
ESFA - Equipment	16,473	-	(12,315)	-	4,158
Haringey Giving - The Bridge	45	-	-	-	45
Renewal Trust					
VAWG/LCRF/MOPAC	50,076	-	(29,157)	-	20,919
TNL Reaching Communities	25,000	-	(25,000)	-	-
Emergence Foundation	20,913	-	(21,069)	156	-
Two Magpies	14,950	-	(14,731)	-	219
UK Youth	12,000	-	(4,725)	-	7,275
ROSA & Smallwood Women's Thrive Fund	9,331	(9,331)	(17,770)	18,661	891
Solace Women's Fund (Labyrinth Project)	18,480	-	(21,860)	6,357	2,977
Haringey Giving - SS Got Talent	-	5,000	(3,351)	-	1,649
Kickstart - DWP	-	29,447	(16,675)	-	12,772
Redbridge EHCP	-	6,020	(233)	-	5,787
Haringey Council Household Support Fund	-	9,000	(7,478)	-	1,522
William Wates Fund	-	28,000	(9,995)	-	18,005
MOJ Critical Support Fund	-	5,198	(5,196)	-	-
Sis-star Income (Bridge Renewal Cornerstone Co-production)	-	1,740	(90)	-	1,650
GLA New Deal for Young People	-	198,335	(35,942)	-	162,393
Homecooked Bridge Renewal Trust	-	10,000	(6,428)	-	3,572
London Impact Awards LCF	-	30,000	(15,872)	-	14,128
Your Best Friend Safe Lives	-	15,760	(2,127)	-	13,633
Windrush Day Grant	-	7,444	(3,108)	-	4,336
Woodside High School	-	2,165	(902)	-	1,263
SS CIC	-	1,050	(1,012)	-	38
The National Lottery	-	389,179	(11,158)	-	378,021
MOPAC Sisterhood Enhanced	-	118,164	(6,644)	-	111,520
	<u>187,749</u>	<u>847,170</u>	<u>(284,978)</u>	<u>25,306</u>	<u>775,246</u>

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	3,819	—	3,819
Current assets	582,100	1,140,847	1,722,947
Creditors less than 1 year	(190,175)	—	(190,175)
Net assets	395,744	1,140,847	1,536,591

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,460	1,307	3,767
Current assets	198,035	773,939	971,974
Creditors less than 1 year	(87,953)	—	(87,953)
Net assets	112,542	775,246	887,788

18. Analysis of changes in net debt

	At 19 Oct 2022 £	Cash flows £	At 31 Oct 2023 £
Cash at bank and in hand	193,114	369,593	562,707

19. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	31 Oct 23 £	18 Oct 22 £
Not later than 1 year	12,892	18,975
Later than 1 year and not later than 5 years	—	5,139
	12,892	24,114

20. Related parties

During the period the charity entered into the following transactions with related parties:

	Transaction value		Balance owed by/(owed to)	
	31 Oct 23 £	18 Oct 22 £	31 Oct 23 £	18 Oct 22 £
Related party - Esther Douglas (Close relative of key management personnel)	12,432	11,854	—	—
Related party Sister System Incorporated CIC	1,050	—	—	—

Sister System

Notes to the Financial Statements *(continued)*

Period from 19 October 2022 to 31 October 2023

21. Prior period adjustments

The change in accounting policy has been applied retrospectively (see note 3 on accounting policies). The effect of this change on the financial statements is summarised below:

Impact on statement of financial activities

	18 October 2022
	£
Previously reported Income	455,004
Adjustment for grant recognition	509,826
Restated Income	964,830

Impact on Balance Sheet

	18 October 2022
	£
Previously reported grant debtors	289,049
Adjustment for grant recognition	488,963
Restated grant debtors	778,012

Impact on Funds

	18 October 2022
	£
Previously reported total funds	444,862
Adjustment for grant recognition	442,926
Restated Funds	887,788

Accounts

Sister System
Unaudited Financial Statements
18 October 2022

Jackson & Jackson
A trading name of Jackson Nicholas Assie Limited
Chartered Certified Accountants & Statutory Auditors
Suite 7, Meridian House
62 Station Road, Chingford
London E4 7BA

Sister System
Financial Statements
Year ended 18 October 2022

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Statement of financial activities	12
Statement of financial position	13
Statement of cash flows	14
Notes to the financial statements	15

Sister System
Trustees' Annual Report
Year ended 18 October 2022

The trustees present their report and financial statements of the charity for the year ended 18 October 2022. The board of trustees is satisfied with the performance of the charity during the year and consider the charity to be in a strong position, able to continue its activities throughout the coming year, and that the charity's assets are adequate to fulfil its obligations.

Reference and administrative details

Registered charity name Sister System

Charity registration number 1177669

Principal office Studio 31-32, The Trampery
639 High Road
Tottenham
London
N17 8AA

The trustees

M Williams	
A Mountbatten	(Resigned 2 March 2023)
A Georgakopoulou – Co Chair	
A Dainkeh	(Resigned 2 March 2023)
S Khaleeli	(Resigned 14 April 2023)
C Jackson	(Resigned 14 April 2023)
J Dean	
Y Sitnikova	(Resigned 9 September 2022)
C Clare - Treasurer	(Appointed 12 May 2023)
K Dhami	(Appointed 12 May 2023)
A Philbert	(Appointed 2 February 2022)
R Saunders - Chair	(Appointed 8 May 2022)

Director O Douglas

Independent examiner Jackson Nicholas Assie Limited
Chartered Certified Accountants
Suite 7, Meridian House
62 Station Road
Chingford
London
E4 7BA

Bankers NatWest Bank
Stoke Newington Branch
198 Stoke Newington High Street
London
N16 7GA

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

OBJECTIVES AND ACTIVITIES

The Objectives of the Charity are set out in its governing document. These are:

- To support girls and young women aged from 13 to 24 who are in or have been supported by the public care system to ensure they are progressing in life by developing the kinds of skills, capacities and capabilities that will enable them to participate in society as independent, mature and responsible individuals which in turn, advances educational attainment and relieves unemployment amongst this group of girls and women.
- Short Term we seek to recognise mental health challenges, address violence against women and girls (VAWG), toxic relationships, and the risks and limitations associated with not being in employment or education (NEET) whether now or in the future.
- Our Intermediate Outcomes include improved mental health, reduction of VAWG, a reduction in those categorized as NEET.
- Our Exit Outcomes include: our service beneficiaries independently sustaining their mental well-being, being free of abuse and in employment and/or in further education or training.

ACTIVITIES AND PERFORMANCE

[About Us](#)

We exist to work alongside care affected girls Between the ages of 13 and 24.

Sister System's definition of "care affected" refers to children and young people that statutory services: - including Social care, the Criminal Justice System, NHS, Health care providers, Education, and housing providers - have a responsibility to provide care for due to familial or relational neglect, harm, or abuse.

Our Vision:

A world where empowered girls reach their potential through equitable opportunities.

Our Mission:

Sister System's mission is to bridge the gap between care-affected girls and young women within mainstream society by working alongside them to ensure they have the same opportunities that everyone else has - at home, school, work, and within our communities.

Our Values:

Collaborative: We co-curate with our Sis-Stars and seek powerful partnerships

Evidence-based: We build trust and respect within our sector

Masterful: We aim for excellence as standard and share our learning

Solution Focused: We innovate to overcome challenges with a long-term goal in mind

Tenacious: We are not afraid to take a stand and push for change

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

Who We Are

Sister System's journey began in 2017: a group of women on a mission to build an organisation that met the urgent, growing needs of girls and women affected by care. We took a bottom-up approach. First, running a series of think tanks with 17 care leavers we, by way of which we co-curated our founding programmes, in turn navigating and successfully registering as an Open College Network (OCN) approved centre and Charitable Organisation in 2018.

We deliver eight core educational empowerment programmes to empower her to overcome trauma and build resilience, raise mental wellness, and enable a life free from abuse. We put positive relationships at the heart of what we do, and, as such, have incorporated peer mentoring and therapeutic mentoring into all aspects of our delivery.

The design of our programmes is built upon **Our Pillars:** Health & Wellbeing, Educational Attainment, and Healthy Relationships.

We Delivered

Sister System's Year runs from 19 October to 18 October. During that period in 2021-2022 we:

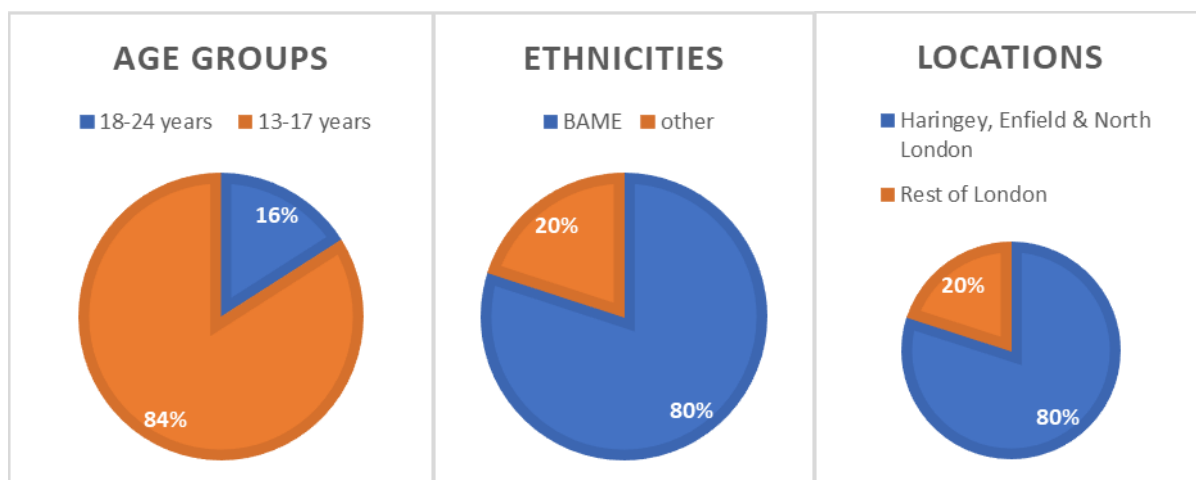


Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

We delivered to:



This year 84% of the young women we worked with were under the age of 18, with 15% of them being NEET (not in education, employment & training) at the beginning of the year. This is a sharp increase for early year support compared to 70% in 2021 and 56% in 2020. Our direct referrals through schools and our continued partnerships with them have enabled delivery to this younger demographic as we make ourselves accessible during regular school hours.

Our response to COVID 19 and The Cost-of-Living Crisis

When the global pandemic hit in 2020, life has changed for many of us. Systems of support collapsing, scarcity of resources and all around a sense of loneliness. All this and more has made this period more difficult for girls and young women affected by care. And by the start of this year, we were faced with yet another challenge- the cost-of-living crisis, which has seen care-experienced girls unable to meet their basic needs in an increasingly uncertain time for us all.

This has led to an unprecedented increase in demand for our services going from 12 girls in our first year of delivery to having supported over 400 by 2022.

COVID 19 Recovery Programme was an immediate response to the crisis with the aim of supporting the essential needs required by our sisters during the pandemic, ensuring no care-affected girl is left behind or put at further risk. In the subsequent years the programme was further developed to build upon our pillars, and thus the addition of workshops aimed at improving mental wellbeing were added, such as yoga, boxing and painting.

By the first months of the year, and with the rise of costs, we have seen our sisters being pushed further into debt and poverty. And so, we realised that an additional layer of support must be added onto this, and that's where the idea of our **Sister Empowerment Fund** was born. The fund was trialled in the early months of 2022 to support 15 young women on their journey to self-fulfilment. Providing a bed to sleep on, a coat to keep you warm and an electricity bill paid so she can have one less worry and focus on growing and creating better opportunities for herself.

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

We aim to take our learnings from this year and further build upon both our COVID 19 Recovery Programme and the Sister Empowerment Fund to enable positive outcomes for our Sis-Stars!



Our Mentoring

"My approach to mentoring is person centred, ensuring she knows she is the expert and her voice will be heard empowers her towards building trust and a safe space."

- Charlee Boston, Mentor Lead

"It is about being the big sister they never had. A sister is someone that you can confide in, that supports you and looks out for your best interests. Ultimately about developing a relationship with the young person so that you can support them to reach their potential as anyone else that has not experienced their levels of trauma or challenge." - **Paula Balfe, Therapeutic Mentor**

"It is really important that the girls and young women feel empowered follow the mentoring sessions. The ultimate aim of the sessions is to support them to realise that they can be leaders in their own life, therefore we take a girl-centred approach to mentoring by placing her rights, wishes and wellbeing at the centre of our conversations." – **Dami, Peer Mentor & Leadership Unlocked Facilitator**

"The peer-to-peer power up programme has been a huge success, because as an organisation we were able to partner with many schools and colleges, enabling us to meet her in a place that she was already being supported. In this way the programme not only supported them to overcome their challenges it also enhanced their engagement with their educational provider, enabled us as the mentors to work closely with their academic eco-system which ultimately enabled them to connect with the Sister System community. Many of them have since started attending our soirees, trips and networking events as well as building healthy peer relations with our mentees across our programmes. The programme has had challenges along the way, from engagement with girls who may not be ready for the support or due to their past experiences are sceptical about being involved in Sister System, to transparency and lack of communication with professionals and parents or care givers. It takes a supportive eco system to support most of our service users and when there is a breakdown the support needed doesn't enable us to empower the girls and help support them with their individual needs." - **Ngozi, Peer Mentor**

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

Programmes & Events

Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022	Sep 2022
					The Big Sister You Never Had -à						
					COVID 19 Recovery Programme						
										Respite Trip	
								Windrush Event: Conversations & Cookouts à			
Honour Thyself											
						Sister System Got Talent à					
PEER TO PEER POWER UP											
					THE SISTERHOOD à						
					SISTERHOOD ENHANCEDà						
LEADERSHIP UNLOCKED											
		XMAS EVENT									
β The Big Sister You Never Had											
					Cost of Living Fund Pilot à						
				Catch Up sessions		Catch Up sessions		Catch Up sessions		Catch Up sessions	
											GRADUATION

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

Enabled by our Funders in 2021-2022

- MOPAC
- DCMS
- Lloyds Bank
- EQUIPT
- THE BRIDGE RENEWAL TRUST
- The London Community Foundation
- The National Lottery
- UK Youth Fund
- Emergence Foundation
- Two Magpies
- Lloyds Bank Foundation
- Haringey Giving
- EQUIPT
- Solace women Aid
- Garfield Western
- DWP
- Haringey Council
- William Wates Trust
- MoJ Critical support Fund
- GLA New Deal For Young People
- Safe Lives- Your Best Friend
- UK Youth- Thriving Minds
- DLUHC
- Corporate and individual donors

STAFFING

Our team has grown this year, enabling us to scale up our impact and deliver our mission.

Okela Douglas (Director & Founder)
Tanya Nelson (Programmes Manager)
Charlee Boston (Lead Mentor- Therapeutic Mentor)
Amy Goodman (Business Development Manager)
Margarette Adrien (HR Manager)
Reham Own (Partnerships & Finance Coordinator)
Ngozi Agu (Peer Mentor)
Azanya Byer-Andrews (Peer Mentor)
Paula Balfe (Therapeutic Mentor)
Dami Omole (Peer Mentor)
Yasmeen Melius (Therapeutic Mentor)
Cassandra Campbell (Programmes Facilitator)
Emeka-Lena McKenzie (Programmes Administrator)
Sami Niyazi (IT Officer)
Allison Philbert (Big Sister- Communications)
Janine Mensah (Big Sister- Peer Mentor)
Courtney Willer (Big Sister- Communications)

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

OUR PARTNERS

Professional Risk Assessment Strategic Panels:

- Child Exploitation Panel
- CIN (Child In Need) Panel
- MARAC
- Young Adults Service

Statutory Support

- Haringey
- Enfield

Partnering for good

Schools:

- Dukes Academy
- Waltham Forest College
- Woodside High
- St. Thomas Moore
- Greig City Academy
- Bishop Stortford
- Hornsey School for Girls
- Woodhouse
- Ace Tuition – Alternative Centre of Education
- Maria Fidelis
- Oasis Academy Ponders End
- Park View Academy
- Harris Academy
- Barnet & Southgate College
- Conel
- Alexandra Park
- Heartlands
- Our Lady's Catholic School
- The works college
- Highgate Wood
- Highbury
- Friern Barnet

Enhanced By our Approving Bodies:

- Charities Excellence Framework
- OCN
- NYA
- Employers Domestic Abuse Covenant
- Disability Confidence Employer

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

Empowered by our Nominations & Awards:

Best Emerging Voice Charity of The Year- London Impact Awards

Haringey Giving Funded Project of the year 2022

Haringey Giving Community Safety Award 2022

Sustainability:

Sister System has chosen to continue its fruitful partnership with IT Company GADOL who are an environmentally aware organisation and have planted 2,318 trees in diverse forests around the world. Sister System has personally contributed to a number of these trees being planted in the Mau Region of Kenya, making sure to take an active part in reversing the impact of deforestation.

We maintain eco-friendly IT systems by hosting the majority of our documentation online and saving paper contributing to significantly less carbon footprint, and a more green world. Wherever there is a choice for more sustainable practises, we take the environmentally friendly option and put the planet first.

FINANCIAL REVIEW

The bookkeeping and initial draft accounts have been prepared by Circle Accounting.

The charity reported a surplus of £62,757 (2021: £271,074) during the financial year. The charity has total reserves of £444,862 (2021: £382,105) of which £342,832 (2021: £187,749) is restricted and £102,030 (2021: £194,356) is unrestricted.

The trustees have taken a decision to extend the financial year end to 31 October with effect from October 2023.

RESERVES POLICY

The Trustees of Sister System recognize their responsibility to have a transparent policy on managing the resources of the organisation, including financial reserves. They acknowledge this is a requirement under the Statement of Recommended Practice: Accounting and Reporting by Charities.

The Trustees of Sister System believe that it is generally in the interests of the charity to work towards a position of holding reserves that would cover 6-9 months operating costs. This is currently between £87k - £126k. Based on forecasted expenditure our target reserves level for the next financial year is £387k - £581k. This is to ensure adequate cash flow flexibility to meet emergency measures, delayed payment of grants and to ensure that programme delivery to our beneficiaries is not interrupted. The board is keeping this policy under review as the organization grows.

INVESTMENT POLICY

Aside from reserves, Maternity Action's funds are spent in the short term so there are currently no funds for long term investment.

PUBLIC BENEFIT

The Trustees confirm that they have considered the general guidance issued by the Charity Commission in connection with public benefit in setting the objectives of the charity and have considered how planned activities further the charity's objectives.

Sister System

Trustees' Annual Report *(continued)*

Year ended 18 October 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENTS

The charity is constituted as a charitable incorporated organisation dated 23 March 2018 and its objectives are to apply for funds for charitable purposes in England and Wales.

In selecting persons to be appointed as trustees, the existing trustees take into account the benefits of appointing a person who is able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects and/or management of the charity in accordance with the trust deed.

TRUSTEES RESPONSIBILITIES STATEMENT

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are also responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

The trustees' annual report was approved on 15 August 2023 and signed on behalf of the board of trustees by:

A Georgakopoulou
Trustee

R Saunders
Trustee

Sister System

Independent Examiner's Report to the Trustees of Sister System

Year ended 18 October 2022

I report to the trustees on my examination of the financial statements of Sister System ('the charity') for the year ended 18 October 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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.

John Assie FCCA
Independent Examiner
Jackson Nicholas Assie Limited
Chartered Certified Accountants

Suite 7, Meridian House
62 Station Road
Chingford
London E4 7BA

16 August 2023

Sister System
Statement of Financial Activities
Year ended 18 October 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	4	40,661	414,343	455,004	466,655
Total income		<u>40,661</u>	<u>414,343</u>	<u>455,004</u>	<u>466,655</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	5	3,126	–	3,126	1,362
Expenditure on charitable activities	6,7	104,143	284,978	389,121	194,219
Total expenditure		<u>107,269</u>	<u>284,978</u>	<u>392,247</u>	<u>195,581</u>
Net income		<u>(66,608)</u>	<u>129,365</u>	<u>62,757</u>	<u>271,074</u>
Transfers between funds		(25,718)	25,718	–	–
Net movement in funds		<u>(92,326)</u>	<u>155,083</u>	<u>62,757</u>	<u>271,074</u>
Reconciliation of funds					
Total funds brought forward		194,356	187,749	382,105	111,031
Total funds carried forward		<u>102,030</u>	<u>342,832</u>	<u>444,862</u>	<u>382,105</u>

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

The notes on pages 15 to 27 form part of these financial statements.

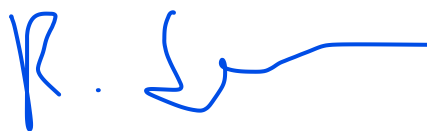
Sister System
Statement of Financial Position
18 October 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	14	3,767	2,278
Current assets			
Debtors	15	289,049	217,847
Cash at bank and in hand		193,114	163,180
		<u>482,163</u>	<u>381,027</u>
Creditors: amounts falling due within one year	16	<u>(41,068)</u>	<u>(1,200)</u>
Net current assets		<u>441,095</u>	<u>379,827</u>
Total assets less current liabilities		<u>444,862</u>	<u>382,105</u>
Net assets		<u>444,862</u>	<u>382,105</u>
Funds of the charity			
Restricted funds		342,832	187,749
Unrestricted funds		<u>102,030</u>	<u>194,356</u>
Total charity funds	19	<u>444,862</u>	<u>382,105</u>

These financial statements were approved by the board of trustees and authorised for issue on 15 August 2023, and are signed on behalf of the board by:



A Georgakopoulou
Trustee



R Saunders
Trustee

The notes on pages 15 to 27 form part of these financial statements.

Sister System
Statement of Cash Flows
Year ended 18 October 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net income	62,757	271,074
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	2,201	637
Government grant income	(29,447)	—
Accrued income	(42,156)	(227,324)
<i>Changes in:</i>		
Trade and other debtors	(26,106)	—
Trade and other creditors	36,928	—
Cash generated from operations	<u>4,177</u>	<u>44,387</u>
Net cash from operating activities	<u>4,177</u>	<u>44,387</u>
Cash flows from investing activities		
Purchase of tangible assets	(3,690)	(1,005)
Net cash used in investing activities	<u>(3,690)</u>	<u>(1,005)</u>
Cash flows from financing activities		
Government grant income	29,447	—
Net cash from financing activities	<u>29,447</u>	<u>—</u>
Net increase in cash and cash equivalents	29,934	43,382
Cash and cash equivalents at beginning of year	163,180	119,798
Cash and cash equivalents at end of year	<u>193,114</u>	<u>163,180</u>

Sister System

Notes to the Financial Statements

Year ended 18 October 2022

1. General information

The charity is a public benefit entity and registered in England and Wales and is a Charitable Incorporated Organisation. The address of the registered office is Studio 31 639 High Road, Tottenham, London, N17 8AA.

2. Statement of compliance

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and the Charities Act 2011, and UK Generally Accepted Practice as it applies from January 2019.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There have not been any judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 20% Straight Line Basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

3. Accounting policies *(continued)*

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	18,571	–	18,571
Grants			
ESFA – Equipment*	–	(3,995)	(3,995)
Haringey Giving SS Got Talent	–	5,000	5,000
Redbridge EHCP	–	6,020	6,020
Haringey Council Household Support Fund	–	9,000	9,000
William Wates Fund	–	10,000	10,000
MOJ Critical Support Fund	–	5,196	5,196
Sis-Star Income (Bridge Renewal Cornerstone Co-production)	–	1,740	1,740
GLA New Deal for Young People	–	74,373	74,373
Homecooked Bridge Renewal Trust	–	10,000	10,000
London Impact Awards	–	30,000	30,000
Your Best Friend Safe Lives	–	14,185	14,185
Windrush Day Grant	–	7,444	7,444
Woodside High School	–	1,115	1,115
SS CIC	–	600	600
The National Lottery Community Fund	–	125,595	125,595
MOPAC Sisterhood Enhanced	–	88,623	88,623
Lloyds Bank	500	–	500
Haringey Council Bridge Renewal Trust	590	–	590
Haringey Council Household Support Fund	1,000	–	1,000
UK Youth Fund	20,000	–	20,000
Grants receivable	–	–	–
Government grant income	–	29,447	29,447
	<u>40,661</u>	<u>414,343</u>	<u>455,004</u>

- This is a reversal of an over accrual in the previous year.

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

4. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	25,457	—	25,457
Grants			
ESFA - Equipment	—	—	—
Haringey Giving SS Got Talent	—	—	—
Redbridge EHCP	—	—	—
Haringey Council Household Support Fund	—	—	—
William Wates Fund	—	—	—
MOJ Critical Support Fund	—	—	—
Sis-Star Income (Bridge Renewal Cornerstone Co-production)	—	—	—
GLA New Deal for Young People	—	—	—
Homecooked Bridge Renewal Trust	—	—	—
London Impact Awards	—	—	—
Your Best Friend Safe Lives	—	—	—
Windrush Day Grant	—	—	—
Woodside High School	—	—	—
SS CIC	—	—	—
The National Lottery Community Fund	—	—	—
MOPAC Sisterhood Enhanced	—	—	—
Lloyds Bank	—	—	—
Haringey Council Bridge Renewal Trust	—	—	—
Haringey Council Household Support Fund	—	—	—
UK Youth Fund	—	—	—
Grants receivable	157,000	284,198	441,198
Government grant income	—	—	—
	<u>182,457</u>	<u>284,198</u>	<u>466,655</u>

5. Costs of raising donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fundraising costs	<u>3,126</u>	<u>—</u>	<u>3,126</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Fundraising costs	<u>1,223</u>	<u>139</u>	<u>1,362</u>

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Programme Delivery	85,524	267,211	352,735
Support costs	18,619	17,767	36,386
	<u>104,143</u>	<u>284,978</u>	<u>389,121</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Programme Delivery	9,031	153,658	162,689
Support costs	–	31,530	31,530
	<u>9,031</u>	<u>185,188</u>	<u>194,219</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2022 £	Total fund 2021 £
Programme Delivery	352,735	32,246	384,981	193,019
Governance costs	–	4,140	4,140	1,200
	<u>352,735</u>	<u>36,386</u>	<u>389,121</u>	<u>194,219</u>

8. Analysis of support costs

	Programme Delivery £	Total 2022 £	Total 2021 £
Premises	19,435	19,435	14,534
Governance costs	4,140	4,140	1,200
Administrative	12,811	12,811	15,796
	<u>36,386</u>	<u>36,386</u>	<u>31,530</u>

9. Net income

Net income is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	2,201	637
Operating lease rentals	<u>20,335</u>	<u>–</u>

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

10. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	4,020	1,200
Other services	120	—
	<u>4,140</u>	<u>1,200</u>

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022 £	2021 £
Wages and salaries	253,247	90,991
Social security costs	16,740	548
Employer contributions to pension plans	3,170	1,070
	<u>273,157</u>	<u>92,609</u>

The average head count of employees during the year was 11 (2021: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2022 No.	2021 No.
Charitable Activities	7	—
Fundraising	2	—
Finance	1	—
	<u>10</u>	<u>—</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2022 No.	2021 No.
£60,000 to £69,999	1	—
	<u>1</u>	<u>—</u>

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total paid to key management personnel for services provided to the charity was £60,044 (2021: £—), which comprises of gross salaries (£53,672) and employers national insurance (£6,372).

12. Trustee remuneration and expenses

One or more trustees has been paid remuneration or received other benefits from employment with the charity or a related entity (see note 23)

No trustee expenses have been incurred

13. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good funding shortfalls and eliminate negative fund balances.

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

14. Tangible fixed assets

	Equipment £
Cost	
At 19 October 2021	2,915
Additions	3,690
At 18 October 2022	<u>6,605</u>
Depreciation	
At 19 October 2021	637
Charge for the year	2,201
At 18 October 2022	<u>2,838</u>
Carrying amount	
At 18 October 2022	<u>3,767</u>
At 18 October 2021	<u>2,278</u>

15. Debtors

	2022 £	2021 £
Trade debtors	26,106	–
Prepayments and accrued income	262,943	217,847
	<u>289,049</u>	<u>217,847</u>

16. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	36,928	–
Accruals and deferred income	4,140	1,200
	<u>41,068</u>	<u>1,200</u>

17. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,170 (2021: £1,070).

18. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022 £	2021 £
Recognised in income from donations and legacies:		
Government grants income	<u>29,447</u>	<u>–</u>

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

19. Analysis of charitable funds

Unrestricted funds

	At 19 October 2021	Income	Expenditure	Transfers	At 18 October 2022
	£	£	£	£	£
Unrestricted Funds	194,356	40,661	(107,269)	(25,718)	102,030

	At 19 October 2020	Income	Expenditure	Transfers	At 18 October 2021
	£	£	£	£	£
Unrestricted Funds	22,153	182,457	(10,254)	–	194,356

Restricted funds

	At 19 October 2021	Income	Expenditure	Transfers	At 18 October 2022
	£	£	£	£	£
Restricted Funds	–	–	–	–	–
Lottery Awards	3,164	–	(2,819)	–	345
Matrix Causes Fund	544	–	(325)	–	219
London Catalyst	778	–	(658)	–	120
MOPAC	3,037	–	(1,831)	–	1,206
UK Youth Fund	260	–	–	–	260
Haringey Giving - The Bridge	–	–	–	–	–
Renewal Trust	562	–	(494)	–	68
Leathersellers	1,124	–	(365)	–	759
LCRG Wave 1 - The Bridge	–	–	–	–	–
Renewal Trust	136	–	(78)	–	58
The Feminist Review	1,587	–	(1,295)	–	292
The National Lottery Community	–	–	–	–	–
Fund	7	–	–	–	7
The Fore Raft Fund	54	–	(45)	–	9
LCRF Wave 2 - City Bridge Trust	2,705	–	(412)	–	2,293
Un Ltd Auhust 2020	662	–	–	–	662
LCRF Wave 3 - VAWG	3,412	–	(2,160)	–	1,252
Smallwood (Frontline Women's	–	–	–	–	–
Fund)	2,581	–	(1,658)	–	923
DINN Enterprise CIC	(132)	–	–	132	–
ESFA - Equipment	16,473	(3,995)	(12,315)	–	163
Haringey Giving - The Bridge	–	–	–	–	–
Renewal Trust	45	–	–	–	45
VAWG/LCRF/MOPAC	50,076	–	(29,157)	–	20,919
TNL Reaching Communities	25,000	–	(25,000)	–	–
Emergence Foundation	20,913	–	(21,069)	156	–
Two Magpies	14,950	–	(14,731)	–	219
UK Youth	12,000	–	(4,725)	–	7,275
ROSA & Smallwood Women's	–	–	–	–	–
Thrive Fund	9,331	–	(17,770)	18,661	10,222
Solace Women's Fund (Labyrinth	–	–	–	–	–
Project)	18,480	–	(21,860)	6,357	2,977
Haringey Giving - SS Got Talent	–	5,000	(3,351)	–	1,649
Kickstart - DWP	–	29,447	(16,675)	–	12,772
Redbridge EHCP	–	6,020	(233)	–	5,787
Haringey Council Household	–	–	–	–	–
Support Fund	–	9,000	(7,478)	–	1,522
William Wates Fund	–	10,000	(9,995)	–	5
MOJ Critical Support Fund	–	5,196	(5,196)	–	–
Sis-star Income (Bridge Renewal	–	–	–	–	–
Cornerstone Co-production	–	1,740	(90)	–	1,650
GLA New Deal for Young People	–	74,373	(35,942)	–	38,431
Homecooked Bridge Renewal	–	–	–	–	–
Trust	–	10,000	(6,428)	–	3,572
London Impact Awards LCF	–	30,000	(15,872)	–	14,128
Your Best Friend Safe Lives	–	14,185	(2,127)	–	12,058
Windrush Day Grant	–	7,444	(3,108)	–	4,336
Woodside High School	–	1,115	(902)	–	213
SS CIC	–	600	(1,012)	412	–
The National Lottery	–	125,595	(11,158)	–	114,437
MOPAC Sisterhood Enhanced	–	88,623	(6,644)	–	81,979
	187,749	414,343	(284,978)	25,718	342,832

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

19. Analysis of charitable funds *(continued)*

	At 19 October 2020	Income	Expenditure	Transfers	At 18 October 2021
	£	£	£	£	£
Restricted Funds	88,878	284,198	(185,327)	–	187,749
Lottery Awards	–	–	–	–	–
Matrix Causes Fund	–	–	–	–	–
London Catalyst	–	–	–	–	–
MOPAC	–	–	–	–	–
UK Youth Fund	–	–	–	–	–
Haringey Giving - The Bridge	–	–	–	–	–
Renewal Trust	–	–	–	–	–
Leathersellers	–	–	–	–	–
LCRG Wave 1 - The Bridge	–	–	–	–	–
Renewal Trust	–	–	–	–	–
The Feminist Review	–	–	–	–	–
The National Lottery	–	–	–	–	–
Community Fund	–	–	–	–	–
The Fore Raft Fund	–	–	–	–	–
LCRF Wave 2 - City Bridge	–	–	–	–	–
Trust	–	–	–	–	–
Un Ltd Auhust 2020	–	–	–	–	–
LCRF Wave 3 - VAWG	–	–	–	–	–
Smallwood (Frontline	–	–	–	–	–
Women's Fund)	–	–	–	–	–
DINN Enterprise CIC	–	–	–	–	–
ESFA - Equipment	–	–	–	–	–
Haringey Giving - The Bridge	–	–	–	–	–
Renewal Trust	–	–	–	–	–
VAWG/LCRF/MOPAC	–	–	–	–	–
TNL Reaching Communities	–	–	–	–	–
(Wave 5 LCRF CC)	–	–	–	–	–
Emergence Foundation	–	–	–	–	–
Two Magpies	–	–	–	–	–
UK Youth	–	–	–	–	–
ROSA & Smallwood Women's	–	–	–	–	–
Thrive Fund	–	–	–	–	–
Solace Women's Fund	–	–	–	–	–
(Labyrinth Project)	–	–	–	–	–
Haringey Giving - SS Got	–	–	–	–	–
Talent	–	–	–	–	–
Kickstart - DWP	–	–	–	–	–
Redbridge EHCP	–	–	–	–	–
Haringey Council Household	–	–	–	–	–
Support Fund	–	–	–	–	–
William Wates Fund	–	–	–	–	–
MOJ Critical Support Fund	–	–	–	–	–
Sis-star Income (Bridge	–	–	–	–	–
Renewal Cornerstone	–	–	–	–	–
Co-production	–	–	–	–	–
GLA New Deal for Young	–	–	–	–	–
People	–	–	–	–	–
Homecooked Bridge Renewal	–	–	–	–	–
Trust	–	–	–	–	–
London Impact Awards LCF	–	–	–	–	–
Your Best Friend Safe Lives	–	–	–	–	–
Windrush Day Grant	–	–	–	–	–
Woodside High School	–	–	–	–	–
SS CIC	–	–	–	–	–
The National Lottery	–	–	–	–	–
MOPAC Sisterhood Enhanced	–	–	–	–	–
	<u>88,878</u>	<u>284,198</u>	<u>(185,327)</u>	<u>–</u>	<u>187,749</u>

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

19. Analysis of charitable funds *(continued)*

Purposes of Funds

DINN Enterprise CIC - For core costs and operational staff

ESFA Equipment - For the delivery of the Big Sister You Never Had Programme

Haringey Giving (The Bridge Renewal Trust) - For the delivery of Covid 19 Programme

VAWG/LCRF/MOPAC - For the delivery of The Sisterhood Programme

TNL Reaching Communities (Wave 5 LCRF CC) - Covid 19 Emergency funding covering delivery costs

Emergence Foundation - For the delivery of Honour Thyself Programme

Two Magpies - For the delivery of Peer 2 Peer Programme

UK Youth - Covid 19 emergency funding supporting strategic development costs

ROSA & Smallwood (Women's Thrive Fund) - For core, operational and peer costs

Solace Women's Fund (Labyrinth Project) - For delivery of the Leadership Programme

Haringey Giving (SS Got Talent) - For the delivery of a new project (Sister System Got Talent)

KickStart DWP - For recruitment and training of new staff

Redbridge EHCP - For the delivery of a Educational Health Care Plan to a beneficiary in Redbridge

Haringey Council Household Support Fund - For emergency support for beneficiaries (re: food-hygiene and utilities)

William Wates Fund - For the delivery of Peer to Peer mentoring programme

MOJ Critical Support Fund - For the development of online learning platform

Sis Star Income (Bridge Renewal Cornerstone Co-production - Payment for participation in research project

GLA New Deal for Young People - Delivery of Big Sister You Never had in year one funding and of the same project in addition to mentoring programme in year 2

Homecooked Bridge Renewal Trust - For the delivery of Covid 19 Recovery Programme

London Impact Awards (LCF) - For business development salaries

Your Best Friend Safe Lives - Delivery of sessions on healthy relationships

Windrush Day Grant - For the delivery of Windrush events

Woodside High School - For delivery of mentoring at Woodside High School

SIS CIC - Licensing agreement/pilot project between Sister System CIC and Sister System CIO

The National Lottery - For core costs (operational, human resources and leadership)

MOPAC Sisterhood Enhanced - Delivery of Sisterhood Programme

Sister System

Notes to the Financial Statements *(continued)*

Year ended 18 October 2022

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,460	1,307	3,767
Current assets	140,638	341,525	482,163
Creditors less than 1 year	(41,068)	—	(41,068)
Net assets	102,030	342,832	444,862

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	—	2,278	2,278
Current assets	195,556	185,471	381,027
Creditors less than 1 year	(1,200)	—	(1,200)
Net assets	194,356	187,749	382,105

21. Analysis of changes in net debt

	At 19 Oct 2021 £	Cash flows £	At 18 Oct 2022 £
Cash at bank and in hand	163,180	29,934	193,114

22. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	18,975	—
Later than 1 year and not later than 5 years	5,139	—
	24,114	—

23. Related parties

During the year A Philbert who is a trustee of the charity was also employed by the charity, the amount remunerated was £11,854 (2021: Nil)

Accounts



Registered Company Number: CEO13613 England and Wales

Registered Charity Number: 1177669

Trustees Report and independently examined Financial Accounts
For the Year Ended 18 October 2021

Sister System
Studio 26, The Trampery
639 High Road
London N17 8AA

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TRUSTEE'S REPORT

The trustees present their report and financial statements of the charity for the year ended 18 October 2021. The board of trustees is satisfied with the performance of the charity during the year and the position at the year end and consider that the charity is in a strong position to continue its activities during the coming year, and that the charity's assets are adequate to fulfil its obligations.

OBJECTIVES AND ACTIVITIES

The Objectives of the Charity are set out in its governing document. These are:

- To support girls and young women aged from 13 to 24 who are in or have been supported by the public care system to ensure they are progressing in life by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals which in turn, advances education and relieves unemployment amongst this group of girls and women.
- Short Term we seek to recognise mental health challenges, VAWG/toxic relationships, risks/limitations of being NEET (now or in the future)
- Our Intermediate Outcomes include: improved mental health, reduction of VAWG, NEET improvements
- Our Exit Outcomes include: our service beneficiaries independently sustaining their mental well-being, being abuse-free and in employment, further education or training

ACTIVITIES AND PERFORMANCE

The Board of Trustees is pleased to present Sister System's third full year of impact.

In the past year, Sister System has gone from strength to strength. Because of the incredible skill and dedication of the Sister System team we have continued to grow both the number of service users and funding and have really strengthened the definition and detail behind our strategic charitable aims and mission. The partnership with Lloyds in particular (which provided funding and strategic guidance from experts in the charitable sector) has accelerated Sister System's strategy and operations maturity.

This year we have worked alongside 120 amazing girls/young women (37% of whom were retained from last year) and their families; 89 of them are on programs and a further 31 are benefiting from sessional support. As an alternative educational provision sister system has 54 registered learners across four level2 qualifications and 4 programmes.



Over the year, we delivered:

- The Sisterhood programmes
- The Big Sister You Never Had programme
- Peer2Peer Powerup mentoring
- Covid-19 holistic support programme
- Honour Thyself
- Leadership unlocked

With outputs including:

- 1505 hours of Therapeutic Sessions
- 24 Career Coaching Sessions
- 752 Peer-led Sessions (an increase from 144 last year) These peer-led sessions were delivered by 12 of our big sisters, paid by Sister System. This aligns to our goal of providing employment opportunity to some of our graduating sisters
- 44 Accredited Workshops
- 24 Sister System Resilience Workshops
- 12 Networking/Soiree sessions

Empowering outcomes of:

- 39% of our service beneficiaries moved into training or education (down from 55% last year in large part because more of our service users this year are minors still of mandatory school age)
- 32% of our older sisters moved into paid employment (a remarkable result compared to 10% last year)
- 100% raised their mental and emotional resilience
- 100% continue to engage with the service.

BLACK LIVES MATTER - OUR RESPONSE

Sister System, a by and for Black female founded organisation offers its services to all care affected girls and young women who are 13-24 years of age, but our current community is 98% BAME. The Black Lives Matter campaign brought to the forefront what we already knew: that Black and Brown women face greater challenges and inequalities due to both their racial identities gender and sex. Equality of opportunity at a racial, gendered, sexual and socioeconomic level should not be an obstacle for society's children, but it remains so. Our goal is that every care-affected girl has the same kinds of opportunities that everyone else has at home, in school and in our communities. Sister Systems delivery response to the BLM campaign was to co-curate and secure funding in order to deliver our 'Honour Thyself' program, an empowerment program aimed at providing a safe space for our Black and Brown girls to explore and find place, pride and purpose in being Black British females.

Our COVID-19 response



STAFFING

We began this year with 8 paid members of the operations team and closed with 11, alongside an additional 4 who completed inductions as the year drew to a close. Bolstered by volunteers, professional pro-bono support and most importantly the expert knowledge of our Sis-Stars, we have continued to learn and grow. In addition, we participated in the DWP's Kick Start programme taking on an additional 5 members of staff for a 6-month period. It is our hope that we will be in a position to permanently employ some of those who joined us through the Kick Start program, continuing our aim of being a vehicle for change and offering meaningful opportunities of employment for young people in Haringey.

THE BOARD

Sister System recruited an almost entirely new board in March of 2020. We have settled well as a new team bringing a diverse and complementary set of skills underpinned by Sister System's onboarding process and further bolstered through Sister System's support under the Lloyds Enhance program. We have come together to ensure the governance and duties of the charity are effectively discharged and has been carried out with passion and commitment. In particular, our Treasurer and Company Secretary have made a hugely positive impact on how effectively Sister System operates. The board welcomes at least one member of the peer mentoring team alongside our Founder and Director to board meetings.

OUR PARTNERS

Sister Systems operational leads have continued to work tirelessly to forge meaningful partnerships with statutory organizations, not-for-profit's (NFPs), forums and community initiatives. To this end, we continue to build upon the seats that we hold on statutory panels across both Haringey and Enfield's children's services as a referral route for these and other statutory providers. Our presence at high risk, multi-agency panels and Haringey's MARAC, and Child Exploitation panel has led to Sister System reducing risk for some of our most vulnerable young women alongside sharing our ways of working whilst building capacity across the eco-system in Haringey.

PUBLIC BENEFIT

The Trustees confirm that they have considered the general guidance issued by the Charity Commission in connection with public benefit in setting the objectives of the charity and they have considered how planned activities further the charity's objectives.

THE FUTURE

Now in our fourth full year of delivery and facing some uncertain times, we aim to continue to be a stable and consistent service for some of society's most disaffected and vulnerable girls and young women. We will work towards:

1. Supporting 200 girls across 9 programmes.
2. Making every girl in Haringey who is affected by care aware of Sister System by the end of this current year.
3. Growing in one identified & prioritised London Borough - Enfield.
4. Strengthening our existing partnerships with statutory organisations, NFPs, panels and community initiatives and forge meaningful new ones.
5. Diversifying our income streams from almost exclusively grants based to at least 20% from alternative sources of income such as corporate sponsors, local authorities, Government agencies and individual donors by the end of our current fiscal year.
6. Share our findings with the aim of affecting policy and processes for care effected girls and young women.

To read more about our impact across 2020-2021 please see our Impact Report:

<https://www.sistersystem.org/impact-report-2020>

FINANCIAL REVIEW

The year ended with a total income of £466,655 (2020: £162,685) and total expenses of £195,581 (2020: £71,374). Total funds at the end of 18th October 2021 were £382,105 including unrestricted general funds of £194,356 (2020: total funds £111,031 including unrestricted general funds of £22,153).

RESERVES POLICY

As we continue to be the only organisation that is working with one of the most vulnerable groups in our community with the least support during incredibly unprecedented time, Sister System operates under a reserves policy that ensures that we are able to continue to provide support for a period between 6-9 months. We operate from a place of full transparency and as such the way we report our income is based on the date of the award rather than receipt, and as such £90,000 of our total unrestricted funds are set to be received across FY22 and FY23 with subsequent payments contingent on the delivery of interim reporting requirements. This puts us at an actual reserves level that is indeed compliant with our reserves policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENTS

The charity is constituted as a charitable incorporated organisation dated 23 March 2018 and its objectives are to apply for funds for charitable purposes in England and Wales.

In selecting persons to be appointed as trustees, the existing trustees take into account the benefits of appointing a person who is able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects or management of the charity in accordance with the trust deed.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CEO13613 (England and Wales)

Registered Charity number

1177669

Registered office

Studio 26, The Trampery

639 High Road, London N17 8AA

Details of Independent examiner:

Counterculture Partnership LLP

Unit 115 Ducie House, Ducie Street, Manchester M1 2JW

Director

Okela Douglas

BOARD OF TRUSTEES

The Sister System board comprised 10 trustees during the year, 2 of which decided to step down due to other commitments. No new trustees were added during the year but our new Chair joined in April 2022. Sister System benefits from a board of trustees with diverse background and experience that meets regularly every 2 months, with more frequent meetings when necessary.

Active Board Members

Name:	Date Joined
M Williams	21 Dec 2018
A Mountbatten	02 March 2020
A Georgakopoulou	02 March 2020
A Dainkeh	02 March 2020
S Khaleeli	14 April 2020
C Jackson	14 April 2020
J Dean	01 September 2020
Y Sitnikova	01 October 2020
R Saunders	15 April 2022

Board Members that resigned this year

Name:	Date Joined
K Bartlett	21 Dec 2018
I Lukseviciute	02 March 2021

Approved by order of the board of trustees on 1 August 2022 and signed on its behalf by:

Rachael Saunders



Chair of Trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SISTER SYSTEM

I report to the charity trustees on my examination of the accounts of the Company for the year ended 18 October 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and 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 Company 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of 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
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (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.



Date: 1 August 2022

Counterculture Partnership LLP
Unit 115, Ducie House
Ducie Street, Manchester, M1 2JW

SISTER SYSTEM
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 18 OCTOBER 2021

				Year ended 18 Oct 21 Total Funds	Year ended 18 Oct 20 Total Funds
	Notes	Unrestricted £	Restricted £	£	£
Income From:					
Grants and Donations	2	182,457	284,198	466,655	162,685
Expenditure On:					
Raising Funds		(1,223)	(139)	(1,362)	-
Charitable Activities	3	<u>(9,031)</u>	<u>(185,188)</u>	<u>(194,219)</u>	<u>(71,374)</u>
Total Expenditure		(10,254)	(185,327)	(195,581)	(71,374)
Net Income for the year		172,203	98,871	271,074	91,311
Reconciliation of Funds					
Balance brought forward		22,153	88,878	111,031	26,720
Start-up loan repaid		<u>-</u>	<u>-</u>	<u>-</u>	<u>(7,000)</u>
Balance Carried forward		<u>194,356</u>	<u>187,749</u>	<u>382,105</u>	<u>111,031</u>

**SISTER SYSTEM
BALANCE SHEET
FOR THE YEAR ENDED 18 OCTOBER 2021**

		2021		2020	
		£	£	£	£
	Notes				
Fixed Assets					
Office equipment	8		<u>2,278</u>		1,910
Current Assets					
Cash in hand		163,180		119,798	
Debtors	9	<u>217,847</u>		<u>-</u>	
		381,027			
Creditors: amounts falling due					
Within one year Liabilities	10	<u>(1,200)</u>		<u>(10,677)</u>	
		(1,200)	<u> </u>	(10,677)	<u> </u>
Net Current Assets			<u>379,827</u>		<u>109,121</u>
Total Net Assets			382,105		111,031
Represented by Funds					
Fixed Assets			2,278		1,910
Unrestricted Funds	11		194,356		22,153
Restricted Funds	11		<u>185,471</u>		<u>86,968</u>
Total Funds	12		<u>382,105</u>		<u>111,031</u>

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:



Chair of Trustees
Date: 1 August 2022

SISTER SYSTEM

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 18 OCTOBER 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements.

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 (FRS 102), and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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 costs related to the category. Where costs cannot be directly attributed to headings, they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation 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 restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Further explanation of the nature and purpose of each fund is included in the

SISTER SYSTEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 18 OCTOBER 2021

Tangible fixed assets

Tangible fixed assets, other than freehold land, are stated at cost or valuation less depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

20% Straight line

2. Income from grants and donations

GRANTS AND DONATIONS	18.10.21	18.10.20
	£	£
Unrestricted:		
Grants	157,000	-
Donations	25,457	33,481
Total unrestricted	182,457	33,481
Restricted:		
Grants	284,198	129,204
Donations	-	-
Total restricted	284,198	129,204
Total grants and donations	466,655	162,685

SISTER SYSTEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 18 OCTOBER 2021

3. Costs of Charitable activities

2021	Direct Costs £	Support Costs £	Total Costs £
Charitable activities:			
Programme Delivery	162,689	31,530	194,219
Total	162,689	31,530	194,219
Analysis by fund			
Unrestricted funds	3,060	5,971	9,031
Restricted funds	159,629	25,559	185,188
Total	162,689	31,530	194,219

2020	Direct Costs £	Support Costs £	Total Costs £
Charitable activities:			
Programme Delivery	61,313	10,061	71,374
Total	61,313	10,061	71,374
Analysis by fund			
Unrestricted funds	7,889	4,171	12,060
Restricted funds	53,424	5,890	59,314
Total	61,313	10,061	71,374

SISTER SYSTEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 18 OCTOBER 2021

4. Support costs:

	2021	2020
Administrative costs	15,796	4,566
Premises (Establishment costs)	14,534	4,860
Governance costs	1,200	635
Total	31,530	10,061

5. Staff costs

	2021	2020
Salaries and wages	90,991	-
Social security costs	548	-
Pension costs	1,070	-
Total	92,609	-

Average staff numbers in 2021 is 4 (2020: nil). In 2020 staff were subcontractors and not paid via the payroll.

6. TRUSTEES' REMUNERATION, BENEFITS AND EXPENSES

There were no trustees' remuneration or other benefits for the year ended 18 October 2021 nor for the period ended 18 October 2020.

There were no trustees' expenses paid for the year ended 18 October 2020 nor for the period ended 18 October 2019.

SISTER SYSTEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 18 OCTOBER 2021

7. Comparatives for the statement of financial activities

			Year Ended 18 Oct 20
	Unrestricted	Restricted	Total Funds
	£	£	£
Income	33,481	129,204	162,685
Expenditure	(12,060)	(59,314)	(71,374)
Start-up loan repaid	<u>(7,000)</u>	<u>-</u>	<u>(7,000)</u>
Net Income	21,421	69,890	91,311
Funds Brought forward	7,732	18,988	26,720
Funds carried forward	<u>22,153</u>	<u>88,878</u>	<u>111,031</u>

8. Tangible fixed assets

	Computer Equipment £
At 18/10/2020	1,910
Additions	<u>1,005</u>
At 18/10/2021	<u>2,915</u>
Depreciation:	
Charge in year	(637)
Net Book Value 18 October 2021	<u>2,278</u>
Net Book Value 18 October 2020	<u>1,910</u>

SISTER SYSTEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 18 OCTOBER 2021

9. DEBTORS

	18.10.21	18.10.20
	£	£
Prepayments & accrued income	217,847	-
	217,847	-

10. CREDITORS (AMOUNTS FALLING DUE WITHIN ONE YEAR)

	18.10.21	18.10.20
	£	£
Accruals	1,200	10,677
	1,200	10,677

11. MOVEMENT IN FUNDS

	19/10/20 Opening	Incoming Resources	Resources expended	Transfers	18/10/21 Closing
Restricted funds:					
Programme Delivery	88,878	284,198	(185,327)	-	187,749
Total	88,878	284,198	(185,327)	-	187,749
Unrestricted general funds	22,153	182,457	(10,254)	-	194,356
Total funds	111,031	466,655	(195,581)	-	382,105

The restricted funds were to deliver the programs, of which we have already detailed in the Trustees report.

SISTER SYSTEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 18 OCTOBER 2021

12 FUND BALANCES

Fund balances at 18 October 2021 are represented by:

	Unrestricted Funds £	Restricted Funds £	Total £
Current assets	195,556	187,749	383,305
Current liabilities	(1,200)	-	(1,200)
	194,356	187,749	382,105

Fund balance at 18 October 2020 are represented by:

Current assets	32,830	88,878	121,708
Current liabilities	(10,677)	-	(10,677)
	22,153	88,878	111,031

Accounts



Registered Company Number: CEO13613 England and Wales

Registered Charity Number: 1177669

Trustees Report and independently examined Financial Accounts

For the Year Ended 18 October 2020

Circle Accounting Ltd

233 Mersham Road

Thornton Heath

Surrey

CR7 8NW

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TRUSTEE'S REPORT

The trustees present their report and financial statements of the charity for the year ended 18 October 2020. The board of trustees are satisfied with the performance of the charity during the year and the position at the year end and consider that the charity is in a strong position to continue its activities during the coming year, and that the charity's assets are adequate to fulfil its obligations.

OBJECTIVES AND ACTIVITIES

The Objectives of the Charities are set out in its governing document. These are:

To act as a resource for girls and young women aged from 13 to 21 years who are in or have been supported by the public care system by providing advice and assistance and organising educational programs and other activities as a means of:

- Progressing 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.
- Advancing education.
- Relieving unemployment

ACTIVITIES AND PERFORMANCE

The Board of Trustees is pleased to present Sister Systems second full year of impact. This year Sister System has, despite unprecedented and challenging circumstances, risen to the challenges and succeeded in fulfilling its charitable aims and mission, fuelled by our ever-growing community of Sisters, team and partners. Due to the dedication, skill and commitment of the entire Sister System community we are proud to have superseded our beneficiary and financial target and close on the year having worked alongside 99 amazing girls, young women and their families; 43 of them are on programs and a further 56 are benefiting from sessional support. As an alternative educational provision Sister System currently has 43 registered learners across four level2 qualifications and 2 programmes. We began the year with six programme and ended with a further two, both of which were curated by the operations team in response to Covid-19 and BLM. The board is proud to present a stronger service provision that clearly demonstrates our ability to meet the new and increased needs of our beneficiaries.



Over this year, we delivered:

- 1041 hours of Therapeutic Sessions
- 24 Career Coaching Sessions
- 144 Peer-led Sessions
- 32 Accredited Workshops
- 18 Sister System Resilience Workshops
- The Sisterhood programmes
- The Big sister You Never Had programme
- Peer2Peer Powerup mentoring
- Covid-19 holistic support programme

The peer led sessions were delivered by 11 Big Sisters, graduates from previous programmes who were employed by Sister System. Of the young women supported by our services:

- 55% moved into training or education.
- 10% moved to paid employment.
- 100% raised their mental and emotional resilience.

They all continue to engage with the service.

BLACK LIVES MATTER-OUR RESPONSE

Sister System offers its services to all care affected girls and young women, but our current service users are 98% BAME. The Black Lives Matter campaign brought to the forefront what we already knew; that BAME females in care face more complex challenges and inequalities due to their race, gender and care related traumas. The campaigns in the summer of 2020 created further need that Sister System is working to meet through the co-curation of an additional programme, Honour Thyself.

Our goal is that every care affected girl has the same opportunities that everyone else has at home, in school and in our communities.

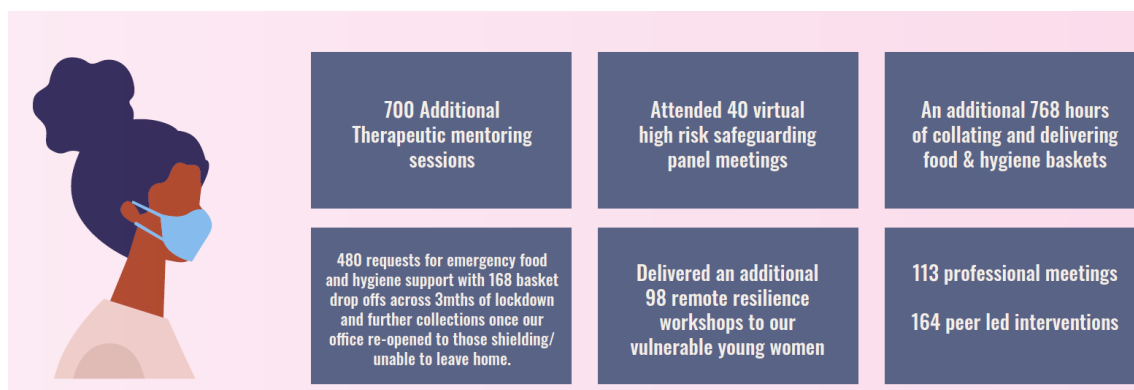
COVID-19- OUR RESPONSE

Covid-19 created further urgent needs in the community and with the generosity and rapid response of the team, emergency funders and individual donors, we were able to support our existing service users alongside an additional 46 care-affected young women. In 2020, we have supported nearly 50% additional young women and their families across Haringey, Enfield and further afield than we forecasted for.

Apart from continuing to deliver our programmes which consist of educational workshops, Sister Systems resilience building modules, peer, and therapeutic mentoring alongside career coaching sessions we also helped improve the emotional and mental well-being of an additional 46 young women through our therapeutic and peer to peer mentoring support. Additionally, there were 480 requests for emergency food and hygiene support. We delivered baskets with supplies both during the first lockdown and after that to girls that were shielding with others continuing to collect from our Hub in Tottenham. Sister System

continues to work to meet the ongoing needs of Covid-19 through the co-curation of an additional programme Covid-19 holistic support programme.

Our COVID-19 response



STAFFING

Sister System started the year with a core team of 3 alongside 5 Big Sisters and ended the financial year with a team of 7 alongside providing paid work for 11 Big Sisters. In this next year Sister System will move the core team and Big Sister Mentors to PAYEE to provide both employment and organisational security.

THE BOARD

Sister system recruited an almost entirely new board in March of 2020. We retained 3 previous board members and are now a team of 9. We have come together to ensure the governance and duties of the charity are discharged, this has been done with passion and commitment. The board welcomes at least one member of the peer mentoring team alongside our Founder and Director to board meetings.

OUR PARTNERS

Sister Systems operational leads have continued to work tirelessly to forge meaningful partnerships with statutory organisations, NFPs, forums and community initiatives. To this end we now sit on the statutory panels across both Haringey and Enfield's Children's Services as a referral route for these and other statutory providers. We also attend and are part of Haringey's MARAC, CSE and CE panels.

PUBLIC BENEFIT

The Trustees confirm that they have considered the general guidance issued by the Charity Commission in connection with public benefit in setting the objectives of the charity and they have considered how planned activities further the charity's objects.

THE FUTURE

In the third year of delivery, we are aiming to:

1. Support 144 girls across 5 programmes
2. Grow into identified London Boroughs
3. Strengthen our partnerships and forge new ones
4. Continue to shape our offer, always with an 'excellence as standard' and solution focused culture.

In these times of uncertainty, Sister System seeks to be a stable and consistent service for some of our society's most disaffected and vulnerable girls and young women.

To read more about our impact across 2019-2020 please see our Impact Report:

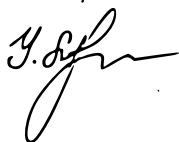
<https://www.sistersystem.org/impact-report-2020>

FINANCIAL REVIEW

The year ended with a total income of £162,685 (2019: £31,977) and total expenses of £71,374 (2019: £12,989). Total funds at the end of 18th October 2020 were £111,031 including unrestricted general funds of £22,153 (2019: total funds £26,720 including unrestricted general funds of £7,732).

Trustee:

Yulia Sitnikova



Studio 26, The Trampery
639 High Road
London N17 8AA

Date: 6 May 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENTS

The charity is constituted as charitable incorporated organisation dated 23 March 2018 and its objects are to apply for funds for charitable purposes in England and Wales.

In selecting persons to be appointed as trustees, the existing trustees take into account the benefits of appointing a person who is able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects or management of the charity in accordance with the trust deed.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CEO13613 (England and Wales)

Registered Charity number

1177669

Registered office

Studio 26, The Trampery
639 High Road
London N17 8AA

Director

Okela Douglas



10th May 2021

BOARD OF TRUSTEES

To support our programmes, we strengthened our team by recruiting an almost entirely new Board of Trustees:

Name:	Date Joined
K Bartlett	21 December 2018
M Williams	21 December 2018
A Mountbatten	02 March 2020
I Lukseviciute	02 March 2020
A Georgakopoulou	02 March 2020
A Dainkeh	02 March 2020
S Khaleeli	14 April 2020
C Jackson	14 April 2020
J Dean	01 September 2020
Y Sitnikova	01 October 2020

During 2020, we recruited 8 new trustees whilst 3 previous trustees decided to step down from the board due to other commitments. Sister System benefits from a board of trustees with diverse background and experience that meets regularly on a quarterly basis, with more frequent meetings when necessary.

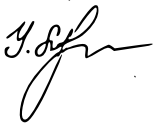
REFERENCE AND ADMINISTRATIVE

Details of Independent examiner:

Martin Adrien
Circle Accounting Ltd
233 Mersham Road
Thornton Heath
Surrey
CR7 8NW

Approved by order of the board of trustees on 3 November 2020 and signed on its behalf by:

Yulia Sitnikova

A handwritten signature in black ink, appearing to read 'Y. Sitnikova', is written over a faint, circular official stamp. The stamp contains text that is mostly illegible but appears to include 'Yulia Sitnikova' and 'Trustee'.

Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SISTER SYSTEM (The Company)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 18 October 2020.

Responsibilities and basis of report

As the charity's trustees of the Company (and 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 Company 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of 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
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (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.

Martin Adrien

Date: 10 May 2021

Statement of Financial Activities for year ended 18 Oct 2020

				Year ended 18 Oct 20 Total Funds	Year ended 18 Oct 19 Total Funds
	Notes	Unrestricted £	Restricted £	£	£
Income and Endowments					
Donations and Legacies	3	33,481	129,204	162,685	31,977
Expenditure					
Programme Delivery	4	(12,060)	(59,314)	(71,374)	(12,989)
Net Income		21,421	69,890	91,311	18,988
Reconciliation of Funds					
Total Funds brought forward		7,732	18,988	26,720	7,732
Start-up loan repaid		(7,000)	0.00	(7,000)	0.00
Total Funds Carried forward		22,153	88,878	111,031	26,720

Continuing Operations:

All income and expenditure have arisen from continuing activities.

Statement of Financial Position as at 18 Oct 2020

				As at 18 Oct 20	As at 18 Oct 19
		Unrestricted	Restricted	Total	Total
		£	£	£	£
	Notes				
Fixed Assets					
Office equipment	5	0.00	1,910	1,910	0.00
Current Assets					
Cash in hand		22,153	97,645	119,798	26,720
Current Liabilities					
Salaries		0.00	(10,677)	(10,677)	0.00
Net Assets		22,153	88,878	111,031	26,720
Represented by Funds					
Fixed Assets				1,910	0.00
Unrestricted Funds				22,153	7,732
Restricted Funds				86,968	18,988
Total Funds				<u>111,031</u>	<u>26,720</u>

Statement of Financial Position – Continued

The charitable company is entitled to exemption from audit under Section 479A of the Companies Act 2006 relating to subsidiary charitable companies for the year ended 18 October 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 18 October 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies' subject to the small companies' regime.

The financial statements were approved by the Board of Trustees on 6 May 2021 and were signed on its behalf by:

Yulia Sitnikova

A handwritten signature in black ink, appearing to read 'Y. Sitnikova', written over a faint dotted line.

Trustee

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

Basis of preparing the financial statements.

The financial statements of the charitable company, 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. 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 headings, they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation 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 restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS – Continued

2. TRUSTEES' REMUNERATION, BENEFITS AND EXPENSES

There were no trustees' remuneration or other benefits for the year ended 18 October 2020 nor for the period ended 18 October 2019.

There were no trustees' expenses paid for the year ended 18 October 2020 nor for the period ended 18 October 2019.

3. Comparatives for the statement of financial activities

				Year Ended 18 Oct 20	Year Ended 18 Oct 19
	Notes	Unrestricted	Restricted	Total Funds	Total Funds
		£	£	£	£
Income	3	33,481	129,204	162,685	31,977
Expenditure	4	(12,060)	(59,314)	(71,374)	(12,989)
Net Income		21,421	69,890	91,311	26,720
Funds carried forward		<u>22,153</u>	<u>88,878</u>	<u>111,031</u>	<u>26,720</u>

4. Movement in Funds

	As at 19 Oct 19	Net Movement	As at 18 Oct 20
	£	£	£
Unrestricted fund	7,732	14,421	22,153
Restricted Fund	18,988	69,890	88,878
Total funds	<u>26,720</u>	<u>84,311</u>	<u>111,031</u>

NB: Net movement for unrestricted funds include the repayment of a start-up loan from O Douglas of £7,000

NOTES TO THE FINANCIAL STATEMENTS – Continued

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

	Unrestricted Funds		Restricted Funds		
	Dr	Cr	Dr	Cr	Total
	£	£	£	£	£
Income		33,481		129,204	162,685
Expenditure:					
Delivery costs	889		12,879		13,768
Salaries	7,000		40,545		47,545
Covid-19	22		1,694		1,716
Insurance	0		1,142		1,142
Prof fees	395		240		635
Travel	33		112		145
Subsistence	14		181		195
Telephones	104		59		163
IT consumables	64		302		366
Rent	2,769		1,928		4697
Admin costs	770		232		1,002
Loan repayment	7,000		0		7,000
Total	19,060	33,481	59,314	129,204	78,374
<u>Net Increase in funds</u>		<u>14,421</u>		<u>69,890</u>	<u>84,311</u>

5. FIXED ASSETS

The fixed assets comprise computing hardware and will be depreciated over three years at 33.33% per year.

Fixed Asset register

	£
Brought forward as at 18/10/2019	0.00
Added in year ended 18/10/2020	£1,910
 Total fixed assets	 <u>£1,910</u>
 Depreciation Calculation:	
Brought forward	0.00
Charge in year	0.00
 Asset Value	 <u>£1,910</u>