



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 Due to the dedication, skill and commitment of the entire Sister System community we are proud to have superseded our beneficiary and financial target and close on the year having worked alongside 99 amazing girls, young women and their families; 43 of them are on programs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.

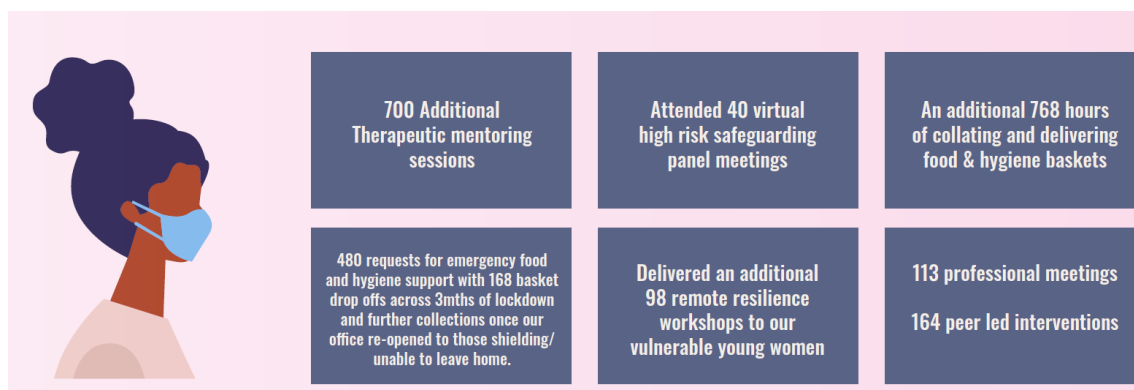
#### **COVID-19- OUR RESPONSE**

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:

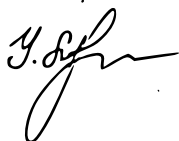
<https://www.sistersystem.org/impact-report-2020>

## 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:

<b>Name:</b>	<b>Date Joined</b>
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.



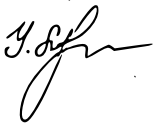
## REFERENCE AND ADMINISTRATIVE

### 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', with a stylized flourish at the end.

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 £	£	£
<b>Income and Endowments</b>					
Donations and Legacies	3	33,481	129,204	162,685	31,977
<b>Expenditure</b>					
Programme Delivery	4	(12,060)	(59,314)	(71,374)	(12,989)
Net Income		21,421	69,890	91,311	18,988
<b>Reconciliation of Funds</b>					
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				
<b>Fixed Assets</b>					
Office equipment	5	0.00	1,910	1,910	0.00
<b>Current Assets</b>					
Cash in hand		22,153	97,645	119,798	26,720
<b>Current Liabilities</b>					
Salaries		0.00	(10,677)	(10,677)	0.00
<b>Net Assets</b>		22,153	88,878	111,031	26,720
<b>Represented by Funds</b>					
Fixed Assets				1,910	0.00
Unrestricted Funds				22,153	7,732
Restricted Funds				86,968	18,988
<b>Total Funds</b>				<b><u>111,031</u></b>	<b><u>26,720</u></b>

## 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', with a stylized flourish at the end.

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:

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



## 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	 <b><u>£1,910</u></b>
 Depreciation Calculation:	
Brought forward	0.00
Charge in year	0.00
 Asset Value	 <b><u>£1,910</u></b>