



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