

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

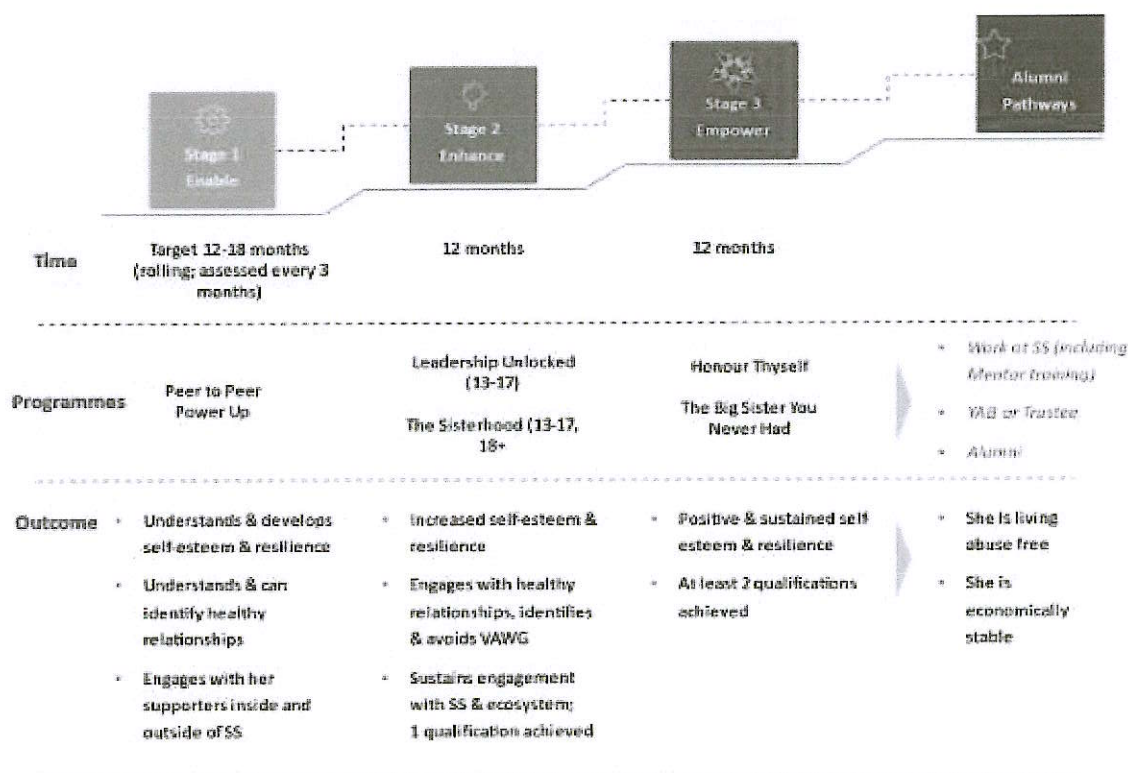
Our Theory of Change

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 |
|----------------------------------------------------------------------|-------------------------------------------------|----------------------------------------|-----------------------------------------------------------------------|

- 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

(Charitable Incorporated Organisation, charity number 1177669)

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 |

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 |

As at 31 October 2024

| | | |
|--------------|---------------|---------------|
| <u>3,077</u> | <u>18,866</u> | <u>21,942</u> |
|--------------|---------------|---------------|

Depreciation

As at 1 November 2023
Charge for the year

| | | |
|-----|-------|-------|
| 79 | 5,613 | 5,692 |
| 394 | 3,990 | 4,384 |

As at 31 October 2024

| | | |
|------------|--------------|---------------|
| <u>473</u> | <u>9,603</u> | <u>10,076</u> |
|------------|--------------|---------------|

Net book value

As at 31 October 2024

| | | |
|--------------|--------------|---------------|
| <u>2,603</u> | <u>9,263</u> | <u>11,867</u> |
|--------------|--------------|---------------|

As at 31 October 2023

| | | |
|--------------|--------------|--------------|
| <u>1,108</u> | <u>2,711</u> | <u>3,819</u> |
|--------------|--------------|--------------|

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> |