

# **Trustees' Report**

## **Year ended 30 June 2022**

Charity number: 1178019



# Information

Trustees in office for the period 1 July 2021 to 30 June 2022:

Rosanna Smith

Nathan Brooker

Prasanna Kannan

Gavin Auty

Charity number: 1178019

Registered Office: 118 Mildmay Avenue, London, N1 4FE

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# Trustees' Report

The trustees are pleased to present their annual trustees' report of the charity for the year of operations from 1 July 2021 to 30 June 2022.

## **Structure, governance and management**

Decade On is a Charitable Incorporated Organisation (CIO) governed by its Constitution dated 6 August 2017. It is registered as a charity with the Charity Commission.

The charity had four trustees throughout the period, three of whom were appointed at the time of registration with the Charity Commission, and the fourth being appointed during the financial year 2020 to replace a Trustee who resigned.

Trustees are appointed in line with the Constitution, as follows:


- (1) Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.
- (2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

## **Objectives and activities**

The objective of the CIO is to help young people (18+) understand and be better prepared to enter the workforce by providing practical and relevant careers advice.

In shaping the objectives, the trustees have considered the Charities Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'. We have outlined the problem we are trying to fix, and our proposed solution, as follows:

Defining the problem:



Social mobility is a major problem in the UK. Just 7% of students are privately educated, and yet, they are hugely over-represented in the top professions, accounting for 50% of journalists; 60% of doctors; and 70% of barristers.

What is more, the coronavirus crisis made this situation worse. An LSE report found that there are serious concerns that the pandemic will push Britain's young people under the age of 25 – the 'Covid generation' – into a dark age of declining social mobility because of rising economic and educational inequalities.

#### Our solution:

The Sutton Trust's 2019 report on 'Elitist Britain' recommends that to tackle issues of social mobility high-quality careers advice needs to be available to young people from all backgrounds. All pupils should receive a guaranteed level of careers advice from professional impartial advisers. But we do not believe this is being done.

What we offer: We provide the most up-to-date advice possible. Our mentors are just one or two steps ahead of the people they're advising – about a decade or so – so they know everything about breaking into their career right now.


### **Achievements and performance**

During the year, the focus of the charity was to maintain the current mentoring relationships and to monitor feedback. Proof of concept has been achieved, with around 50 mentors signed up to Decade On, a growing number of mentee connections and glowing feedback from those we have helped. Now, the focus of the charity will be on funding. Future funding will be used in areas such as operations management, marketing and design, to support the ambitious growth plans of the charity, with the aim to assist as many young adults into the job market as possible.

### **A financial review**

Being in the early stages of the charity, costs were minimal and isolated to the website running costs and insurance. We were grateful to receive funding from KPMG LLP.

We were also grateful for the time of our mentors, all of whom are volunteers.




During these initial years, our reserves policy will be to build up reserves so that going-forward, that charity has six months' operating costs held in reserve.

R. Smith

Rosanna Smith

Trustee

27.04.2022





|                                |                   |             |                 |       |
|--------------------------------|-------------------|-------------|-----------------|-------|
| Charity Name                   |                   | No (if any) |                 | CC16a |
|                                |                   |             |                 |       |
| Receipts and payments accounts |                   |             |                 |       |
| For the period from            | Period start date | To          | Period end date |       |
|                                |                   |             |                 |       |

Section A Receipts and payments

|  | Unrestricted funds | Restricted funds | Endowment funds  | Total funds      | Last year        |
|--|--------------------|------------------|------------------|------------------|------------------|
|  | to the nearest £   | to the nearest £ | to the nearest £ | to the nearest £ | to the nearest £ |
| A1 Receipts                                    |                    |                  |                  |                  |                  |
|  | 350                | -                | -                | 350              | 400              |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
| Sub total(Gross income for AR)                 | 350                | -                | -                | 350              | 400              |
| A2 Asset and investment sales, (see table).    |                    |                  |                  |                  |                  |
|  | - 0                | - 0              | - 0              | -                |                  |
|  | - 0                | - 0              | - 0              | -                | - 0              |
| Sub total                                      | - 0                | - 0              | - 0              | -                | - 0              |
| Total receipts                                 | 350                | - 0              | - 0              | 350              | 400              |
| A3 Payments                                    |                    |                  |                  |                  |                  |
| Website  | 171                | -                | -                | 171              | 219              |
| Insurance                                      | 127                | -                | -                | 127              | 130              |
| Design software                                | - 0                | -                | -                | -                | 32               |
| Bank charges                                   | 10                 | -                | -                | 10               | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
|  | - 0                | -                | -                | -                | -                |
| Sub total                                      | 308                | -                | -                | 308              | 381              |
| A4 Asset and investment purchases, (see table) |                    |                  |                  |                  |                  |
|  | - 0                | - 0              | - 0              | -                |                  |
|  | - 0                | - 0              | - 0              | -                |                  |
| Sub total                                      | - 0                | - 0              | - 0              | -                | - 0              |
| Total payments                                 | 308                | - 0              | - 0              | 308              | 381              |
| Net of receipts/(payments)                     | 42                 | -                | -                | 42               | 19               |
| A5 Transfers between funds                     | - 0                | -                | -                | -                | -                |
| A6 Cash funds last year end                    | - 0                | -                | -                | -                | -                |
| Cash funds this year end                       | 42                 | -                | -                | 42               | 19               |

Section B Statement of assets and liabilities at the end of the period

| Categories    | Details  | Unrestricted funds | Restricted funds | Endowment funds |
|---------------|--|--------------------|------------------|-----------------|
|               |  | to nearest £       | to nearest £     | to nearest £    |
| B1 Cash funds | Current business account                               | 75                 | -                | -               |
|               |  | -                  | -                | -               |
|               |  | -                  | -                | -               |
|               | Total cash funds                                       | 75                 | -                | -               |
|               | (agree balances with receipts and payments account(s)) | Agreement Error    | OK               | OK              |

|   |           | Unrestricted funds              | Restricted funds      | Endowment funds          |
|---|-----------|---------------------------------|-----------------------|--------------------------|
|   |           | to nearest £                    | to nearest £          | to nearest £             |
| <b>B2 Other monetary assets</b>                             | Details   | -                               | -                     | -                        |
|   |           | -                               | -                     | -                        |
|   |           | -                               | -                     | -                        |
|   |           | -                               | -                     | -                        |
|   |           | -                               | -                     | -                        |
|   |           | -                               | -                     | -                        |
|   |           |                                 |                       |                          |
|   | Details   | Fund to which asset belongs     | Cost (optional)       | Current value (optional) |
| <b>B3 Investment assets</b>                                 |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 |                       |                          |
|   | Details   | Fund to which asset belongs     | Cost (optional)       | Current value (optional) |
| <b>B4 Assets retained for the charity's own use</b>         |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 | -                     | -                        |
|   |           |                                 |                       |                          |
|   | Details   | Fund to which liability relates | Amount due (optional) | When due (optional)      |
| <b>B5 Liabilities</b>                                       |           |                                 | -                     |                          |
|   |           |                                 | -                     |                          |
|   |           |                                 | -                     |                          |
|   |           |                                 | -                     |                          |
|   |           |                                 | -                     |                          |
|   |           |                                 |                       |                          |
| Signed by one or two trustees on behalf of all the trustees | Signature | Print Name                      |                       | Date of approval         |
|   |           |                                 |                       |                          |
|   |           |                                 |                       |                          |