

3 PILLARS PROJECT CIO

England & Wales · Charity number 1178703

Details

Status Registered

Legal form CIO

Registered 2018-06-08

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

Contact

Address 3Pillars Project
C/O Clearscore
Vox Studios
1-45 Durham Street
Vauxhall
SE11 5JH

Phone 07511209365

Email info@3pillarsproject.com

Website <https://www.3pillarsproject.com/>

Activities

Objects: TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE, IN PARTICULAR EX-OFFENDERS, FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE EX-OFFENDERS WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE AND REHABILITATE INTO SOCIETY.

Activities: 3Pillars Project works to prevent ex-offenders and young people vulnerable to crime from social exclusion and assists them to rehabilitate and integrate back into society. Through sports based mentoring, in custody and the community, we strive to transform the long term employment prospects of ex-prisoners, through structured apprenticeship programmes, paid work and support to gain qualifications.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Amateur Sport, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£512,606	£437,129	£213,581	10
2024-06-30	£397,923	£394,951	-	-
2023-06-30	£287,030	£250,154	-	-
2022-06-30	£172,382	£168,287	-	-
2021-06-30	£161,221	£115,213	-	-
2020-06-30	£84,168	£81,120	-	-

Trustees

Name	Role	Appointed
William George Mackinlay M.V.O.	Chair	2023-01-13
Adam John Mallalieu		2025-11-01
DERRICK RALPH DALE KC		2018-06-08
Helen Catherine Mortimer Whitehouse OBE		2023-01-20
Kate Megan Molan		2020-08-20
LOUIS GLADSTONE ANNAN		2020-08-20
Phil Newman		2024-03-15
Tania Elizabeth Nadarajah		2024-03-15
Thomas Richard Smallbone		2023-01-20

3 PILLARS PROJECT CIO

England & Wales - Charity number 1178703

Accounts



3 Pillars Project

2025

**YEAR IN REVIEW
ANNUAL REPORT & FINANCIAL
STATEMENTS**



WELCOME FROM OUR CEO

MIKE CROFTS



Criminal Justice policy is under a microscope. Prison capacity is at breaking point; the solution for this is helping people to not commit crime in the first place and not return to prison, ending the cycle of reoffending. This sounds simple, but years of policy makers avoiding the pressing issues has made criminal justice a challenging arena. We have had the opportunity this year to inform a number of reviews to improve the system at large.

This is the first full year of pursuing our five year strategy and I am delighted to see how we have gone from strength to strength. The 3Pillars team have grown the programme, increased our impact and we are developing organisational sustainability, all whilst advocating for a better system and supporting sports based mentoring across the criminal justice estate.

Our programme growth has seen pilots in HMPs Lowdham Grange, Sudbury and ISIS, whilst our team have expanded our excellent work in HMP Dovegate as well as enrichment programmes in Feltham and Werrington YOIs. Additionally we have added a Lived Experience, Assistant Coach and Mentor Programme in HMP Dovegate, where we are training graduates of previous courses to deliver our Rugby Academies themselves.

I am delighted that we have managed to increase our impact with the addition of a PhD Studentship in collaboration with Loughborough University, the growth of our post release team, who are now supporting more and more people in the community post release and the evolution of our programme which has undergone extensive reflection and development by the team.

The final strand of our strategy has focused on building sustainability, which we have done with the support of some amazing and forward thinking funders and fundraisers, as well as improved efforts to communicate our work, and a process of team growth, which has brought some excellent people into the team; their energy and passion for the work is palpable.

Reading the feedback from people in prison who complete the course and prison staff alike is inspiring. I recently read about a man who has spent much of his adult life mired in drug debt and addiction, he referred to himself as a “lost cause”. A staff member observed that being involved in the 3Pillars course had given his life fresh meaning. It is examples like this that prove how meaningful and worthwhile this programme is.

"Your course has really improved the behaviour of some of these lads (referring to the assistant coaches). It gives them a focus, something to work towards and look forward to each week. It steers them away from any trouble, they don't want to be involved in case it means that they get removed from the course."

- PEI from Dovegate, HMP Dovegate

OUR PURPOSE

At 3Pillars Project, we enable people in the criminal justice system to find hope, opportunity, and community.

OUR MISSION

We are on a mission to develop the most effective sports-based mentoring programme for individuals in custody and post-release.

Through the power of sport, particularly rugby, we empower people to thrive beyond prison by building resilience, self-discipline, and a sense of belonging. We believe that everyone deserves the chance to rebuild their lives, and we are dedicated to providing the tools, support, and encouragement to do this.

HOW WE WORK

3Pillars Project provides sports-based mentoring through our GAMEPLAN programme to inspire, challenge and empower young men within the criminal justice system. They start their journey with us whilst in prison and through our Rugby Academy they become part of a team, boosting their physical, mental and emotional health on and off the playing field. We work with every young man as an individual, to their time frame, whether this is for months or years.

Participants can progress on to our Fit For the Future Academy to help them resettle into the community post release. Through mentoring and helping them to gain qualifications, training and employment opportunities, our apprentices are able to build a better future whilst in prison and beyond. Many of our programme graduates join our Leadership Community to give back at the end of the programme.



OUR 5 YEAR STRATEGY

was released at the end of 2024. Here are our 3 core goals

GOAL 1



Grow the programme

Expand GAMEPLAN in the Midlands, London and beyond.

GOAL 2



Grow the impact

Ensure sustainable, high-quality, high-impact delivery, showcasing best practices in both delivery and monitoring & evaluation

GOAL 3



Build sustainability

Ensure sustainability and financial resilience through proper resourcing, diverse funding, and a clear delivery plan.

Talk about what we do to share best practice and reinforce our life-changing impact in the sector.



3PP THEORY OF CHANGE



THE CONDITIONS IN PRISONS AND BEYOND

- Limited time out of cell
- Poor physical and mental health
- High reoffending rates
- Fractured or absent relationships
- Adverse Childhood Experiences
- Intersections of race and class shaping identity and experience
- Substance misuse and addiction cycles
- Stigma



OUR GAMEPLAN INTERVENTION

In-Custody Rugby Academy:

- Rugby development
- Qualifications
- Personal development workshops
- Critical reflection
- Mentoring and Coaching: 1:1 and group
- Building physical health and confidence
- Peer to peer leadership
- Stoicism workshops

Fit for Future Academy:

- Pre and post-release support
- Employability support and work placements
- Outdoor adventure challenges
- Residentials
- Links to Community Gyms and Rugby Clubs



MECHANISMS FOR SUCCESS

- Person-centred ethos
- Strengths-based approach
- Equity-conscious delivery
- Trauma-informed practice
- Trust-based relationships
- Sustained connection
- Role modelling
- Multi-agency collaboration
- Sense of purpose
- Positive expressions of masculinity

LONG TERM OUTCOMES

Reduced reoffending

A Positive Future Identity

Greater stability in key life areas:

Employment & Education

Mental & Physical Health

Accommodation

Finance

Drugs & Alcohol Misuse

MEDIUM TERM OUTCOMES

Increased self-regulation

Improved interpersonal relationships

Increased resilience

Increased agency & self-efficacy

Increased self-esteem

Increased sense of belonging & community



RUGBY ACADEMY INSIGHTS

Over the past year, we have seen remarkable success in our Rugby Academy. **78 Participants** from **six courses** across four institutions have successfully completed the course. The institutions are: HMP Dovegate (three courses), HMP Lowdham Grange (one course), HMP Sudbury (one course) and HMPYOI Werrington (one course).

71 participants earned either a Level 1, Level 2 or Level 3 Sports Leaders qualification.

Beyond our structured courses, we delivered **enrichment activities** at HMYOI Werrington and HMYOI Feltham and various **taster sessions and reunion sessions** at HMP Isis and HMP Dovegate. These additional efforts enabled us to engage with another **226 participants** in custody.



EXCELLENT

Our participants rated our programme “excellent” according to the Net Promoter Score

94%

of participants are now more physically active

89%

of participants have been supported to have better relationships

96%

of participants have increased their resilience

97%

of participants have increased their empathy

99%

of participants have increased their self-esteem

95%

of participants have increased their autonomy and control

GLORY STORY

T first crossed paths with 3Pillars Project during a Rugby Academy programme he joined in 2023. As part of the course, 3PP gifted each participant a copy of Redemption by John McAvoy - an incredible story of transformation. For T, the book hit home. It was more than a story - it was a spark. He connected deeply with McAvoy's journey and saw, for the first time in a long while, the possibility of change rooted in his own strength.

Determined to test himself, T began training harder, setting ambitious goals for himself in the gym. What started as inspiration soon became obsession - not with proving others wrong, but with proving to himself that he could do something extraordinary.

Later, while still in custody, T made the decision to go after a massive challenge: the British record for 100,000 metres on the SkiErg. Over hours of relentless effort, through physical pain and mental barriers, T kept going. In a prison gym, he achieved something remarkable - he broke the record.

It was a feat of endurance, resilience, and pure determination. T's achievement stands as a powerful example of what's possible when sport becomes more than a game - it becomes a catalyst for redemption.

FIT FOR FUTURE ACADEMY



The FFF Academy is continuing to grow and currently offers pre and post-release support, tailored mentoring and practical guidance to graduates of our Rugby Academy. It also includes opportunities such as our Assistant Coach & Mentor programme and ongoing access to the 3Pillars community through events and experiences that promote adventure, connection and belonging.

ASSISTANT COACH & MENTOR DEVELOPMENT PROGRAMME

“
I'm learning valuable and transferrable skills from these sessions. It's what I look forward to most every week. I soak up all the knowledge and then share it with the younger lads back on the wing, they're always excited to hear what I have learned in the sessions.
- **ACAM Participant**



Our ACAM programme enables graduates of our Rugby Academy to enhance their coaching skills and leadership abilities.

9 individuals are currently engaged in the programme - working towards their Level 2 and Level 3 Sports Leaders qualifications.

Monthly sessions further their growth through Stoicism workshops and coach development sessions.

POST-RELEASE SUPPORT

8 men are receiving pre-release support focussed on thorough preparation across all resettlement pathways. We address common gaps in prison resettlement processes to ensure participants are as prepared as possible for their return to the community.



10 men are receiving post-release support across key stability areas: accommodation, finance, ID, education, employment, substance misuse, and service engagement. They also receive mentoring, emotional and family support. We take a multi-agency approach and work closely with probation.

“
3Pillars see beyond what I can see. You have a vision of where I can be and that gives me confidence. You feel that I can be whatever I want to be. So grateful to have you in my corner. 3Pillars never forgot me. 3Pillars are more than a charity, they are family. Even my friends did not stand by me like 3Pillars; it's really deep!
- **Fit For Future Participant**



STAND OUT MOMENTS



I broke 100,000m SkiErg British record. 7hrs 1min. After reading Redemption by John McAvoy that I was gifted by 3Pillars, it gave me the urge to do something similar

— Gym Orderly at HMP Sudbury



Mini Olympics

We celebrated the Paris Olympics by running our own mini version in Feltham, Werrington and Dovegate. There were some impressive results and healthy competition.



Independent Sentencing Review

Our CEO, Mike Crofts, was part of the Independent Sentencing Review Roundtable: Advocating for a Criminal Justice System that makes us all safer.



Big Give campaign

In December we took part in The Christmas Challenge - the UK's biggest collaborative fundraising campaign and hosted fitness classes run by our graduates and a dinner for our wonderful supporters.



Team training - Choice Theory

Our team took part in the Intensive Workshop, exploring how Choice Theory supports our human centred approach by helping individuals in prison take ownership of their own change. True to 3Pillars style, we put theory into practice with a double kayak challenge on the River Trent, navigating resistance, collaboration and the occasional splash.



The Grocers' Dinner

We were honoured to be chosen as one of the charities supported at the Grocers Hall annual fundraising dinner. A powerful evening that celebrated second chances and the impact of our work with young people. A standout moment was hearing Sikiru share his journey from prison to 3Pillars, reminding us all of the power of change and community.



Edale Skyline Challenge

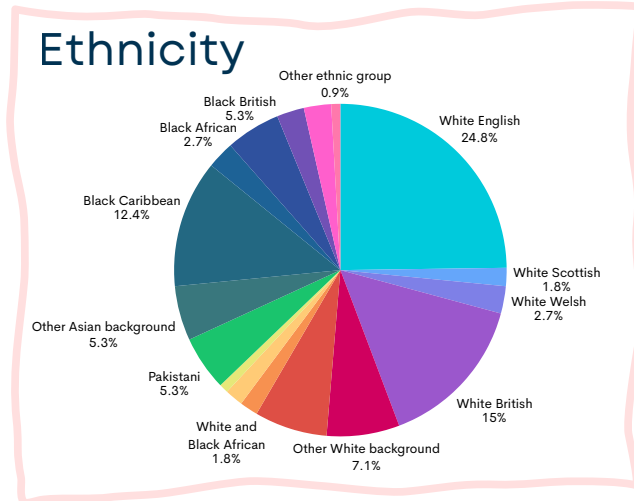
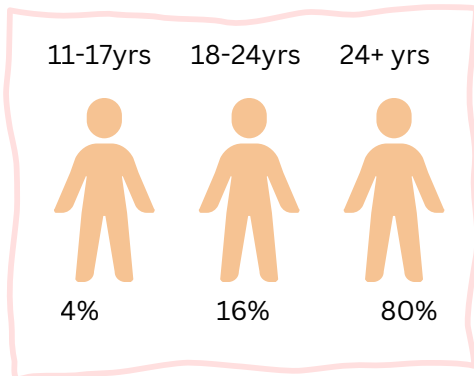
In June 2025, a team of apprentices, supporters and 3PP employees successfully completed the challenging 22 mile Edale Skyline walk, demonstrating resilience, teamwork, and solidarity with the young people we support in rebuilding their lives.





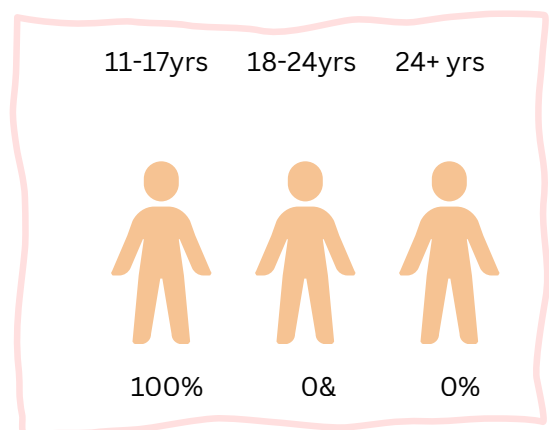
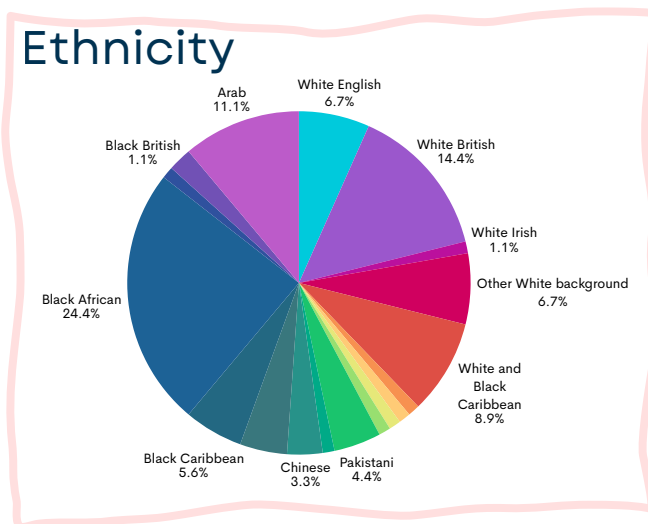
UNDERSTANDING WHO ENGAGES WITH US

WITHIN OUR RUGBY ACADEMY



This year, the majority of participants across our Rugby Academy programmes have been from White backgrounds, followed by those from Black backgrounds. Our work has been primarily based in adult prisons, particularly at HMP Dovegate, where this trend is most evident. While earlier cohorts were largely White English, we've seen an increase in diversity over time, including greater representation from mixed heritage backgrounds.

WITHIN OUR COMMUNITY PROGRAMME



Our participant group is highly diverse, with the majority identifying as Black African, followed by White British and Arab backgrounds. All participants are aged between 11 and 17, reflecting our strong connection with young people in the community. This diversity speaks to the inclusive nature of our programme and its ability to engage and support young people from a wide range of ethnic and cultural backgrounds.

SPOTLIGHT ON OUR NEW TRUSTEES



**TANIA
NADARAJAH**

Tania joins 3Pillars as a trustee after being involved with fundraising efforts since 2018. She was first introduced to the charity through her position as Women's Chair at Battersea Ironsides. Having witnessed the positive impact sport, and rugby in particular, had on those around her, she was keen to get involved. Tania is a natural problem solver having worked in consulting, investment banking and the start up space - she now works in Risk at one of the "big four". She is looking forward to contributing to 3Pillars through advocacy, planning and fundraising.

Phil joins 3Pillars as a Trustee and brings with him over 30 years' experience in Sports programming, development and strategy design, gained whilst working in senior leadership roles at several Local Authorities and Higher Education institutions.

Phil is also the founder and CEO of Includable Consultancy, which is a market leader in the provision of Leadership, Culture Change, Sports strategy and EDI programmes, workshops and interventions.



**PHIL
NEWMAN**



OUR TEAM

We are thrilled to have such a dedicated and talented team, driving us toward exceptional achievements and making a profound difference in the communities we serve. Their commitment and expertise are at the heart of our success.





WHERE WE WORK

HMYOI Werrington

Wildcats arena

HMP Sudbury

HMP Lowdham Grange

HMP Dovegate

 **Prison**

 **Community**

HMP/YOI Isis

YOI Feltham

Black Prince Trust

Our work spans several key areas: we deliver the GAMEPLAN programme in prisons, providing structured support that combines rugby, mentoring, and personal development. In local communities across the Midlands and London, we partner with various organisations to extend our impact, helping young people and vulnerable individuals develop life skills and build positive futures. By focusing our efforts where they are needed most, we aim to make a meaningful difference in both custodial and community settings.

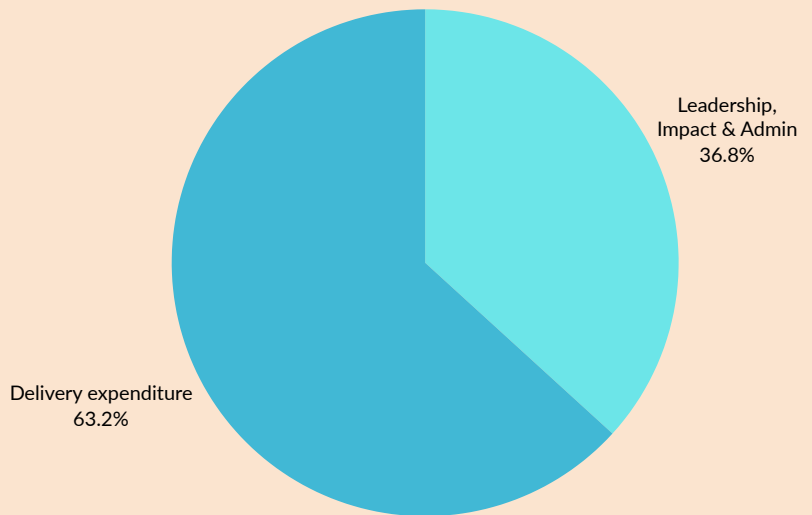
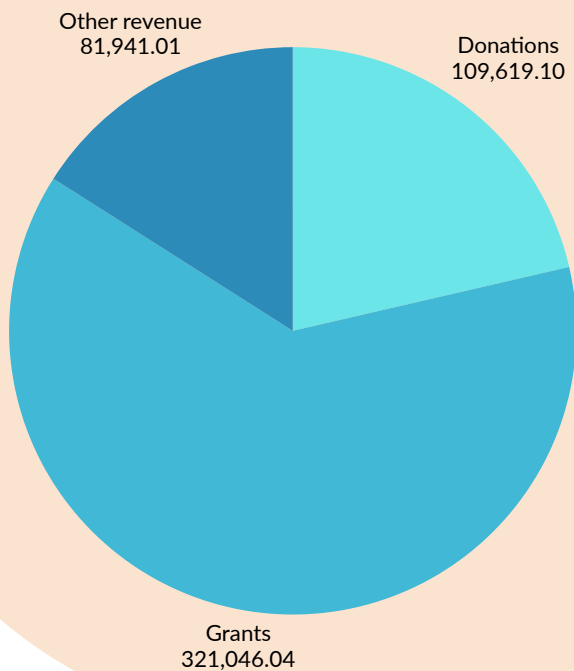




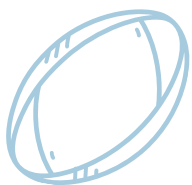
FINANCIAL OVERVIEW

**Total Income 2024/25:
£512,606.15**

**Total Expenditure 2024/25:
£443,544.63**



At the end of the financial year 2024/25, the total funds carried forward amounted to £69,061.52 consisting entirely of unrestricted funds, no restricted funds being carried forward. Total Reserves stand at £100,000



£1,482 funds the full **Rugby Academy** programme per apprentice.



£6,326 funds longterm support and the full **Fit for Future Academy** per apprentice.

Did you know...



YEAR IN REVIEW



WHAT OTHERS SAY ABOUT US



HMPPS

3Pillars has been fantastic in supporting my service user and myself. Not just in practical support such as sourcing employment and training opportunities and encouraging community integration but also in taking a vested interest in their wellbeing and encouraging positive engagement, which has also supported me in my ongoing risk management.

— Probation Officer

HMYOI Werrington

I can't actually believe these three lads have taken part in the whole thing, no question. You should see them on the landings. I've seen them in a totally different light, laughing and actually enjoying it.

— Officer

HMP Sudbury

This is beautiful, truly beautiful. I can't remember the last time I felt like this.

— Participant

HMP Sudbury

This has literally changed the outlook of many of these people. The amount of laughter, motivation, passion, teamwork that went on was phenomenal.

— Head of Education, skills and employment

HMPYOI Werrington

As a British Indian, I felt 3Pillars understood and respected my background. Their approach isn't a one size fits all, it's culturally sensitive, trauma-informed, and built on real relationships.

— Participant

HMP Dovegate

You all do amazing things, they need more of this. I know how much X has loved it, it's all he's talked about. It's been our best family day since he's been in prison.

— Participant's family member

HMP Dovegate

With what I have seen I believe this course would benefit any prisoner with the physical and mental health benefits and rehabilitation. The difference from week 1 to week 8 is a joy to watch

— Physical Education Instructor

HMP Lowdham Grange

The guest speaker with lived experience was really insightful, it gives you hope that you can move past things and that you can change your life for the better

— Participant

Fit for Future Academy

I feel like now I understand that 'this guy' might not live the way I live but right now we are both going through this battle together and I feel like that's what brings people closer together. That hike shows people that no matter where we come from, right here on this hike its nothing but unity - I got a real sense of comfort from it.

— Participant

HMP Dovegate

What I enjoyed was learning a new skill, making new friends and improving my fitness and mindset. I've been in a hole lately and 3Pillars pulled me out!

— Participant



LOOKING AHEAD TO NEXT YEAR



Looking ahead, we are poised for a transformative year, building on our strong foundations to empower even more individuals. We are expanding our reach and deepening our impact, with a clear vision for growth in participant engagement, successful transitions, and leadership development. Our Rugby Academy will continue to be a cornerstone of our work in prisons, with an ambitious target of reaching over 100 participants annually.



Beyond these core programmes, we are also broadening our reach with enrichment days, delivering a total of 48 days across prisons and Youth Offending Institutions. We are expanding our post-release support to ensure sustained positive activity and community integration for participants. A major leap forward for us will be the piloting of our Fit for Future Academy residential. This initiative is designed to provide intensive support & development and solidify a sense of community, ensuring participants are well-prepared for life beyond prison.

As we cast our gaze to 2026, we are incredibly excited to announce a monumental milestone: we will be celebrating our 10-year anniversary! A decade of transforming lives, building futures, and fostering leadership within our communities. This significant anniversary will be a moment to reflect on our achievements, celebrate the countless individuals we've had the privilege of supporting, and look forward to an even brighter future as we continue to expand our vital work.



THANK YOU



Billmeir Charitable Trust
Broxash Ltd
Cedar House
The Alchemy Foundation



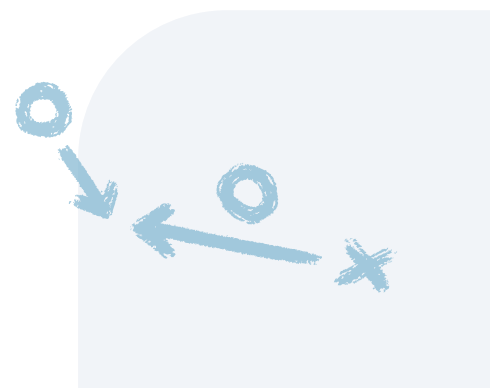
2025 Edale Skyline Challenge Hikers



Contact us at:

3Pillars Project CIO
c/o Clearscore
Vox Studios, VG 203
1-45 Durham Street
Vauxhall, SE11 5JH

info@3pillarsproject.com



Company registration number: CE014498

Charity registration number: 1178703

3 Pillars Project CIO

Annual Report and Financial Statements

for the Year Ended 30 June 2025

Shaun Ellis

SA Ledgers Ltd
Chartered Accountants
57 Canbury Park Road
Kingston
KT2 6LQ

3 Pillars Project CIO

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3 Pillars Project CIO

Reference and Administrative Details

Senior Management / Leadership Team

Michael Crofts, Chief Executive Officer

Charity Registration Number

1178703

Company Registration Number

CE014498

Registered Office

3Pillars Project
C/O Clearscore
Vox Studios,
1-45 Durham Street,
Vauxhall,
SE11 5JH

Independent Examiner

Shaun Ellis

Bankers

Lloyds
25 Gresham Street
London
EC2V 7HN

3 Pillars Project CIO

Strategic Report for the Year Ended 30 June 2025

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 30 June 2025, in compliance with s414C of the Companies Act 2006.

Financial review

Policy on reserves

3Pillars Project work with a number of vulnerable young people and recognise that the removal of delivery due to funding shortages can undermine already precarious levels of trust in their lives. The Trustees recognise that sound financial planning means that we become sustainable and operate within the charity's needs. But on occasion, the charity may encounter challenges which affect funding streams. For this reason the charity needs to build up reserves and is aiming to have the ability to pay six months operating expenses from these reserves.

The strategic report was approved by the trustees of the charity on 14 April 2026 and signed on its behalf by:



.....
William George Mackinlay M.V.O.
Trustee

3 Pillars Project CIO

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 30 June 2025.

Objectives and activities

Objects and aims

The charity is an unincorporated organisation registered as a Charitable Incorporated Organisation on the 8th June 2018 with the Charity Commission

The 3 Pillars Project CIO charitable objects are:

- a) Preventing people, in particular ex-offenders, from becoming socially excluded, relieving the needs of those ex-offenders who are socially excluded and assisting them to integrate and rehabilitate into society; and
- b) Improving the long-term employment prospects of ex-offenders, through structured apprenticeship programmes, structured mentoring, paid work experience and support to gain qualifications, facilitating their transition into full time work, enabling ex-offenders to acquire the skills to maintain long term reintegration back into society and contribute to society in the long term.

Public benefit

Details can be found in our opening statements.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

William George Mackinlay M.V.O.

Derrick Ralph Dale KC

Robert James Page

Louis Gladstone Annan

Kate Megan Molan

Thomas Richard Smallbone

Helen Catherine Mortimer Whitehouse OBE

Phil Newman

Tania Elizabeth Nadarajah

Senior Management / Leadership

Team:

Michael Crofts, Chief Executive Officer

3 Pillars Project CIO

Trustees' Report

Structure, governance and management

Recruitment and appointment of trustees

3 Pillars CIO recruits and appoints new trustees in accordance with the following process:

- The trustees publish an advertisement with a Role Description
- Interested persons are invited to contact the existing trustees, upon which they are provided with an application form, a Declaration of Eligibility Form and the details of current trustees
- Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- Successful candidates are notified and provided with accounts, the constitution and the Code of Good Governance.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

Liquidity risk

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Statement of trustees' responsibilities

The trustees (who are also the directors of 3 Pillars Project CIO for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;

3 Pillars Project CIO

Trustees' Report

- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 14 April 2026 and signed on its behalf by:



.....
William George Mackinlay M.V.O.
Trustee

3 Pillars Project CIO

Independent Examiner's Report to the trustees of 3 Pillars Project CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also 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

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

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 3 Pillars Project CIO 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.



.....
Shaun Ellis
ACCA

10 April 2026

3 Pillars Project CIO

Statement of Financial Activities for the Year Ended 30 June 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
Income and Endowments from:				
Donations and legacies	3	134,721	297,929	432,650
Income from charitable activities	4	79,315	-	79,315
Investment income	5	641	-	641
Total income		<u>214,677</u>	<u>297,929</u>	<u>512,606</u>
Expenditure on:				
Cost of raising funds		(23,055)	-	(23,055)
Expenditure of charitable activities		(43,522)	(297,929)	(341,451)
Other expenditure	6	(72,623)	-	(72,623)
Total expenditure		<u>(139,200)</u>	<u>(297,929)</u>	<u>(437,129)</u>
Net income		<u>75,477</u>	<u>-</u>	<u>75,477</u>
Net movement in funds		75,477	-	75,477
Reconciliation of funds				
Total funds brought forward		<u>138,104</u>	<u>-</u>	<u>138,104</u>
Total funds carried forward	17	<u>213,581</u>	<u>-</u>	<u>213,581</u>

The notes on pages 10 to 19 form an integral part of these financial statements.

3 Pillars Project CIO

Statement of Financial Activities for the Year Ended 30 June 2025

Statement of Financial Activities for Prior Year

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	20,240	219,173	239,413
Income from charitable activities	4	157,497	-	157,497
Investment income	5	1,013	-	1,013
Total income		<u>178,750</u>	<u>219,173</u>	<u>397,923</u>
Expenditure on:				
Cost of raising funds		(10,491)	-	(10,491)
Expenditure of charitable activities		(130,293)	(219,173)	(349,466)
Other expenditure	6	(34,994)	-	(34,994)
Total expenditure		<u>(175,778)</u>	<u>(219,173)</u>	<u>(394,951)</u>
Net income		<u>2,972</u>	<u>-</u>	<u>2,972</u>
Net movement in funds		2,972	-	2,972
Reconciliation of funds				
Total funds brought forward		<u>135,132</u>	<u>-</u>	<u>135,132</u>
Total funds carried forward	17	<u>138,104</u>	<u>-</u>	<u>138,104</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 17.

3 Pillars Project CIO

(Registration number: CE014498)

Balance Sheet as at 30 June 2025

	Note	2025 £	2024 £
Current assets			
Debtors	12	15,514	6,469
Investments	13	78,000	-
Cash at bank and in hand	14	186,469	241,729
		<u>279,983</u>	<u>248,198</u>
Creditors: Amounts falling due within one year	15	<u>(66,402)</u>	<u>(110,094)</u>
Net assets		<u>213,581</u>	<u>138,104</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>213,581</u>	<u>138,104</u>
Total funds	17	<u>213,581</u>	<u>138,104</u>

For the financial year ending 30 June 2025 the charity was entitled to exemption from audit under section 479A of the Companies Act 2006 relating to subsidiary companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 7 to 19 were approved by the trustees, and authorised for issue on 14 April 2026 and signed on their behalf by:

.....
William George Mackinlay M.V.O.
Trustee

The notes on pages 10 to 19 form an integral part of these financial statements.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

1 Charity status

The charity is classed as a Charitable Incorporated Organisation (CIO) - this is a new type of entity managed by the Charity Commission directly.

The address of its registered office is:

3 Pillars Project
C/O Clearscore
Vox Studios,
1-45 Durham Street,
Vauxhall,
SE11 5JH

These financial statements were authorised for issue by the trustees on 14 April 2026.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

3 Pillars Project CIO 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.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

- (a) Income received by grants and donations is included in full in the Statement of Financial Activities when received, unless they relate to a specified future year, in which case they are deferred.
- (b) Income from charitable activities received by way of revenue grants and donations are credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future year, in which case they are deferred.
- (c) Donations and grants of general nature which are not conditional on delivering certain levels of service are included as part of Donations as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
- (d) Investment income is included when receivable.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including independent examination of accounts, strategic management and trustees meetings and reimbursed expenses.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Current asset investments

Current asset investments are included at the lower of cost and net realisable value / market value.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

Provisions

Provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds result from specific restrictions being placed on the use of the income by the donor when making the gift or grant.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

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

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	134,721	297,929	432,650
	<u>134,721</u>	<u>297,929</u>	<u>432,650</u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	20,240	219,173	239,413
	<u>20,240</u>	<u>219,173</u>	<u>239,413</u>

4 Income from other trading activities

	Unrestricted funds General £	Total funds £
Events income;		
Other events income	79,315	79,315
Total for 2025	<u>79,315</u>	<u>79,315</u>
Total for 2024	<u>157,497</u>	<u>157,497</u>

5 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income;		
Interest receivable on bank deposits	641	641
Total for 2025	<u>641</u>	<u>641</u>
Total for 2024	<u>1,013</u>	<u>1,013</u>

6 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Staff costs			
Wages and salaries		68,258	68,258
Pension costs		4,365	4,365
Total for 2025		<u>72,623</u>	<u>72,623</u>
Total for 2024		<u>34,994</u>	<u>34,994</u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

7 Analysis of governance and support costs

	General Support £	Governance £	2025 £	2023 £
Staff Costs	18,393	-	18,393	27,388
Computer Running Costs	5,447	-	5,447	589
Premises and Equipment	4,927	-	4,927	4,927
Printing ,Postage and Stationery	1,774	-	1,774	342
Telecommunications and Internet	132	-	132	132
Professional Fees	1,569	-	1,569	1,569
Insurance	1,902	-	1,902	902
Sundry Expenses	350	-	350	350
Independent Examination Fee	-	500	500	500
	<u>34,494</u>	<u>500</u>	<u>34,994</u>	<u>36,699</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

9 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	226,860	267,439
Social security costs	13,176	5,157
Pension costs	7,293	7,806
Other staff costs	51,610	42,630
	<u>298,939</u>	<u>323,032</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Direct charitable work	8	8
Administration and support	2	2
	<u>10</u>	<u>10</u>

No employee received emoluments of more than £60,000 during the year.

The COO, as the highest paid member of staff, received benefits totalling £53,944 (In 2024, the highest paid was the CEO at £53,561).

10 Independent examiner's remuneration

	2025 £	2024 £
Other fees to examiners		
Examination-related assurance services	<u>500</u>	<u>500</u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Debtors

	2025 £	2024 £
Trade debtors	15,037	5,992
Prepayments	477	477
	<u>15,514</u>	<u>6,469</u>

13 Current asset investments

2025
£

14 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	85,546	135,269
Short-term deposits	100,923	106,460
	<u>186,469</u>	<u>241,729</u>

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	4,811	4,036
Other taxation and social security	5,297	14,725
Other creditors	44	1,935
Accruals	1,000	3,065
Deferred income	55,250	86,333
	<u>66,402</u>	<u>110,094</u>

16 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £7,293 (2024 - £7,806).

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

17 Funds

	Balance at 1 July 2024 £	Incoming resources £	Resources expended £	Balance at 30 June 2025 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	138,104	214,677	(139,200)	213,581
Restricted funds				
Fit For Future Academy	-	24,405	(24,405)	-
Rugby Academy	-	116,491	(116,491)	-
Leadership Community	-	200	(200)	-
GAMEPLAN	-	153,333	(153,333)	-
Other Restricted	-	3,500	(3,500)	-
Total restricted funds	-	297,929	(297,929)	-
Total funds	138,104	512,606	(437,129)	213,581
	Balance at 1 July 2023 £	Incoming resources £	Resources expended £	Balance at 30 June 2024 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	135,132	178,750	(175,778)	138,104
Restricted				
Rugby Academy	-	55,673	(55,673)	-
Leadership Community	-	22,500	(22,500)	-
GAMEPLAN	-	131,000	(131,000)	-
Other Restricted	-	10,000	(10,000)	-
Total restricted funds	-	219,173	(219,173)	-
Total funds	135,132	397,923	(394,951)	138,104

The specific purposes for which the funds are to be applied are as follows:

The restricted funds are used on the four key projects:

- The Fit for Future Academy
- The Leadership Community
- GAMEPLAN
- The Rugby Academy

Additionally, small grants are committed to other targeted work outside these main programmes.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2025

18 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 30 June 2025 £
Current assets	279,983	279,983
Current liabilities	(66,402)	(66,402)
Total net assets	213,581	213,581

	Unrestricted funds General £	Total funds at 30 June 2024 £
Current assets	248,198	248,198
Current liabilities	(110,094)	(110,094)
Total net assets	138,104	138,104

3 PILLARS PROJECT CIO

England & Wales - Charity number 1178703

Accounts

3 Pillars Project

2024

ANNUAL REPORT & FINANCIAL STATEMENTS





WELCOME FROM OUR CEO

MIKE CROFTS

Legacy is a word which I have explored at various points in the 3Pillars' journey. As we grow, its importance takes on more meaning. The past year has been more productive than I could have imagined, our development has been accelerated by our great and growing team, our ongoing commitment to listening to research, best practice and what works, as well as the insights and perspective of those who have been through our programme.

We have completed 8 courses in prisons, as well as community delivery and a number of day release placements. Our apprenticeship delivery has commenced, as well as completing the absolutely amazing Yorkshire 3Peaks Challenge. The year has also seen an increased engagement in research, providing support to no fewer than 9 Masters and Degree dissertations as well as placements.

Next year we look forward to co-funding a PhD Studentship in collaboration with Loughborough University. We have fully established our Leadership Community Development Board, where graduates of our programme contribute to the development of our work, including our soon-to-be-released 5 year strategy.

As we move into another year, the importance of legacy is more apparent; creating a culture that continues to challenge the status quo of cyclical offending, challenging the narrative that people who have been in prison are not part of the solution, and we want to use the power of sport, exercise and fantastic mentoring to facilitate change.

“This was the best thing that I have done whilst being in prison, I enjoyed the theory work as well as the practical, in a positive and engaging environment, with a team spirit.”

*- HMP Dovegate
participant*





OUR TRUSTEES

We are delighted to have such an accomplished and impactful trustee board, guiding our charity through remarkable achievements and significantly advancing our mission to impact the communities we serve.



William Mackinlay



Louis Annan



Helen Whitehouse OBE



Phil Newman



Kate Molan



Derrick Dale KC



Robert Page



Tania Nadarajah



Thomas Smallbone



OUR PURPOSE

At 3Pillars Project, we enable people in the criminal justice system to find hope, opportunity, and community.

OUR MISSION

We are on a mission to develop the most effective sports-based mentoring programme for individuals in custody and post-release.

Through the power of sport, particularly rugby, we empower people to thrive beyond prison by building resilience, self-discipline, and a sense of belonging. We believe that everyone deserves the chance to rebuild their lives, and we are dedicated to providing the tools, support, and encouragement to do this.

HOW WE WORK

3Pillars Project provides sports-based mentoring through our GAMEPLAN programme to inspire, challenge and empower young men within the criminal justice system. They start their journey with us whilst in prison and through our Rugby Academy they become part of a team, boosting their physical, mental and emotional health on and off the playing field. We work with every young man as an individual, to their time frame, whether this is for months or years.

Participants can progress on to our Fit For the Future Academy to help them resettle into the community post release. Through mentoring and helping them to gain qualifications, training and employment opportunities, our apprentices are able to build a better future whilst in prison and beyond. Many of our programme graduates join our Leadership Community to give back at the end of the programme.

OUR 5 YEAR STRATEGY will be released at the end of 2024. Here's a taster of our core goals

GOAL 1



Grow the programme

Expand GAMEPLAN in the Midlands, London and beyond.

GOAL 3



Be a thought leader

Use impact evidence to influence stakeholders and demonstrate best practices in sports development in criminal justice.

GOAL 2



Grow the impact

Ensure sustainable, high-quality, high-impact delivery, showcasing best practices.

GOAL 4



Build sustainability

Ensure sustainability and financial resilience through proper resourcing, diverse funding, and a clear delivery plan.

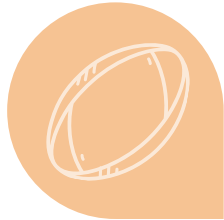


THEORY OF CHANGE

The Theory of Change offers in custody and post-custody support through the GAMEPLAN programme following stages from precontemplation to maintenance, emphasising preparation for release and managing relapses.

Rugby Academy

Our in custody programme that uses Rugby to develop skills, build confidence and self-esteem, and provide mentoring and role modelling opportunities.



Contemplation

Fit for the Future Academy

This includes day release apprenticeships, fitness, sport and other vocational training and placements in various industries. This is paired with ongoing mentoring support.



Action

Participants may return to old behaviours, reoffend or be recalled to prison. At 3 Pillars, this does not mean they have failed; it is just a step on this journey of change. We are there to help.

Relapse

Precontemplation

Review learnings



Pre-release support

Ongoing mentoring and positive activities whilst in custody to help preparation for release from prison.

Preparation



Leadership Community

Our apprentices have formed a new peer-led community contributing back by being experts by experience.

Maintenance

RUGBY ACADEMY INSIGHTS

Over the past year, we have seen remarkable success in our Rugby Academy . **99 Participants** from **eight courses** across three institutions–HMPYOI Feltham (three courses), HMP Dovegate (three courses), and HMYOI Werrington (two courses)–have successfully completed the course.

Specifically, **50 participants earned their Level 1 Sports Leaders** qualification, **five** participants earned their **Level 2 qualification**, and **two** participants earned their **Level 3 qualification**.

Beyond our structured courses, we conducted various events, **engagement activities** and **taster sessions** at HMYOI’s Feltham and Werrington and HMP’s Dovegate, Highdown and Sudbury. These additional efforts enabled us to engage with another **111 participants** in custody.



[Click here for course reports](#)

GLORY STORY

We first met Max (17) in HMYOI Werrington when he signed up to our Rugby Academy course. We could tell he was a character from the start - whilst he was less keen on the classroom based activities - he took to the rugby pitch straight away, quickly becoming a competent player. Over time he developed a particularly innovative catching style which earned him the 'Best Catcher' award at the end of programme celebration event. His achievements were not over yet though...

Max later became entitled to day release from the prison just in time to join us for the 3Pillars Yorkshire 3 Peaks challenge! With absolutely no idea what he was getting himself into, having never done anything like it before, but with the full confidence of the 3Pillars team, he agreed. The first day was tough, Max really struggled with the walking but we wouldn't let him lose hope and we stayed right there with him, believing in him every step of the way.

It wasn't until the final climb though where we saw the transformation: that increased resilience and empathy playing out in real life. As others started to flag, Max realised that it was his turn to support others, and with a newly found spring in his step and even a big grin, he rose to the challenge beautifully.

GOOD

Our participants rated our programme “good” according to the Net Promoter Score

<p>90%</p> <p>of participants are now more physically active</p>	<p>97%</p> <p>of participants have been supported to have better relationships</p>
<p>89%</p> <p>of participants have increased their resilience</p>	<p>92%</p> <p>of participants have increased their empathy</p>
<p>85%</p> <p>of participants have increased their self-esteem</p>	<p>91%</p> <p>of participants have increased their autonomy and control</p>



FIT FOR THE FUTURE ACADEMY

This academy is designed for those continuing their journey with 3PP after participating in the Rugby Academy or joining while on temporary license.

LONDON COMMUNITY GYM

“ 3pillars has given me confidence to try new things and get out of my comfort zone. I have been giving a lot of support to better myself by 3 pillars, which I am so grateful for. - **ROTL placement** ”



Two RoTL apprentices have been delivering sessions twice a week, offering boxing and strength & conditioning classes free of charge to the local community. Over the past 12 months, we have reached **97 participants**, ranging in age from 11 to 67 years old.

MIDLANDS COMMUNITY GYM

One RoTL apprentice has conducted a weekly multi-sports session and a school-based session for **75 young people** referred by the school's designated safeguarding lead.



“ My experience with 3PP has been life changing, allowing me to better myself and help others through the love of sports. I have gained more experience and number of qualifications through courses and team building exercises that 3PP have provided for me. - **ROTL placement** ”



STAND OUT MOMENTS

Assistant Coaches

Some of those who graduate from the Rugby Academy join us on our next programme not as participants but as assistant coaches, providing not only training for them but also that invaluable peer support element. In Dovegate five assistant coaches delivered high-quality rugby sessions, served on an interview panel, created a promo video, and worked towards their L2/L3 Sports Leaders qualifications, significantly enriching the course.



Yorkshire 3 Peaks

The most treacherous fundraising we do all year, the Yorkshire's 3Peaks were conquered by the team this Summer. Alongside all of the amazing personal achievements; including some new recruits to mountain climbing, we have raised a wonderful amount of money which will go towards supporting our work.

Guest speakers

We've hosted an impressive lineup of guest speakers, including Emma Wiggs MBE (double Paralympic gold medal winner), Heather Fisher (former England Rugby international), the Head Coach and Strength & Conditioning Coach from Nottingham Rugby, players from the Jamaican rugby team, and Geordan Murphy (former Irish and Lions rugby player) to name just a few!



Rugby World Cup tournament

We hosted 30 participants for a rugby tournament at HMP High Down, organised Enrichment Days in collaboration with Army Reservists at HMP Feltham and conducted a Rugby Referee course for a group of 10 at HMP Dovegate.





STAND OUT MOMENTS

House of Lords

We marked five years of dedicated efforts in addressing complex issues within prison reform for young men with a celebratory event at the House of Lords. This occasion allowed us to reflect on our remarkable achievements and lasting impact, while also hearing firsthand the real stories of the young men in our programme and connecting with our most valued supporters and partners.



Red Bull feature

Our founder and CEO, Mike Crofts, was featured in Red Bull Magazine, where he shared his motivations for establishing the charity and the significant impact it has made.

Twickenham 6 Nations match

With permission from the RFU to fundraise at Twickenham it was so important that we capitalised on the fundraising opportunity. Striking blue jumpers, wristbands and buckets at the ready we were positioned around the stadium to tackle as many of the English and Welsh rugby fans as we possibly could.



Inaugural Awards Evening

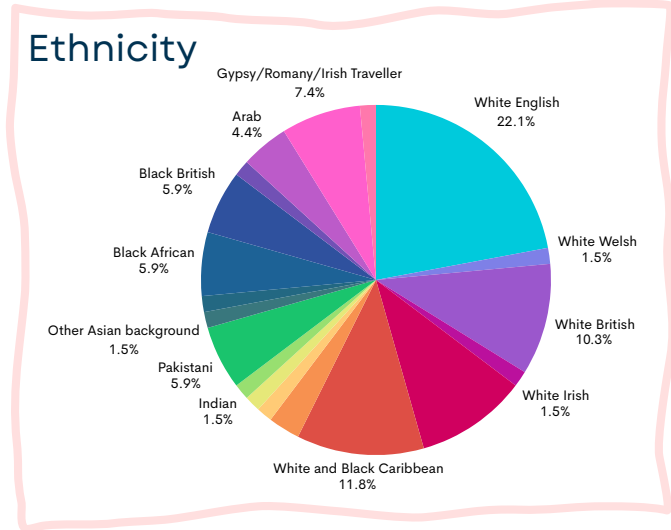
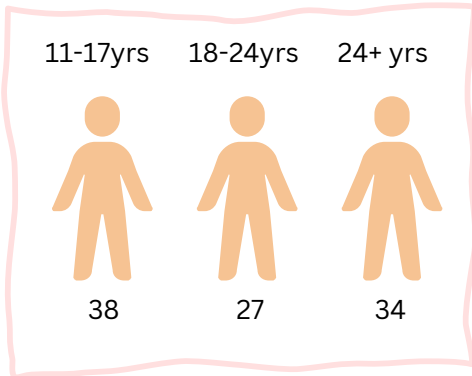
A first for the charity and certainly not the last after the outcome of the evening. 3Pillars work with people who do not have the freedom to attend everyday events, which meant that just one winner from our in custody programme was able to be there. However, what made the night so special was the attendance of family and friends, accepting awards on behalf of others.





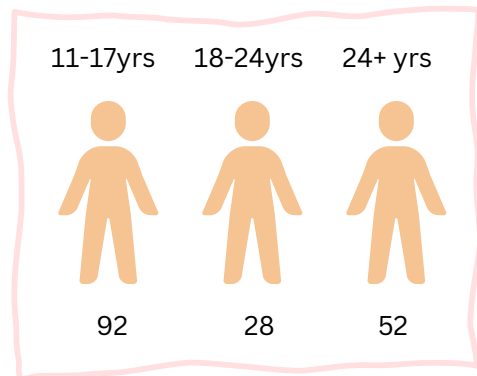
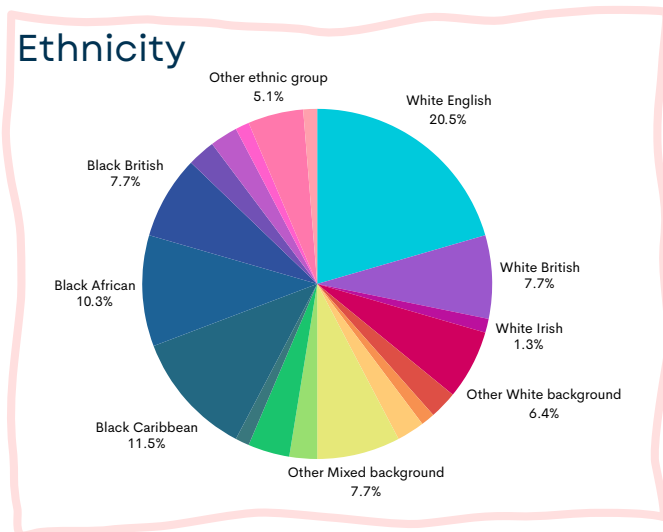
UNDERSTANDING WHO ENGAGES WITH US

WITHIN OUR RUGBY ACADEMY



An observation at HMP Dovegate revealed that in the initial courses, most participants were White English. However, over the year, we've engaged a more diverse cohort. While the majority of our attendees remain White English, the next largest group has been of mixed race. Our data shows that at HMYOI Feltham, a significant number of young people are from a Black background, whereas at HMP Dovegate, the majority are White. We also observed a high participation rate among young people of Pakistani descent in our courses at HMYOI Werrington. This year, we've increased the number of young people we engage by collaborating more closely with additional YOI's.

WITHIN OUR COMMUNITY GYM



The participant demographics indicate a predominantly White group, with notable diversity including significant representation from Black backgrounds. The age distribution shows a strong engagement with younger individuals, especially those aged 11-17, alongside a meaningful presence of older participants. This diversity underscores the programme's broad appeal and its effectiveness in reaching various age groups and ethnic backgrounds.



OUR TEAM

We are thrilled to have such a dedicated and talented team, driving us toward exceptional achievements and making a profound difference in the communities we serve. Their commitment and expertise are at the heart of our success.



Mike Crofts



Jen Mustoe-Castle



Michael Green



Sarah Marlow



Nathan Tweedy



Ellie Young



Sonny Nash



Dave Lovell



Steve Harris



Gen Glaister



Peter McIntyre



Troy Senior



WHERE WE WORK

HMYOI Werrington

Wildcats arena

HMP Sudbury

HMP Dovegate

HMP Stanford Hill



Prison



Community

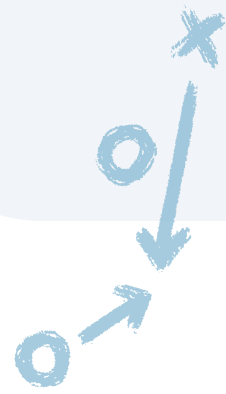
YOI Feltham

Black Prince Trust

HMP High Down

Our work spans several key areas: we deliver the GAMEPLAN programme in prisons, providing structured support that combines rugby, mentoring, and personal development. In local communities across the Midlands and London, we partner with various organisations to extend our impact, helping young people and vulnerable individuals develop life skills and build positive futures. By focusing our efforts where they are needed most, we aim to make a meaningful difference in both custodial and community settings.





THANK YOU

Battersea Ironsides RFC
 BBC Children I Need
 Billmeir Charitable Trust
 Black Prince Trust
 Broxash Ltd
 Cedar House
 City Bridge Trust
 City of London
 Clearscore
 Cumming Group EMEA
 The Drapers
 England Rugby
 HMPPS
 HMP Dovegate

HMP High Down
 HMP Nottingham
 HMP Sudbury
 HMYOI Feltham
 HMPYOI Werrington
 Jeremy Dale
 Lloyds Bank Foundation
 Lord Nick Markham CBE
 Noel Buxton Trust
 Nottingham Rugby
 Nottinghamshire Police and
 Crime Commissioner
 Nottinghamshire Violence
 Reduction Partnership
 PA Foundation

Peter Harrison
 Redbull
 Richmond RFC
 The Garfield Weston
 Foundation
 The Linder Foundation
 The Rockley Charity
 The Royal Yeomanry
 Triangle Trust
 Trusthouse Charity
 Unlocked
 Weavers Company
 Wildcats Arena
 Worshipful Company of
 Security Professionals



Company registration number: CE014498

Charity registration number: 1178703

3 Pillars Project CIO

Annual Report and Financial Statements

for the Year Ended 30 June 2024

Shaun Ellis
SA Ledgers Ltd
Chartered Accountants
57 Canbury Park Road
Kingston
KT2 6LQ

3 Pillars Project CIO

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3 Pillars Project CIO

Reference and Administrative Details

Senior Management / Leadership Team	Michael Crofts, Chief Executive Officer
Charity Registration Number	1178703
Company Registration Number	CE014498
Registered Office	Black Prince Trust 5 Beaufoy Walk London SE11 6AA
Independent Examiner	Shaun Ellis
Accountants	SA Ledgers Ltd Chartered Accountants 57 Canbury Park Road Kingston KT2 6LQ
Bankers	Lloyds 25 Gresham Street London EC2V 7HN

3 Pillars Project CIO

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 June 2024.

Objectives and activities

Objects and aims

The charity is an unincorporated organisation registered as a Charitable Incorporated Organisation on the 8th June 2018 with the Charity Commission

The 3 Pillars Project CIO charitable objects are:

- a) Preventing people, in particular ex-offenders, from becoming socially excluded, relieving the needs of those ex-offenders who are socially excluded and assisting them to integrate and rehabilitate into society; and
- b) Improving the long-term employment prospects of ex-offenders, through structured apprenticeship programmes, structured mentoring, paid work experience and support to gain qualifications, facilitating their transition into full time work, enabling ex-offenders to acquire the skills to maintain long term reintegration back into society and contribute to society in the long term.

Public benefit

Details can be found in our opening statements.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Financial review

Policy on reserves

3Pillars Project work with a number of vulnerable young people and recognise that the removal of delivery due to funding shortages can undermine already precarious levels of trust in their lives. The Trustees recognise that sound financial planning means that we become sustainable and operate within the charity's needs. But on occasion, the charity may encounter challenges which affect funding streams. For this reason the charity needs to build up reserves and is aiming to have the ability to pay six months operating expenses from these reserves.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

3 Pillars Project CIO

Trustees' Report

Trustees:

William George Mackinlay M.V.O.
Derrick Ralph Dale KC
Robert James Page
Louis Gladstone Annan
Kate Megan Molan
Thomas Richard Smallbone
Helen Catherine Mortimer Whitehouse OBE
Phil Newman (appointed 15 March 2024)
Tania Elizabeth Nadarajah (appointed 15 March 2024)

Senior Management / Leadership Team: Michael Crofts, Chief Executive Officer

Structure, governance and management

Recruitment and appointment of trustees

3 Pillars CIO recruits and appoints new trustees in accordance with the following process:

- The trustees publish an advertisement with a Role Description
- Interested persons are invited to contact the existing trustees, upon which they are provided with an application form, a Declaration of Eligibility Form and the details of current trustees
- Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- Successful candidates are notified and provided with accounts, the constitution and the Code of Good Governance.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

3 Pillars Project CIO

Trustees' Report

Liquidity risk

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Statement of trustees' responsibilities

The trustees (who are also the directors of 3 Pillars Project CIO for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 11 April 2025 and signed on its behalf by:

DocuSigned by:

B0363939EEB64F7.....

William George Mackinlay M.V.O.
Trustee

**Chartered Accountants' Report to the Trustees on the Preparation of the Unaudited
Statutory Accounts of
3 Pillars Project CIO
for the Year Ended 30 June 2024**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of 3 Pillars Project CIO for the year ended 30 June 2024 as set out on pages 7 to 20 from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales (ICAEW) we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>.

This report is made solely to the board of directors of 3 Pillars Project CIO, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of 3 Pillars Project CIO and state those matters that we have agreed to state to the board of directors of 3 Pillars Project CIO, as a body, in this report, in accordance with ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than 3 Pillars Project CIO and its board of directors as a body for our work or for this report.

It is your duty to ensure that 3 Pillars Project CIO has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and of 3 Pillars Project CIO. You consider that 3 Pillars Project CIO is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of 3 Pillars Project CIO. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

DocuSigned by:

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SA Ledgers Ltd
Chartered Accountants
57 Canbury Park Road
Kingston
KT2 6LQ

11 April 2025

3 Pillars Project CIO

Independent Examiner's Report to the trustees of 3 Pillars Project CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also 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

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

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 3 Pillars Project CIO 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.

DocuSigned by:

Shaun Ellis

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Shaun Ellis
ACCA

11 April 2025

3 Pillars Project CIO

Statement of Financial Activities for the Year Ended 30 June 2024

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	20,240	219,173	239,413
Income from charitable activities	4	157,497	-	157,497
Investment income	5	1,013	-	1,013
Total income		<u>178,750</u>	<u>219,173</u>	<u>397,923</u>
Expenditure on:				
Cost of raising funds		(10,491)	-	(10,491)
Expenditure of charitable activities		(130,293)	(219,173)	(349,466)
Other expenditure	6	<u>(34,994)</u>	<u>-</u>	<u>(34,994)</u>
Total expenditure		<u>(175,778)</u>	<u>(219,173)</u>	<u>(394,951)</u>
Net income		<u>2,972</u>	<u>-</u>	<u>2,972</u>
Net movement in funds		2,972	-	2,972
Reconciliation of funds				
Total funds brought forward		<u>135,132</u>	<u>-</u>	<u>135,132</u>
Total funds carried forward	16	<u><u>138,104</u></u>	<u><u>-</u></u>	<u><u>138,104</u></u>

The notes on pages 10 to 20 form an integral part of these financial statements.

3 Pillars Project CIO

Statement of Financial Activities for the Year Ended 30 June 2024

Statement of Financial Activities for Prior Year

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	93,904	141,616	235,520
Income from charitable activities	4	51,085	-	51,085
Investment income	5	425	-	425
Total income		<u>145,414</u>	<u>141,616</u>	<u>287,030</u>
Expenditure on:				
Cost of raising funds		(11,707)	-	(11,707)
Expenditure of charitable activities		(60,248)	(141,616)	(201,864)
Other expenditure	6	<u>(36,583)</u>	<u>-</u>	<u>(36,583)</u>
Total expenditure		<u>(108,538)</u>	<u>(141,616)</u>	<u>(250,154)</u>
Net income		<u>36,876</u>	<u>-</u>	<u>36,876</u>
Net movement in funds		36,876	-	36,876
Reconciliation of funds				
Total funds brought forward		<u>98,256</u>	<u>-</u>	<u>98,256</u>
Total funds carried forward	16	<u><u>135,132</u></u>	<u><u>-</u></u>	<u><u>135,132</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 16.

The notes on pages 10 to 20 form an integral part of these financial statements.

3 Pillars Project CIO

**(Registration number: CE014498)
Balance Sheet as at 30 June 2024**

	Note	2024 £	2023 £
Current assets			
Debtors	12	6,469	11,685
Cash at bank and in hand	13	<u>241,729</u>	<u>140,903</u>
		248,198	152,588
Creditors: Amounts falling due within one year	14	<u>(110,094)</u>	<u>(17,456)</u>
Net assets		<u>138,104</u>	<u>135,132</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>138,104</u>	<u>135,132</u>
Total funds	16	<u>138,104</u>	<u>135,132</u>

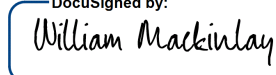
For the financial year ending 30 June 2024 the charity was entitled to exemption from audit under section 479A of the Companies Act 2006 relating to subsidiary companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 7 to 20 were approved by the trustees, and authorised for issue on 11 April 2025 and signed on their behalf by:

DocuSigned by:

B0363939EEB64F7.....
 William George Mackinlay M.V.O.
 Trustee

The notes on pages 10 to 20 form an integral part of these financial statements.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

1 Charity status

The charity is classed as a Charitable Incorporated Organisation (CIO) - this is a new type of entity managed by the Charity Commission directly.

The address of its registered office is:

Black Prince Trust
5 Beaufoy Walk
London
SE11 6AA

These financial statements were authorised for issue by the trustees on 11 April 2025.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

3 Pillars Project CIO 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.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

- (a) Income received by grants and donations is included in full in the Statement of Financial Activities when received, unless they relate to a specified future year, in which case they are deferred.
- (b) Income from charitable activities received by way of revenue grants and donations are credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future year, in which case they are deferred.
- (c) Donations and grants of general nature which are not conditional on delivering certain levels of service are included as part of Donations as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
- (d) Investment income is included when receivable.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including independent examination of accounts, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Provisions

Provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds result from specific restrictions being placed on the use of the income by the donor when making the gift or grant.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

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

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	20,240	219,173	239,413
	<u>20,240</u>	<u>219,173</u>	<u>239,413</u>
	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	91,162	141,616	232,778
Gift aid reclaimed	2,742	-	2,742
	<u>93,904</u>	<u>141,616</u>	<u>235,520</u>

4 Income from other trading activities

	Unrestricted funds General £	Total funds £
Events income;		
Other events income	157,497	157,497
Total for 2024	<u>157,497</u>	<u>157,497</u>
Total for 2023	<u>51,085</u>	<u>51,085</u>

5 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income;		
Interest receivable on bank deposits	1,013	1,013
Total for 2024	<u>1,013</u>	<u>1,013</u>
Total for 2023	<u>425</u>	<u>425</u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

6 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Staff costs			
Wages and salaries		32,068	32,068
Pension costs		2,926	2,926
Total for 2024		<u>34,994</u>	<u>34,994</u>
Total for 2023		<u>36,583</u>	<u>36,583</u>

7 Analysis of governance and support costs

	General Support £	Governance £	2024 £	2023 £
Staff Costs	18,393	-	18,393	27,388
Computer Running Costs	5,447	-	5,447	589
Premises and Equipment	4,927	-	4,927	4,927
Printing ,Postage and Stationery	1,774	-	1,774	342
Telecommunications and Internet	132	-	132	132
Professional Fees	1,569	-	1,569	1,569
Insurance	1,902	-	1,902	902
Sundry Expenses	350	-	350	350
Independent Examination Fee	-	500	500	500
	<u>34,494</u>	<u>500</u>	<u>34,994</u>	<u>36,699</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	267,439	166,174
Social security costs	5,157	15,442
Pension costs	7,806	5,906
Other staff costs	42,630	28,799
	<u>323,032</u>	<u>216,321</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Direct charitable work	8	5
Administration and support	<u>2</u>	<u>2</u>
	<u>10</u>	<u>7</u>

No employee received emoluments of more than £60,000 during the year.

The chief executive officer, as the highest paid member of staff, received benefits totalling £53,561 (2023 - £23,445).

10 Independent examiner's remuneration

	2024 £	2023 £
Other fees to examiners		
Examination-related assurance services	<u>500</u>	<u>500</u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Debtors

	2024 £	2023 £
Trade debtors	5,992	11,208
Prepayments	477	477
	<u>6,469</u>	<u>11,685</u>

13 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	135,269	35,455
Short-term deposits	106,460	105,448
	<u>241,729</u>	<u>140,903</u>

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	4,036	1,830
Other taxation and social security	14,725	10,128
Other creditors	1,935	2,366
Accruals	3,065	3,132
Deferred income	86,333	-
	<u>110,094</u>	<u>17,456</u>

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £7,806 (2023 - £5,906).

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

16 Funds

	Balance at 1 July 2023 £	Incoming resources £	Resources expended £	Balance at 30 June 2024 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	135,132	178,750	(175,778)	138,104
Restricted funds				
BBC Children In Need	-	32,000	(32,000)	-
National Lottery	-	45,000	(45,000)	-
Triangle Trust	-	50,000	(50,000)	-
City Bridge Trust	-	20,000	(20,000)	-
Nottinghamshire Police and Crime Commissioner	-	22,500	(22,500)	-
Rugby Academy	-	23,673	(23,673)	-
The Linder Foundation	-	16,000	(16,000)	-
The Weavers' Company	-	10,000	(10,000)	-
Total restricted funds	<u>-</u>	<u>219,173</u>	<u>(219,173)</u>	<u>-</u>
Total funds	<u>135,132</u>	<u>397,923</u>	<u>(394,951)</u>	<u>138,104</u>
	Balance at 1 July 2022 £	Incoming resources £	Resources expended £	Balance at 30 June 2023 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	98,257	145,414	(108,539)	135,132
Restricted				
BBC Children In Need	-	45,400	(45,400)	-
National Lottery	-	45,000	(45,000)	-
Triangle Trust	-	15,000	(15,000)	-
City Bridge Trust	-	18,218	(18,218)	-
Street Games	-	18,000	(18,000)	-
Total restricted funds	<u>-</u>	<u>141,618</u>	<u>(141,618)</u>	<u>-</u>
Total funds	<u>98,257</u>	<u>287,032</u>	<u>(250,157)</u>	<u>135,132</u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

The specific purposes for which the funds are to be applied are as follows:

Children in Need: Used for the delivery of the Rugby Academy at Young Offenders Institutions in the United Kingdom

The National Lottery: Used for the delivery of the GAMEPLAN programme across the Midlands at both prisons and community settings

Triangle Trust: Funding has been provided for London based delivery and to provide coaches for the GAMEPLAN programme

Street Games: A Ministry of Justice funding of community delivery of the Sports Leaders Award targeted at vulnerable young people in Nottingham

City Bridge Trust: Funding has been provided for a London based Programme Manager for 3Pillars Criminal Justice programme, GAMEPLAN

The Weavers' Company: Support us to employ 4 men on ROTL prison day release work placements

The Linder Foundation: Delivery of GAMEPLAN in Youth offender institutions

17 Analysis of net assets between funds

	Unrestricted funds General	Total funds at 30 June 2024
	£	£
Current assets	248,198	248,198
Current liabilities	<u>(110,094)</u>	<u>(110,094)</u>
Total net assets	<u><u>138,104</u></u>	<u><u>138,104</u></u>
	Unrestricted funds General	Total funds at 30 June 2023
	£	£
Current assets	152,588	152,588
Current liabilities	<u>(17,456)</u>	<u>(17,456)</u>
Total net assets	<u><u>135,132</u></u>	<u><u>135,132</u></u>

18 Analysis of net funds

	At 1 July 2023	At 30 June 2024
	£	£
Cash at bank and in hand	<u>140,903</u>	<u>140,903</u>
Net debt	<u><u>140,903</u></u>	<u><u>140,903</u></u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2024

	At 1 July 2022	At 30 June 2023
	£	£
Cash at bank and in hand	<u>73,793</u>	<u>73,793</u>
Net debt	<u>73,793</u>	<u>73,793</u>

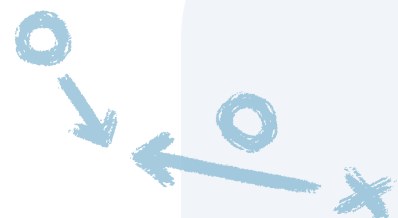
19 Related party transactions

There were no related party transactions in the year.



3Pillars Project CIO
Black Prince Trust Hub
5 Beaufoy Walk
Lambeth
SE11 6AA

info@3pillarsproject.com



3 PILLARS PROJECT CIO

England & Wales - Charity number 1178703

Accounts

Company registration number: CE014498

Charity registration number: 1178703

3 Pillars Project CIO

Annual Report and Financial Statements

for the Year Ended 30 June 2023

Shaun Ellis
SA Ledgers Ltd
Chartered Accountants
57 Canbury Park Road
Kingston
KT2 6LQ

3 Pillars Project CIO

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3 Pillars Project CIO

Reference and Administrative Details

Senior Management / Leadership Team	Michael Crofts, Chief Executive Officer
Charity Registration Number	1178703
Company Registration Number	CE014498
Registered Office	Black Prince Trust 5 Beaufoy Walk London SE11 6AA
Independent Examiner	Shaun Ellis
Accountants	SA Ledgers Ltd Chartered Accountants 57 Canbury Park Road Kingston KT2 6LQ
Bankers	Lloyds 25 Gresham Street London EC2V 7HN

3 Pillars Project CIO

Strategic Report for the Year Ended 30 June 2023

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 30 June 2023, in compliance with s414C of the Companies Act 2006.

Financial review

The statement of Financial Activities showed a net surplus for the year of £36,877 (2022 surplus £4,094) and total reserves stand at £135,133 (2022 - £98,257).

Policy on reserves

3Pillars Project work with a number of vulnerable young people and recognise that the removal of delivery due to funding shortages can undermine already precarious levels of trust in their lives. The Trustees recognise that sound financial planning means that we become sustainable and operate within the charity's needs. But on occasion, the charity may encounter challenges which affect funding streams. For this reason the charity needs to build up reserves and is aiming to have the ability to pay six months operating expenses from these reserves.

Plans for future periods

Aims and key objectives for future periods

Our focus over the next three to five years is delivery in custody. We will flex our mentoring capacity as the demand for these services grows as a result of our impact in prisons. We will continue to assess our performance and impact with rigour, and we will be seeking external assistance to deliver this in 2023 / 2024.

We are determined that participation on our courses will not be selective. We will offer our services to all those who wish to engage with us and while we recognise this will impact on our reoffending rates, we believe whole heartedly that our focus must be on the longer term benefits we can offer individuals rather than subjective statistics.

In 2023/2024 we intend to deliver in custody training to 105 participants (60% in adult male prisons and 40% and in YOIs) Over the next 3 to five years we intend to increase our in custody delivery by 100%.

The strategic report was approved by the trustees of the charity on 25 April 2024 and signed on its behalf by:

DocuSigned by:


B0803999EEB64F7:.....
William George Mackinlay M.V.O.
Trustee

3 Pillars Project CIO

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 June 2023.

Objectives and activities

Objects and aims

The charity is an unincorporated organisation registered as a Charitable Incorporated Organisation on the 8th June 2018 with the Charity Commission

The 3 Pillars Project CIO charitable objects are:

- a) Preventing people, in particular ex-offenders, from becoming socially excluded, relieving the needs of those ex-offenders who are socially excluded and assisting them to integrate and rehabilitate into society; and
- b) Improving the long-term employment prospects of ex-offenders, through structured apprenticeship programmes, structured mentoring, paid work experience and support to gain qualifications, facilitating their transition into full time work, enabling ex-offenders to acquire the skills to maintain long term reintegration back into society and contribute to society in the long term.

Objectives, strategies and activities

Our Board and the team have both expanded this year, we welcome William Mackinlay as Chair of Trustees, as well as Tom Smallbone and Helen Whitehouse OBE. All three bring fantastic and diverse experience to the organisation. I am also delighted that we have grown our delivery team, with new Regional Coordinators in London and the Midlands and a number of additional coaches. We have had ongoing attention from the media, which even included us featuring our work with Red Bull.

Outreach and engagement with prison staff has allowed us to re-establish fixed delivery in a number of sites, with delivery taking place at Cookham Wood and Feltham YOI's HMPs Nottingham, High Down and Dovegate, as well Open Prisons that will enable our post release community delivery programme at Sudbury and Stanford Hill. We are also delivering weekly community sports sessions to hundreds of young people a year. The cross site delivery will allow us to further embolden our delivery of the GAMEPLAN pathway.

3Pillars was invited as a key speaker at the National PE Conference: the team gave a presentation to staff from HMPPS Head Quarters, Governors, PEIs and prison staff from establishments across the country, at the annual National PE Conference. The team discussed the GAMEPLAN programme and our Fitness and Leadership academies.

3Pillars hosted its first charity golf day: In June 2023, the team hosted a golf day at Effingham Golf Club to raise money and continue to build a strong partnership network. Teams consisted of corporate organisations and 3Pillars apprentices.

The Chiltern checkpoint challenge: Several teams took part in the Chiltern Challenge alongside 3Pillars graduates and apprentices.

All this allowed the charity to successfully run its various programmes and academies this year.

3 Pillars Project CIO

Trustees' Report

Public benefit

Looking out at the Sport for development space, it has transformed over the past few years. Where there were few people interested in supporting those in custody when 3Pillars started, there is now a real shift in support from funders and corporate partners alike. We are thankful to a number of partners over the past year, in particular Cumming Group and Clearscore, as well as funders and new large supporters; Lloyds Bank Foundation, the National Lottery, Triangle Trust, Peter Harrison and the Nottinghamshire Police & Crime Commissioner who have all patiently supported the expansion of our work. Thank you to each of you who continues to support us in a number of ways, including those Big Give supporters amongst you, those who have hosted and attended events and the champions of our work who are always cheerleading for us.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	William George Mackinlay M.V.O. (appointed 13 January 2023)
	Derrick Ralph Dale KC
	Robert James Page
	Louis Gladstone Annan
	Kate Megan Molan
	Thomas Richard Smallbone (appointed 20 January 2023)
	Helen Catherine Mortimer Whitehouse OBE (appointed 20 January 2023)

Senior Management / Leadership Team:	Michael Crofts, Chief Executive Officer
--------------------------------------	-----------------------------------------

Structure, governance and management

Recruitment and appointment of trustees

3 Pillars CIO recruits and appoints new trustees in accordance with the following process:

- The trustees publish an advertisement with a Role Description
- Interested persons are invited to contact the existing trustees, upon which they are provided with an application form, a Declaration of Eligibility Form and the details of current trustees
- Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- Successful candidates are notified and provided with accounts, the constitution and the Code of Good Governance.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

3 Pillars Project CIO

Trustees' Report

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

Liquidity risk

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Statement of trustees' responsibilities

The trustees (who are also the directors of 3 Pillars Project CIO for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

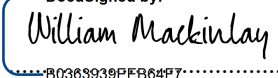
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 25 April 2024 and signed on its behalf by:

DocuSigned by:


.....B0369392EB64F7.....
William George Mackinlay M.V.O.
Trustee

**Chartered Accountants' Report to the Trustees on the Preparation of the Unaudited
Statutory Accounts of
3 Pillars Project CIO
for the Year Ended 30 June 2023**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of 3 Pillars Project CIO for the year ended 30 June 2023 as set out on pages 8 to 20 from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales (ICAEW) we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>.

This report is made solely to the board of directors of 3 Pillars Project CIO, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of 3 Pillars Project CIO and state those matters that we have agreed to state to the board of directors of 3 Pillars Project CIO, as a body, in this report, in accordance with ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than 3 Pillars Project CIO and its board of directors as a body for our work or for this report.

It is your duty to ensure that 3 Pillars Project CIO has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and of 3 Pillars Project CIO. You consider that 3 Pillars Project CIO is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of 3 Pillars Project CIO. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

DocuSigned by:

.....4B177F320F07452:.....

SA Ledgers Ltd
Chartered Accountants
57 Canbury Park Road
Kingston
KT2 6LQ
25 April 2024

3 Pillars Project CIO

Independent Examiner's Report to the trustees of 3 Pillars Project CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also 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.

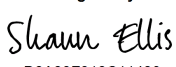
Independent examiner's statement

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

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 3 Pillars Project CIO 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.

DocuSigned by:

D8A39F918C11430:.....
Shaun Ellis
ACCA

25 April 2024

3 Pillars Project CIO

Statement of Financial Activities for the Year Ended 30 June 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	93,904	141,616	235,520
Income from charitable activities	4	51,085	-	51,085
Investment income	5	425	-	425
Total income		<u>145,414</u>	<u>141,616</u>	<u>287,030</u>
Expenditure on:				
Cost of raising funds		(16,377)	-	(16,377)
Expenditure of charitable activities	6	<u>(92,161)</u>	<u>(141,616)</u>	<u>(233,777)</u>
Total expenditure		<u>(108,538)</u>	<u>(141,616)</u>	<u>(250,154)</u>
Net income		<u>36,876</u>	<u>-</u>	<u>36,876</u>
Net movement in funds		36,876	-	36,876
Reconciliation of funds				
Total funds brought forward		<u>98,256</u>	<u>-</u>	<u>98,256</u>
Total funds carried forward	16	<u><u>135,132</u></u>	<u><u>-</u></u>	<u><u>135,132</u></u>

The notes on pages 11 to 20 form an integral part of these financial statements.

3 Pillars Project CIO

Statement of Financial Activities for the Year Ended 30 June 2023

Statement of Financial Activities for Prior Year

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	88,230	65,736	153,966
Income from charitable activities	4	554	17,855	18,409
Investment income	5	7	-	7
Total income		<u>88,791</u>	<u>83,591</u>	<u>172,382</u>
Expenditure on:				
Cost of raising funds		(5,511)	-	(5,511)
Expenditure of charitable activities	6	<u>(71,685)</u>	<u>(91,091)</u>	<u>(162,776)</u>
Total expenditure		<u>(77,196)</u>	<u>(91,091)</u>	<u>(168,287)</u>
Net income/(expenditure)		<u>11,595</u>	<u>(7,500)</u>	<u>4,095</u>
Net movement in funds		11,595	(7,500)	4,095
Reconciliation of funds				
Total funds brought forward		<u>86,662</u>	<u>7,500</u>	<u>94,162</u>
Total funds carried forward	16	<u><u>98,257</u></u>	<u><u>-</u></u>	<u><u>98,257</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 16.

The notes on pages 11 to 20 form an integral part of these financial statements.

3 Pillars Project CIO
(Registration number: CE014498)
Balance Sheet as at 30 June 2023


	Note	2023 £	2022 £
Current assets			
Debtors	12	11,685	35,135
Cash at bank and in hand	13	<u>140,903</u>	<u>73,793</u>
		152,588	108,928
Creditors: Amounts falling due within one year	14	<u>(17,456)</u>	<u>(10,671)</u>
Net assets		<u>135,132</u>	<u>98,257</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>135,132</u>	<u>98,257</u>
Total funds	16	<u>135,132</u>	<u>98,257</u>

For the financial year ending 30 June 2023 the charity was entitled to exemption from audit under section 479A of the Companies Act 2006 relating to subsidiary companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 8 to 20 were approved by the trustees, and authorised for issue on 25 April 2024 and signed on their behalf by:

DocuSigned by:

 B0363939EEB64F7.....
 William George Mackinlay M.V.O.
 Trustee

The notes on pages 11 to 20 form an integral part of these financial statements.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

1 Charity status

The charity is classed as a Charitable Incorporated Organisation (CIO) - this is a new type of entity managed by the Charity Commission directly.

The address of its registered office is:

Black Prince Trust

5 Beaufoy Walk

London

SE11 6AA

These financial statements were authorised for issue by the trustees on 25 April 2024.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

3 Pillars Project CIO 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.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

- (a) Income received by grants and donations is included in full in the Statement of Financial Activities when received, unless they relate to a specified future year, in which case they are deferred.
- (b) Income from charitable activities received by way of revenue grants and donations are credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future year, in which case they are deferred.
- (c) Donations and grants of general nature which are not conditional on delivering certain levels of service are included as part of Donations as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
- (d) Investment income is included when receivable.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including independent examination of accounts, strategic management and trustees meetings and reimbursed expenses.

Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Provisions

Provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds result from specific restrictions being placed on the use of the income by the donor when making the gift or grant.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

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

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	91,162	141,616	232,778
Gift aid reclaimed	2,742	-	2,742
	93,904	141,616	235,520
	Unrestricted funds General £	Restricted funds £	Total 2022 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	85,720	65,736	151,456
Gift aid reclaimed	2,510	-	2,510
	88,230	65,736	153,966

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

4 Income from other trading activities

	Unrestricted funds General £	Restricted funds £	Total funds £
Events income;			
Other events income	51,085	-	51,085
Total for 2023	<u>51,085</u>	<u>-</u>	<u>51,085</u>
Total for 2022	<u>554</u>	<u>17,855</u>	<u>18,409</u>

5 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income;		
Interest receivable on bank deposits	425	425
Total for 2023	<u>425</u>	<u>425</u>
Total for 2022	<u>7</u>	<u>7</u>

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2022 £
Direct Project Costs	16,148	-	16,148
Staff Costs	103,420	-	103,420
Staff recruitment and training	-	400	400
Travel and subsistence	10,452	-	10,452
Marketing and fundraising	-	5,344	5,344
Events and catering expenses	2,458	-	2,458
Support costs	27,295	1,184	28,479
Governance	1,520	66	1,586
	<u>161,293</u>	<u>6,994</u>	<u>168,287</u>

7 Analysis of governance and support costs

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

	General Support £	Governance £	2023 £	2022 £
Staff Costs	27,388	-	27,388	16,458
Computer Running Costs	589	-	589	719
Premises and Equipment	4,927	-	4,927	3,600
Printing ,Postage and Stationery	342	-	342	1,395
Telecommunications and Internet	132	-	132	130
Professional Subscriptions	-	-	-	368
Professional Fees	1,569	-	1,569	3,044
Insurance	902	-	902	594
Sundry Expenses	350	-	350	2,171
Independent Examination Fee	-	500	500	1,586
	<u>36,199</u>	<u>500</u>	<u>36,699</u>	<u>30,065</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	166,174	112,695
Social security costs	15,442	3,487
Pension costs	5,906	3,696
Other staff costs	27,439	18,589
	<u>214,961</u>	<u>138,467</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Direct charitable work	5	4
Administration and support	2	2
	<u>7</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year.

The COO, as the highest paid member of staff, received benefits totalling £33,379 (2022 - £32,618).

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

During the year the charity made the following transactions with key management personnel:

CEO

The CEO received remuneration of £23,445 (2022: £18,376)

The CEO is on the company's standard autoenrolment scheme managed by NEST.

10 Independent examiner's remuneration

	2023 £	2022 £
Other fees to examiners		
Examination-related assurance services	<u>500</u>	<u>1,586</u>

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Debtors

	2023 £	2022 £
Trade debtors	11,208	34,658
Prepayments	477	477
	<u>11,685</u>	<u>35,135</u>

13 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	35,455	13,770
Short-term deposits	105,448	60,023
	<u>140,903</u>	<u>73,793</u>

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	1,830	5,613
Other taxation and social security	10,128	1,978
Other creditors	2,366	1,764
Accruals	3,132	1,316
	<u>17,456</u>	<u>10,671</u>

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £5,906 (2022 - £3,696).

16 Funds

	Balance at 1 July 2022 £	Incoming resources £	Resources expended £	Balance at 30 June 2023 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	98,257	145,414	(108,539)	135,132

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

	Balance at 1 July 2022 £	Incoming resources £	Resources expended £	Balance at 30 June 2023 £
Restricted funds				
BBC Children In Need	-	45,400	(45,400)	-
National Lottery	-	45,000	(45,000)	-
Triangle Trust	-	15,000	(15,000)	-
Street Games	-	18,000	(18,000)	-
City Bridge Trust	-	18,218	(18,218)	-
Total restricted funds	<u>-</u>	<u>141,618</u>	<u>(141,618)</u>	<u>-</u>
Total funds	<u>98,257</u>	<u>287,032</u>	<u>(250,157)</u>	<u>135,132</u>
	Balance at 1 July 2021 £	Incoming resources £	Resources expended £	Balance at 30 June 2022 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	86,662	88,791	(77,196)	98,257
Restricted				
BBC Children In Need	-	17,855	(17,855)	-
National Lottery	7,500	-	(7,500)	-
Triangle Trust	-	15,000	(15,000)	-
City Bridge Trust	-	18,591	(18,591)	-
Nottinghamshire Police and Crime Commissioner	-	22,500	(22,500)	-
London Sport	-	2,145	(2,145)	-
The Childhood Trust	-	7,500	(7,500)	-
Total restricted funds	<u>7,500</u>	<u>83,591</u>	<u>(91,091)</u>	<u>-</u>
Total funds	<u>94,162</u>	<u>172,382</u>	<u>(168,287)</u>	<u>98,257</u>

The specific purposes for which the funds are to be applied are as follows:

Children in Need: Used for the delivery of the Rugby Academy at Young Offenders Institutions in the United Kingdom

The National Lottery: Used for the delivery of the GAMEPLAN programme across the Midlands at both prisons and community settings

Triangle Trust: Funding has been provided for London based delivery and to provide coaches for the GAMEPLAN programme

Street Games: A Ministry of Justice funding of community delivery of the Sports LEaders Award targeted at vulnerable young people in Nottingham

City Bridge Trust: Funding has been provided for a London based Programme Manager for 3Pillars Criminal Justice programme, GAMEPLAN

3 Pillars Project CIO

Notes to the Financial Statements for the Year Ended 30 June 2023

17 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 30 June 2023 £
Current assets	152,588	152,588
Current liabilities	<u>(17,456)</u>	<u>(17,456)</u>
Total net assets	<u><u>135,132</u></u>	<u><u>135,132</u></u>
	Unrestricted funds General £	Total funds at 30 June 2022 £
Current assets	108,928	108,928
Current liabilities	<u>(10,671)</u>	<u>(10,671)</u>
Total net assets	<u><u>98,257</u></u>	<u><u>98,257</u></u>

18 Analysis of net funds

	At 1 July 2022 £	At 30 June 2023 £
Cash at bank and in hand	<u>73,793</u>	<u>73,793</u>
Net debt	<u><u>73,793</u></u>	<u><u>73,793</u></u>
	At 1 July 2021 £	At 30 June 2022 £
Net debt	<u><u>-</u></u>	<u><u>-</u></u>

19 Related party transactions

There were no related party transactions in the year.

3 PILLARS PROJECT CIO

England & Wales - Charity number 1178703

Accounts

3 PILLARS PROJECT CIO

**TRUSTEES' ANNUAL REPORT AND
FINANCIAL STATEMENTS**

YEAR ENDED 30 JUNE 2022

CHARITY NUMBER: 1178703

3 PILLARS PROJECT CIO

REPORT AND ACCOUNTS

CONTENTS

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Statement of financial activities	8
Balance sheet	9
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3 PILLARS PROJECT CIO

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH JUNE 2022

The Trustees present their report and accounts for the year ended 30th June 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Governing Document, the Charities Act 2011 and 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).

OUR PURPOSE AND ACTIVITIES FOR THE PUBLIC BENEFIT

The charity is an unincorporated organisation registered as a Charitable Incorporated Organisation on the 8th June 2018 with the Charity Commission

The 3 Pillars Project CIO charitable objects are:

- a) Preventing people, in particular ex-offenders, from becoming socially excluded, relieving the needs of those ex-offenders who are socially excluded and assisting them to integrate and rehabilitate into society
- b) Improving the long-term employment prospects of ex-offenders, through structured apprenticeship programmes, structured mentoring, paid work experience and support to gain qualifications, facilitating their transition into full time work, enabling ex-offenders to acquire the skills to maintain long term reintegration back into society and contribute to society in the long term.

OVERVIEW OF 2021/2022

This year has been dominated once again by COVID. While this made it extremely difficult to deliver in prisons it did allow us the time to focus more energy on our work in deprived communities, our mentoring programme, and providing work opportunities for our candidates. Despite the challenges of the last two years the charity has managed to maintain and build on its funding streams and we were well positioned for the post Covid reopening, which has led to a significant increase in our activity in custody and post custody. The report focuses on four areas: our team, delivery during 2021/2022 (including the results from our measurement and evaluation), our fundraising, and the future (our 5 year plan).

OUR TEAM

We have made a number of hires to help deliver the core programmes. Jen Mustoe-Castle has become Chief Operating Officer, and has performed admirably, producing significant fundraising and delivery progress. David Griffiths also joined the team as a Coach and Mentor. We have modified the role of our CEO, Mike Crofts, in two ways, moving him to a Part Time role, allowing our COO to take on more of the day to operations, and allowing Mike to balance his work alongside other projects.

DELIVERY

During the year we have successfully piloted sessions at Cookham Wood YOI (Young Offenders Institute) and Brinsford YOI, and we began development conversations with other sites including Aylesbury YOI, Feltham YOI, HMP Nottingham, Pentonville and Lowdham Grange to name a few.

We have mentored and coached 17 young people referred to us from prisons across London and the South East providing holistic resettlement support and a sense of belonging within a trusted community which aides their rehabilitation.

While access to prisons has been limited we have been corresponding with 133 young people in prison through remote mentoring, including letters and newsletters. We have had 8 apprentices through our post-release programme; the 3 Pillar Project Fitness Academy.

During their time with us they have been provided with training and work experience that has led them to use their skills to coach 165 local participants in our community gym project.

3 PILLARS PROJECT CIO
TRUSTEES' REPORT
FOR THE YEAR ENDED 30TH JUNE 2022

The mentors within the 3 Pillars Project team have delivered 1294 hours of mentoring to the apprentices, enhancing their personal development, educational, employment and or training prospects.

We have facilitated 71 participants vocational training which equipped them with the skills that will support their chosen career path. As part of this we have delivered two Community Sport and Leadership (CSLA) Level 1 courses to 52 young people over two regions.

Over the past year, we have helped 10 young men in addition to those on our academies by providing light touch mentoring. Our support ranged from assisting with the search for housing and finding employment, to the provision of bespoke personal development. We were pleased to be able to offer this support to these young men because while they do not meet the criteria for our academies, we are still able to provide them with essential support and encouragement, and a sense of community.

We continue to reach a diverse population:

Black / Black British African 31%
Black / Black British Caribbean 10.7%
Mixed white and Black Caribbean 8.3%
Latin American 7.1%
White 22%
White Other 6%
Asian/ Asian British Indian 3%
Asian/ British Chinese 1.8%
Other mixed background 3%

70% (108) of our candidates were 25 or younger, while about 30% (62) were 26 and older.

Impact - We are pleased to see that the participants of our programme rated it as “excellent” according the net promoter score.

100% of our participants developed greater awareness of empathy and felt, having attended the course, they had a genuine understanding of the stress and anxiety experienced by their peers on the programme, which they hadn't previously experienced.

100% of our participants reported that the course offered them a very high level of autonomy and control, something they rarely experience in custody. This is a significant factor in building self confidence.

80% of our participants feel their self-esteem had increased as a result of their participation in the training we offered. The remaining 20% felt it had not impacted their self esteem.

FUNDRAISING

We have had a successful year of fundraising. The very generous support of a number of larger grant donors, including Children in Need, Triangle Trust, Lloyds Bank Foundation, City Bridge Trust, Peter Harrison and others, has allowed us to establish a reserve that provides greater stability for the charity. The reserves cover the costs of operating the charity for six months and this provides security for our employees and ensures we can ride out the ups and downs in funding and continue to deliver our services to our candidates.

3 PILLARS PROJECT CIO

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH JUNE 2022

OUR 3 TO 5 YEAR PLAN

Our focus over the next three to five years is delivery in custody. We will flex our mentoring capacity as the demand for these services grows as a result of our impact in prisons. We will continue to assess our performance and impact with rigour, and we will be seeking external assistance to deliver this in 2023 / 2024.

We are determined that participation on our courses will not be selective. We will offer our services to all those who wish to engage with us and while we recognise this will impact on our reoffending rates, we believe whole heartedly that our focus must be on the longer term benefits we can offer individuals rather than subjective statistics.

In 2022/2023 we intend to deliver in custody training to 105 participants (60% in adult male prisons and 40% and in YOIs) Over the next 3 to five years we intend to increase our in custody delivery by 100%.

3PILLARS TRUSTEE RECRUITMENT

3 Pillars CIO recruits and appoints new trustees in accordance with the following process:

- The trustees publish an advertisement with a Role Description
- Interested persons are invited to contact the existing trustees, upon which they are provided with an application Form a Declaration of Eligibility Form and the details of current trustees
- Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- Successful candidates are notified and provided with accounts, the constitution and the Code of Good Governance.

FINANCIAL REVIEW

The statement of Financial Activities showed a net surplus for the year of £4,094 (2021 – surplus £46,008) and total reserves stand at £98,257 (2021 - £94,162).

RESERVES POLICY

3Pillars Project work with a number of vulnerable young people and recognise that the removal of delivery due to funding shortages can undermine already precarious levels of trust in their lives. The Trustees recognise that sound financial planning means that we become sustainable and operate within the charity's needs. But on occasion, the charity may encounter challenges which affect funding streams. For this reason the charity needs to build up reserves.

3 PILLARS PROJECT CIO
TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity number:	1178703
Registered Office:	93 Tabernacle Street London EC2A 4BA
Trustees:	Jo Anthoine – Chair until 12 January 2023 William Mackinlay – Chair (Appointed on 13 January 2023) Derrick Dale KC Robert James Page – Acting Chair Louis Gladstone Annan Kate Megan Molan Thomas Smallbone (Appointed on 20 January 2023) Helen Whitehouse OBE (Appointed on 20 January 2023)
Senior Management:	Michael Crofts – Chief Executive Officer
Bankers:	Lloyds Bank PLC 25 Gresham Street London EC2V 7HN
Independent Examiner:	Mr Samir Shah FCA Ramon Lee Ltd 93 Tabernacle Street London EC2A 4BA

3 PILLARS PROJECT CIO

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2022

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

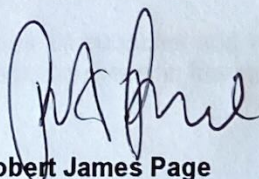
The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year. In preparing these financial statements, the Trustees are required to:

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

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 the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

APPROVAL

This report was approved by the Trustees on 3rd of April, 2023 and signed on their behalf.



Robert James Page

Acting Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

3 PILLARS PROJECT CIO

I report on the accounts of the charitable incorporated organization for the year ended 30 June 2022.

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

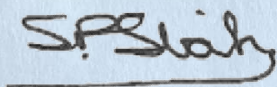
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



SAMIR SHAH- CHARTERED ACCOUNTANT
RAMON LEE LTD
93 TABERNACLE STREET
LONDON EC2A 4BA

03 April, 2023

3 PILLARS PROJECT CIO
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH JUNE 2022

Income	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income					
<i>Income</i>					
Donations	2	88,230	65,736	153,966	118,722
Income from charitable activities:	3	554	17,855	18,409	42,491
Investment income	4	7	-	7	9
Total income		<u>88,791</u>	<u>83,591</u>	<u>172,382</u>	<u>161,221</u>
Expenditure					
Cost of raising funds	5	6,994	-	6,994	3,524
Expenditure on charitable activities	5	70,203	91,091	161,294	111,689
Total expenditure		<u>77,196</u>	<u>91,091</u>	<u>168,287</u>	<u>115,213</u>
Net income/(expenditure) and net movement in funds for the year		11,594	(7,500)	4,094	46,008
<i>Reconciliation of funds</i>					
Total funds brought forward		86,663	7,500	94,163	48,154
Total funds carried forward		<u>98,257</u>	<u>-</u>	<u>98,257</u>	<u>94,162</u>

CONTINUING OPERATIONS

None of the Charity's activities were acquired or discontinued during the above financial years.

TOTAL RECOGNISED GAINS AND LOSSES

The Charity has no recognised gains or losses other than the above movement in funds for the above financial years.

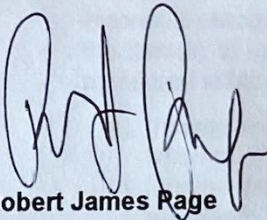
The notes on pages 10 to 17 form part of these financial statements.

3 PILLARS PROJECT CIO

BALANCE SHEET AS AT 30TH JUNE 2021

	Notes	£	2022	£	2021
Current Assets					
Debtors	9	35,135		97	
Cash at bank and in hand		<u>73,818</u>		<u>98,036</u>	
		108,953		98,132	
Liabilities					
Creditors falling due within one year	10	<u>10,696</u>		<u>3,971</u>	
Net Current Assets			98,257		94,162
Net assets			<u>98,257</u>		<u>94,162</u>
The funds of the charity:					
Unrestricted funds	11		98,257		86,662
Restricted funds	11		-		7,500
Total charity funds			<u>98,257</u>		<u>94,162</u>

The financial statements were approved by the trustees on 03rd April, 2023 and were signed on their behalf by:



Robert James Page

Acting Chair

The notes on pages 10 to 17 form part of these financial statements.

3 PILLARS PROJECT CIO
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 30TH JUNE 2022

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The trust constitutes a public benefit entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

1.2 Preparation of accounts on a going concern basis

The charity's Financial Statements show surplus of £4,094 (2021: £46,008) for the year and free reserves of £98,257 as at the year end. The Trustees are of the view that these results and fundraising plans for the future have secured the immediate future of the Charity for the next 12 months and on this basis the charity is a going concern.

1.3 Income recognition

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

- (a) Income received by grants and donations is included in full in the Statement of Financial Activities when received, unless they relate to a specified future year, in which case they are deferred.
- (b) Income from charitable activities received by way of revenue grants and donations are credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future year, in which case they are deferred.
- (c) Donations and grants of general nature which are not conditional on delivering certain levels of service are included as part of Donations as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
- (d) Investment income is included when receivable.

1.4 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- (a) Cost of raising funds comprises the cost of raising donations and their associated support costs.
- (b) Expenditure on charitable activities include expenditure associated with the main objectives of the Charity and include both direct costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.5 Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2022

1.6 Fund accounting

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Management Board.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

1.7 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.8 Cash at bank and in hand

Cash at bank and in hand includes cash deposits and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.10 Financial instruments

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

1.11 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, 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 year in which the estimate is revised where the revision affects only that year, or in the year of the revision and future years where the revision affects both current and future years.

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2022

2. GRANTS AND DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total 2,022 £	Total 2,021 £
Lloyds Bank Foundation	25,000	-	25,000	-
Nottinghamshire Police and Crime Commissioner	-	22,500	22,500	-
Triangle Trust	-	15,000	15,000	-
Peter Harrison	15,000	-	15,000	-
Virgin Money Giving	13,113	-	13,113	8,645
City Bridge Trust	-	18,591	18,591	18,966
The Childhood Trust	-	7,500	7,500	-
The Big Give	6,021	-	6,021	-
Lansdowne Partners	5,000	-	5,000	-
Trusthouse Charity	5,000	-	5,000	-
The Rockley Charity	3,000	-	3,000	3,000
Zettle	3,564	-	3,564	-
London Sport	-	2,145	2,145	-
Noel Buxton Trust	2,500	-	2,500	2,500
Cumming Group EMEA	1,690	-	1,690	-
Collection Pot	1,465	-	1,465	-
Clearscore	1,190	-	1,190	9,500
Billmeir Charitable Trust	1,000	-	1,000	1,000
Amodigo Ltd	805	-	805	2,262
Woodbridge Park School	800	-	800	-
infraco Consulting - Sponsorship	750	-	750	-
Lloyd Beeston Argentex	700	-	700	-
Godwin Group	595	-	595	-
Legal & General	500	-	500	-
28 Engineer Regiment	210	-	210	-
Always X Sported	200	-	200	-
Other donations	127	-	127	91
Crowdfunder Ltd	-	-	-	29,354
City of London	-	-	-	880
The Garfield Weston Foundation	-	-	-	10,000
Sport England	-	-	-	10,000
Ingram Trust	-	-	-	10,000
Sported Foundation	-	-	-	3,050
3 Pillars Project CIC	-	-	-	3,000
1961 Charitable foundation	-	-	-	3,000
Broxash Ltd	-	-	-	2,000
Charities Aid Foundation	-	-	-	500
National Lottery card	-	-	-	975
	<u>88,230</u>	<u>65,736</u>	<u>153,966</u>	<u>118,722</u>

The grants and donations in 2021 totalling £118,722, out of which £84,851 were attributed to unrestricted funds & £33,871 were attributed to restricted funds.

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2022

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
HMRC Grant	-	-	-	19,491
BBC Children In Need	-	17,855	17,855	10,000
HMRC Charities	554	-	554	-
National Lottery - Main Grant	-	-	-	8,000
London Borough of Lambeth - CLIP Funding	-	-	-	5,000
	<u>554</u>	<u>17,855</u>	<u>18,409</u>	<u>42,491</u>

Of the income from charitable activities in 2021 totalling £42,491, £15,000 were attributed to restricted funds and £27,491 were attributed to unrestricted funds.

4. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Bank interest	7	-	7	9
	<u>7</u>	<u>-</u>	<u>7</u>	<u>9</u>

5. EXPENDITURE ON CHARITABLE ACTIVITY

	Raising funds £	Rehabilitation Programmes £	Total 2022 £	Total 2021 £
Direct project costs	-	16,148	16,148	15,839
Staff costs	-	103,420	103,420	59,122
Staff recruitment and training	400	-	400	684
Travel and subsistence	-	10,452	10,452	2,223
Marketing & fundraising events	5,344	-	5,344	1,751
Events & catering expenses	-	2,458	2,458	-
Support costs (note 7)	1,184	27,295	28,479	34,538
Governance (note 7)	66	1,520	1,586	1,056
	<u>6,994</u>	<u>161,294</u>	<u>168,287</u>	<u>115,213</u>

Of the £168,287 expenditure in 2022 (2021 - £115,213), £77,196 was charged to unrestricted funds (2021 - £66,342) and £91,091 to restricted funds (2021 - £48,871).

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2022

6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between charity's key activity undertaken (see note 5) in the year. All the general support and governance costs have been apportioned to the various charitable activities on the basis of direct costs allocated to each activity.

	General Support	Governance	Total 2022	Total 2021
	£	£	£	£
Staff Cost	16,458	-	16,458	17,099
Computer running costs	719	-	719	1,541
Premises and equipment	3,600	-	3,600	3,490
Printing ,Postage and stationery	1,395	-	1,395	85
Telecommunications and Internet	130	-	130	120
Professional subscription	368	-	368	316
Professional fees	3,044	-	3,044	9,832
Insurance	594	-	594	872
Sundry Expenses	2,171	-	2,171	1,183
Independent examination fee	-	1,586	1,586	1,056
	<u>28,479</u>	<u>1,586</u>	<u>30,064</u>	<u>35,594</u>

7. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES

STAFF COSTS	2022	2021
	£	£
Salaries	112,694	73,036
Pension contributions	3,696	3,185
Employer NI	3,487	220
	<u>119,877</u>	<u>76,441</u>

No employee received remuneration in excess of £60,000 during the year.

No Trustee received any remuneration during the year. No Trustees received reimbursed expenses during the year.

The key management personnel of the charity comprise the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £18,376 (2021 - £16,458).

8. STAFF NUMBERS

The average monthly number of full-time staff employed by the charity during the year was as follows:

Direct charitable work	4.0	2.0
Administration and support	2.0	2.0

The average monthly number of persons employed by the charity during the year was 6 (2021: 4)

3 PILLARS PROJECT CIO
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2022

9. DEBTORS

	2022	2021
	£	£
Trade debtors	34,658	-
Prepayments	477	-
Other Debtors	-	97
	<u>35,135</u>	<u>97</u>

10. LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade Creditors	5,613	1,273
Taxation and Social Security	1,428	1,005
Accruals	1,316	1,056
Other Creditors	2,340	637
	<u>10,696</u>	<u>3,971</u>

11. MOVEMENT OF FUNDS

	Balance			Balance
	01.07.2021	Income	Expenditure	30.06.2022
	£	£	£	£
Restricted funds:				
BBC Children In Need	-	17,855	17,855	-
Triangle Trust	-	15,000	15,000	-
City Bridge Trust	-	18,591	18,591	-
Nottinghamshire Police and Crime Commissioner	-	22,500	22,500	-
London Sport	-	2,145	2,145	-
The Childhood Trust	-	7,500	7,500	-
National Lottery	7,500	-	7,500	-
	<u>7,500</u>	<u>83,591</u>	<u>91,091</u>	<u>-</u>
Unrestricted funds	<u>86,662</u>	<u>88,791</u>	<u>77,196</u>	<u>98,257</u>
Total funds	<u>94,162</u>	<u>172,382</u>	<u>168,287</u>	<u>98,257</u>

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2022

Movement in funds – previous year

	Balance 01.07.2020 £	Income £	Expenditure £	Balance 30.06.2021 £
Restricted funds:				
BBC Children In Need	-	10,000	10,000	-
London Borough of Lambeth - CLIP	-	5,000	5,000	-
City of London	-	880	880	-
Sport England	-	10,000	10,000	-
City Bridge Trust	-	18,966	18,966	-
Spotted Foundation	-	3,050	3,050	-
National Lottery	7,500	-	-	7,500
National Lottery card	-	975	975	-
	<u>7,500</u>	<u>48,871</u>	<u>48,871</u>	<u>7,500</u>
Unrestricted funds	<u>40,654</u>	<u>112,350</u>	<u>66,342</u>	<u>86,662</u>
Total funds	<u>48,154</u>	<u>161,221</u>	<u>115,213</u>	<u>94,162</u>

Description, nature and purpose of restricted funds:

BBC Children in Need: Funding received towards the mentoring programme using rugby to engage young people, in London boroughs, who are at risk of becoming involved in violence, gangs and crime.

National Lottery: Funding received towards our Volunteer and Mentor Pilot Programme.

Nottinghamshire Police and Crime Commissioner: Funding received to deliver communities engagement sports mentoring programme for young people in Nottingham.

London Sport: Funding received to deliver a pilot engagement event for programme participants utilising local facilities.

Childhood Trust: Funding received to support the delivery of programmes supporting children within our local area or engaged with the criminal justice system.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the Trustees.

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Net Current assets	98,257	-	98,257	94,162
	<u>98,257</u>	<u>-</u>	<u>98,257</u>	<u>94,162</u>

3 PILLARS PROJECT CIO
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2022

Analysis of nets assets between funds – previous year

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Net Current assets	86,662	7,500	94,162	48,154
	<u>86,662</u>	<u>7,500</u>	<u>94,162</u>	<u>48,154</u>

13. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year (2021 - £Nil).

3 PILLARS PROJECT CIO

England & Wales - Charity number 1178703

Accounts

3 PILLARS PROJECT CIO

**TRUSTEES' ANNUAL REPORT AND
FINANCIAL STATEMENTS**

YEAR ENDED 30 JUNE 2021

CHARITY NUMBER: 1178703

3 PILLARS PROJECT CIO

REPORT AND ACCOUNTS

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Statement of financial activities	8
Balance sheet	9
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3 PILLARS PROJECT CIO

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH JUNE 2021

The Trustees present their report and accounts for the year ended 30th June 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Governing Document, the Charities Act 2011 and 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).

OUR PURPOSE AND ACTIVITIES FOR THE PUBLIC BENEFIT

The charity is an unincorporated organisation registered as a Charitable Incorporated Organisation on the 8th June 2018 with the Charity Commission

The 3 Pillars Project CIO charitable objects are:

- a) Preventing people, in particular ex-offenders, from becoming socially excluded, relieving the needs of those ex-offenders who are socially excluded and assisting them to integrate and rehabilitate into society
- b) Improving the long-term employment prospects of ex-offenders, through structured apprenticeship programmes, structured mentoring, paid work experience and support to gain qualifications, facilitating their transition into full time work, enabling ex-offenders to acquire the skills to maintain long term reintegration back into society and contribute to society in the long term.

ACHIEVEMENTS AND PERFORMANCE

M&E (Monitoring and Evaluation) for 2019/2021

Throughout the last year we have strengthened our post-release programmes by combining all delivery under the banner of GAMEPLAN; The Fitness Academy and The Leadership Academy continued to take on new apprentices who have contributed to coaching hundreds of local participants in our community gym project. We now have participants receiving weekly mentoring post release and we continue to correspond with young people in prisons throughout 2020 and 2021.

We have mentored and coached young people referred to us from prisons across London and the South East providing holistic resettlement support and a sense of belonging within a trusted community which aids their rehabilitation.

Additionally, and outside of our core programme we have given advice and guidance to people on release from prison. We have delivered two Community Sport Leadership Award (CSLA) Level 1 courses to 52 young people over two regions giving them the opportunity to grow and develop into sports leaders in their own communities. We have facilitated 68 participants to complete vocational training to equip them with the skills that support their chosen career path.

We track behaviour change through academic short-form scales, which provide information on:

- participants still have a very high level of autonomy and control
- our participants were still very empathetic
- our participants have retained a normal resilience level
- participants self-esteem has increased
- all our participants have increased the amounts of times they are physically active each week
- our participants rated our programme "excellent" again according to the Net Promoter Score

Since 3Pillars Project's first programme in 2016 the organisation has partnered with eight prisons, delivering a combination of in custody rugby academies, day release training placements, post release referral mentoring and ongoing support and community membership for people in prison. The charity continues to support partner organisations with consultancy and programme development in the Criminal Justice System (CJS).

3 PILLARS PROJECT CIO

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH JUNE 2021

During 2021 we launched **Gameplan**; extensive research, consultation and engagement with partners, coincided with the re-opening of prisons after Covid and the opportunity to re-start programmes, the charity have launched 'Game Plan'. Game Plan is a sport-based end-to-end mentoring programme utilising a community ecosystem to empower young men to reach their full potential. Gameplan is made up of 10 Principles; Outreach & engagement; Physical & Mental wellbeing; Long-term & Trauma-informed Mentoring; Personal Development; Embracing leaders with Lived Experience; Sustainability; Data-Informed; User-Led; Collaboration & Opportunity. The principles ensure we provide a holistic approach to supporting the young men we work with.

GAMEPLAN will utilise intensive mentoring, giving all participants access to a weekly mentoring session. The programme aims to create positive results in the following areas:

- participants are in employment, education, or training 6 months after engagement.
- completing vocational training.
- participants report a very high level of Autonomy and control.

In future programmes we will increase the measurement of wellbeing, empathy and resilience. Initial pilot participants rated the programme "excellent" according to a Net Promoter Score.

Race and ethnicity

The charity continues to engage young people from a diverse range of ethnicities in the local area. Our participants have reported their race and ethnicity as follows:

- White 22.9%
- White Irish 0.7%
- White Other 6.3%
- Asian/ Asian British Indian 3.5%
- Asian / Asian British Pakistani 2.8%
- Asian/ British Chinese 0.7%
- Black / Black British African 35.4%
- Black / Black British Caribbean 11.1%
- Latin American 6.3%
- Mixed white and Black Caribbean 7.6%
- Mixed Asian/ White 1%
- Mixed White and Black African 1.4%
- Other mixed background 0.3%

Our programme continues to engage a diverse group of young men.

The trustees are actively seeking to nurture more diverse representation of people at every level of the organisation, including a greater contribution to our decision making by a more diverse leadership cohort and utilising the experience of those with lived experience. This is an ongoing process, but initial success has been achieved which will be built upon in the coming year.

3 PILLARS PROJECT CIO
TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2021

Impact of Covid on organisation and delivery

The impact of Covid has continued to disrupt the charity's work within the prison custody estate. We have maintained contact with existing participants to ensure continuity in their rehabilitation and support pre-release. We have accepted referrals from partner prisons to our post-release programmes. We have been able to maintain our community delivery and expand to reach more young people.

Impact of Covid on funding

The Covid Pandemic has had a profound initial impact on our fundraising, and we estimate that the charity lost the potential to raise in the region of £50,000 to £100,000 between the end of February and June 2021. This is due to the cancellation of key events, including a fundraiser and programme launch event at the House of Lords. This was further confounded by the postponement of many established funding grants from charitable trusts and foundations, which took several months to be reinstated as emergency funding streams. The charity's financial position will be considerably improved in the Financial Year 2020/21.

Post release mentoring

Amongst the current group of recently mentored young men it includes: one at university studying criminology, one who has become a sports coach and mentor for another physical education charity, at least 3 who are working for the St Giles Trust as mentors to young people, and the charity continues to employ a course graduate at 3Pillars Project as a sports coach and mentor.

Volunteering

During this period the charity has been able to expand the pool of volunteers to 38 people. The role of these volunteers is testament to the impact that motivated and committed volunteers can have in an organisation through fundraising, programme development, business mentoring, operational support, and governance.

Public Benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

Risk management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO and are satisfied that systems are in place to mitigate our exposure to major risks.

Governance, Trustee induction and training

The Charity has received support from the Lloyds Bank Foundation to enhance its governance which has included mentoring of senior individuals. The Trustees maintain a good working knowledge of charity and best practice by regular coverage of best practice at trustee meetings. New Trustees are given copies of previous minutes and attend an induction session given by an experienced Trustee.

3 PILLARS PROJECT CIO
TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2021

Recruitment and appointment of Trustees

The Charity appointed two new trustees at the start of the 2020 Financial Year. These new trustees bring extensive knowledge of new areas of interest for the trustee board.

3 Pillars CIO recruits and appoints new trustees in accordance with the following process:

- The trustees publish an advertisement with a Role Description
- Interested persons are invited to contact the existing trustees, upon which they are provided with an application Form a Declaration of Eligibility Form and the details of current trustees
- Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- Successful candidates are notified and provided with accounts, the constitution and the Code of Good Governance.

Principal Funding Sources

3Pillars Project has 3 primary funding sources; grants, private individual and corporate donations and traded income. For the financial year ended 30 June 2021 our income comprised of 97% grants and donations and 3% traded income.

FINANCIAL REVIEW

The statement of Financial Activities showed a net surplus for the year of £46,008 (2020 – surplus £3,048) and total reserves stand at £94,162 (2020 - £48,154).

Reserves policy

3Pillars Project work with a number of vulnerable young people and recognise that the removal of delivery due to funding shortages can undermine already precarious levels of trust in their lives. The Trustees recognise that sound financial planning means that we become sustainable and operate within the charity's needs. But on occasion, the charity may encounter challenges which affect funding streams. For this reason the charity needs to build up reserves.

The trustees have been able to build the organisation's reserves to approximately 50% of the annual turnover.

Restricted Organisational Restructuring Reserve

The charity will incrementally grow a restructuring reserve. This Reserve is limited to use authorised by the trustees when it is necessary to restructure and reorganise the project. This figure should be built to be 5% of the organisation's annual turnover by 2023.

Investment powers and policy

The trustees have considered the most appropriate policy for investing surplus funds and have found that bank deposit accounts provide the appropriate combination of security, accessibility and income growth.

PLANS FOR FUTURE YEARS

The Charity will deliver programmes in London, the South East and Midlands moving forward. Utilising the GAMEPLAN intervention remains the focus of the operational delivery of the programme, uniting the existing in-custody programme with the evolving post release mentoring programme. In addition, we will deliver more hybrid fundraising and challenge events that incorporate participants.

After the interruption from Covid, it is a priority that we renew in custody delivery.

3 PILLARS PROJECT CIO
TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity number: 1178703

Registered Office: 93 Tabernacle Street
London EC2A 4BA

Trustees: Jo Anthoine – Chair of Trustees
Derrick Ralph Dale QC
Robert James Page
Louis Gladstone Annan (Appointed on 20/08/20)
Kate Megan Molan (Appointed on 20/08/20)

Senior Management: Michael Crofts – Chief Executive Officer

Bankers: Lloyds Bank PLC
25 Gresham Street
London EC2V 7HN

Independent Examiner: Mr Samir Shah FCA
Ramon Lee Ltd
93 Tabernacle Street
London EC2A 4BA

3 PILLARS PROJECT CIO
TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2021

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year. In preparing these financial statements, the Trustees are required to:

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

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 the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Jo Anthoine

APPROVAL

This report was approved by the Trustees on 28 March 2022 and signed on their behalf.

Jo Anthoine

Jo Anthoine
Chair of Trustees

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
3 PILLARS PROJECT CIO**

I report on the accounts of the charitable incorporated organization for the year ended 30 June 2021.

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

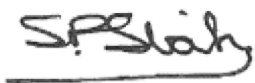
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



**SAMIR SHAH- CHARTERED ACCOUNTANT
RAMON LEE LTD
93 TABERNACLE STREET
LONDON EC2A 4BA**

28 March 2022

3 PILLARS PROJECT CIO
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH JUNE 2021

Income	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income					
<i>Income</i>					
Donations	2	84,851	33,871	118,722	56,944
Income from charitable activities:	3	27,491	15,000	42,491	26,125
Income from trading activities	4	-	-	-	1,092
Investment income	5	9	-	9	7
Total income		112,350	48,871	161,221	84,168
Expenditure					
Cost of raising funds	6	3,524	-	3,524	1,652
Expenditure on charitable activities	6	62,818	48,871	111,689	79,467
Total expenditure		66,342	48,871	115,213	81,120
Net income/(expenditure) and net movement in funds for the year		46,008	-	46,008	3,048
<i>Reconciliation of funds</i>					
Total funds brought forward		40,654	7,500	48,154	45,106
Total funds carried forward		86,662	7,500	94,162	48,154

CONTINUING OPERATIONS

None of the Charity's activities were acquired or discontinued during the above financial years.

TOTAL RECOGNISED GAINS AND LOSSES

The Charity has no recognised gains or losses other than the above movement in funds for the above financial years.

The notes on pages 10 to 17 form part of these financial statements.

3 PILLARS PROJECT CIO

BALANCE SHEET AS AT 30TH JUNE 2021

	Notes	£	2021	£	2020
Current Assets					
Debtors	10	97		3,401	
Cash at bank and in hand		<u>98,036</u>		<u>47,277</u>	
		98,132		50,678	
Liabilities					
Creditors falling due within one year	11	<u>3,971</u>		<u>2,524</u>	
Net Current Assets					
			94,162		48,154
Net assets					
			<u>94,162</u>		<u>48,154</u>
The funds of the charity:					
Unrestricted funds	12		86,662		40,654
Restricted funds	12		7,500		7,500
Total charity funds					
			<u>94,162</u>		<u>48,154</u>

The financial statements were approved by the trustees on 28 March 2022 and were signed on their behalf by:



Jo Anthoine
Chair of Trustees

The notes on pages 10 to 17 form part of these financial statements.

3 PILLARS PROJECT CIO
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 30TH JUNE 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The trust constitutes a public benefit entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

1.2 Preparation of accounts on a going concern basis

The charity's Financial Statements show surplus of £46,008 (2020: £3,048) for the year and free reserves of £86,662 as at the year end. The Trustees are of the view that these results and fundraising plans for the future have secured the immediate future of the Charity for the next 12 months and on this basis the charity is a going concern.

1.3 Income recognition

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

- (a) Income received by grants and donations is included in full in the Statement of Financial Activities when received, unless they relate to a specified future year, in which case they are deferred.
- (b) Income from charitable activities received by way of revenue grants and donations are credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future year, in which case they are deferred.
- (c) Donations and grants of general nature which are not conditional on delivering certain levels of service are included as part of Donations as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
- (d) Investment income is included when receivable.

1.4 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- (a) Cost of raising funds comprises the cost of raising donations and their associated support costs.
- (b) Expenditure on charitable activities include expenditure associated with the main objectives of the Charity and include both direct costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.5 Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2021

1.6 Fund accounting

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Management Board.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

1.7 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.8 Cash at bank and in hand

Cash at bank and in hand includes cash deposits and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.10 Financial instruments

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

1.11 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, 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 year in which the estimate is revised where the revision affects only that year, or in the year of the revision and future years where the revision affects both current and future years.

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2021

2. GRANTS AND DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Crowdfunder Ltd	29,354	-	29,354	-
The Garfield Weston Foundation	10,000	-	10,000	-
Ingram Trust	10,000	-	10,000	-
City Bridge Trust	-	18,966	18,966	-
Sport England	-	10,000	10,000	-
Clearscore	9,500	-	9,500	17,500
Virgin Money Giving	8,645	-	8,645	25,243
Sported Foundation	-	3,050	3,050	-
3 Pillars Project CIC	3,000	-	3,000	2,912
The Rockley Charity	3,000	-	3,000	-
1961 Charitable foundation	3,000	-	3,000	-
Noel Buxton Trust	2,500	-	2,500	-
Amodigo Ltd	2,262	-	2,262	-
Broxash Ltd	2,000	-	2,000	-
Billmeir Charitable Trust	1,000	-	1,000	1,000
City of London	-	880	880	-
National Lottery card	-	975	975	-
Charities Aid Foundation	500	-	500	-
Other donations	91	-	91	2,953
Ironsides	-	-	-	736
Lansdowne Partners	-	-	-	5,000
The Girdler's Trust	-	-	-	1,600
	<u>84,851</u>	<u>33,871</u>	<u>118,722</u>	<u>56,944</u>

The grants and donations in 2020 totalling £56,944 were all attributed to unrestricted funds.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
HMRC Grant	19,491	-	19,491	5,545
BBC Children In Need	-	10,000	10,000	10,000
National Lottery - Main Grant	8,000	-	8,000	-
London Borough of Lambeth - CLIP Funding	-	5,000	5,000	3,425
School for Social Entrepreneurs	-	-	-	7,155
	<u>27,491</u>	<u>15,000</u>	<u>42,491</u>	<u>26,125</u>

The income from charitable activities in 2020 totalling £26,125 were all attributed to restricted funds.

4. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Other Income	-	-	-	1,092
	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,092</u>

The other trading income in 2020 totalling £1,092 were all attributed to unrestricted funds.

3 PILLARS PROJECT CIO

NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 30TH JUNE 2021

5. INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
Bank interest	9	-	9	7
	<u>9</u>	<u>-</u>	<u>9</u>	<u>7</u>

6. EXPENDITURE ON CHARITABLE ACTIVITY

	Raising funds	Rehabilitation Programmes	Total 2021	Total 2020
	£	£	£	£
Direct project costs	-	15,839	15,839	13,126
Staff costs	-	59,122	59,122	29,541
Staff recruitment and training	684	-	684	318
Travel and subsistence	-	2,223	2,223	1,162
Marketing & fundraising events	1,751	-	1,751	593
Fundraising Cost	-	-	-	-
Support costs (note 7)	1,056	33,481	34,538	35,379
Governance (note 7)	32	1,024	1,056	1,000
	<u>3,524</u>	<u>111,689</u>	<u>115,213</u>	<u>81,120</u>

Of the £115,213 expenditure in 2021 (2020 - £81,120), £66,342 was charged to unrestricted funds (2020 - £48,328) and £48,871 to restricted funds (2020 - 32,792).

7. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between charity's key activity undertaken (see note 6) in the year. All the general support and governance costs have been apportioned to the various charitable activities on the basis of direct costs allocated to each activity.

	General Support	Governance	Total 2021	Total 2020
	£	£	£	£
Staff Cost	17,099	-	17,099	13,960
Computer running costs	1,541	-	1,541	163
Premises and equipment	3,490	-	3,490	10,268
Printing ,Postage and stationery	85	-	85	52
Telecommunications and Internet	120	-	120	246
Professional subscription	316	-	316	373
Professional fees	9,832	-	9,832	8,586
Insurance	872	-	872	1,398
Sundry Expenses	1,183	-	1,183	333
Independent examination fee	-	1,056	1,056	1,000
	<u>34,538</u>	<u>1,056</u>	<u>35,594</u>	<u>36,379</u>

3 PILLARS PROJECT CIO
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2021

8. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES

STAFF COSTS	2021	2020
	£	£
Salaries	73,036	41,292
Pension contributions	3,185	2,208
Employer NI	220	-
	<u>76,441</u>	<u>43,501</u>

No employee received remuneration in excess of £60,000 during the year.

No Trustee received any remuneration during the year. No Trustees received reimbursed expenses during the year.

The key management personnel of the charity comprise the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £17,099 (2020 - £13,960).

9. STAFF NUMBERS

The average monthly number of full time staff employed by the charity during the year was as follows:

Direct charitable work	2.0	2.0
Administration and support	2.0	1.5

The average monthly number of persons employed by the charity during the year was 4.

10. DEBTORS

	2021	2020
	£	£
Other Debtors	97	3,401
	<u>97</u>	<u>3,401</u>

11. LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade Creditors	1,273	600
Taxation and Social Security	1,005	75
Accruals	1,056	1,580
Other Creditors	637	269
	<u>3,971</u>	<u>2,524</u>

3 PILLARS PROJECT CIO
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2021

12. MOVEMENT OF FUNDS

	Balance 01.07.2020 £	Income £	Expenditure £	Balance 30.06.2021 £
Restricted funds:				
BBC Children In Need	-	10,000	10,000	-
London Borough of Lambeth - CLIP	-	5,000	5,000	-
City of London	-	880	880	-
Sport England	-	10,000	10,000	-
City Bridge Trust	-	18,966	18,966	-
Sported Foundation	-	3,050	3,050	-
National Lottery	7,500	-	-	7,500
National Lottery card	-	975	975	-
	<u>7,500</u>	<u>48,871</u>	<u>48,871</u>	<u>7,500</u>
Unrestricted funds	<u>40,654</u>	<u>112,350</u>	<u>66,342</u>	<u>86,662</u>
Total funds	<u>48,154</u>	<u>161,221</u>	<u>115,213</u>	<u>94,162</u>

Movement in funds – previous year

	01.07.2019 £	Income £	Expenditure £	30.06.2020 £
Restricted funds:				
BBC Children In Need	6,667	10,000	16,667	-
London Borough of Lambeth - CLIP	-	3,425	3,425	-
School for Social Entrepreneurs	-	7,155	7,155	-
National Lottery	7,500	-	-	7,500
	<u>14,167</u>	<u>20,580</u>	<u>27,247</u>	<u>7,500</u>
Unrestricted funds	<u>30,939</u>	<u>63,588</u>	<u>53,873</u>	<u>40,654</u>
Total funds	<u>45,106</u>	<u>84,168</u>	<u>81,120</u>	<u>48,154</u>

Description, nature and purpose of restricted funds:

BBC Children in Need : Funding received towards the mentoring programme using rugby to engage young people, in London boroughs, who are at risk of becoming involved in violence, gangs and crime.

National Lottery: Funding received towards our Volunteer and Mentor Pilot Programme.

School for Social Entrepreneurs: Funding received towards participants to attend the SSE Learning Programme and to put their learning into practice by developing enterprise-based income models within the organisation.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the Trustees.

3 PILLARS PROJECT CIO
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 30TH JUNE 2021

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Net Current assets	86,662	7,500	94,162	48,154
	<u>86,662</u>	<u>7,500</u>	<u>94,162</u>	<u>48,154</u>

Analysis of nets assets between funds – previous year

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Net Current assets	40,654	7,500	48,154	45,106
	<u>40,654</u>	<u>7,500</u>	<u>48,154</u>	<u>45,106</u>

14. RELATED PARTY TRANSACTIONS

No related party transactions took place in the year.