

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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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.

APPROVAL

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



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").

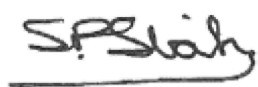
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

	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		<u>112,350</u>	<u>48,871</u>	<u>161,221</u>	<u>84,168</u>
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		<u>66,342</u>	<u>48,871</u>	<u>115,213</u>	<u>81,120</u>
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		<u>86,662</u>	<u>7,500</u>	<u>94,162</u>	<u>48,154</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	£	2021	£	2020
Current Assets					
Debtors	10	97		3,401	
Cash at bank and in hand		98,036		47,277	
		98,132		50,678	
Liabilities					
Creditors falling due within one year	11	3,971		2,524	
Net Current Assets			94,162		48,154
Net assets			94,162		48,154
The funds of the charity:					
Unrestricted funds	12		86,662		40,654
Restricted funds	12		7,500		7,500
Total charity funds			94,162		48,154

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

Jo Anthoine

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 directs 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.

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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.