

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.

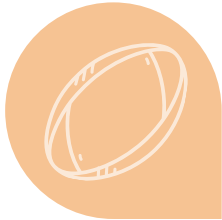


THEORY OF CHANGE

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 3Pillars, 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

90%

of participants are now more physically active

97%

of participants have been supported to have better relationships

89%

of participants have increased their resilience

92%

of participants have increased their empathy

85%

of participants have increased their self-esteem

91%

of participants have increased their autonomy and control



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.

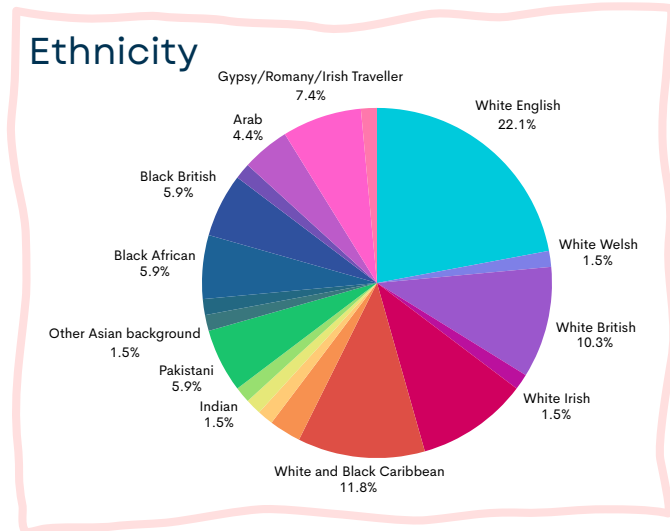
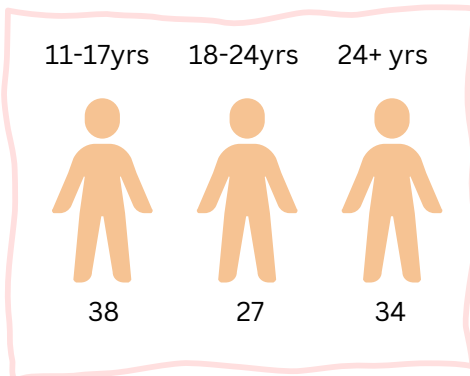




UNDERSTANDING WHO ENGAGES WITH US

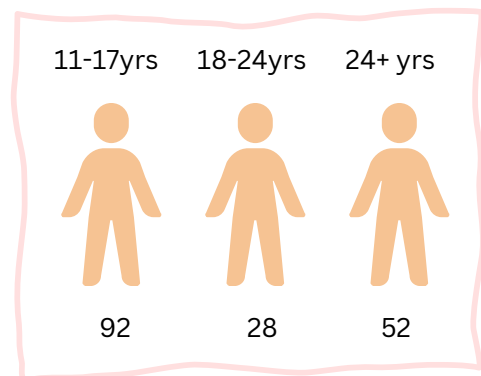
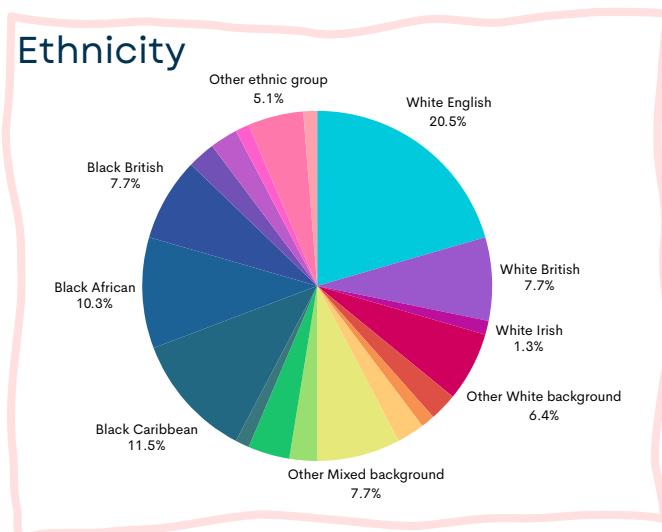


WITHIN OUR RUGBY ACADEMY



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

YOI Feltham

Black Prince Trust

HMP High Down



Prison

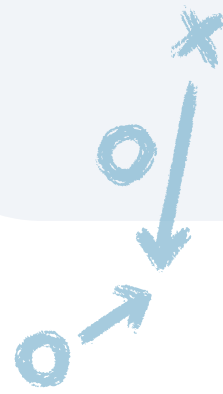


Community

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.

YEAR IN REVIEW





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:

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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

.....8342B52907E54P8:.....

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	241,729	140,903
		248,198	152,588
Creditors: Amounts falling due within one year	14	(110,094)	(17,456)
Net assets		138,104	135,132
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		138,104	135,132
Total funds	16	138,104	135,132


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		34,994	34,994
Total for 2023		36,583	36,583

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
	34,494	500	34,994	36,699

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	2	2
	<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	-	219,173	(219,173)	-
Total funds	135,132	397,923	(394,951)	138,104
	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	-	141,618	(141,618)	-
Total funds	98,257	287,032	(250,157)	135,132

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>138,104</u>	<u>138,104</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>135,132</u>	<u>135,132</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>140,903</u>	<u>140,903</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.



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