

# SPEAR BRIGHTON TRUST

England & Wales · Charity number 1179174

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2018-07-12

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

## Contact

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**Address** 57 Crescent Drive North  
Brighton  
BN2 6SL

**Phone** 01273 311640

**Email** [hello@spearbrighton.org](mailto:hello@spearbrighton.org)

**Website** <https://spearbrighton.org/>

## Activities

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**Objects:** THE OBJECTS OF THE CIO ARE FOR THE BENEFIT OF THE PUBLIC AND WITHIN A CHRISTIAN ETHOS, TO ACT AS A RESOURCE FOR YOUNG PEOPLE BETWEEN THE AGES OF 16 TO 24 LIVING IN AND AROUND BRIGHTON & HOVE BY PROVIDING ADVICE, ASSISTANCE AND SUPPORT, EDUCATIONAL PROGRAMMES AND OTHER ACTIVITIES AS A MEANS OF:A) HELPING YOUNG PEOPLE ADVANCE IN LIFE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO INTEGRATE INTO AND PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;B) ADVANCING EDUCATION;C) RELIEVING UNEMPLOYMENT, ENABLING YOUNG PEOPLE TO GENERATE A SUSTAINABLE INCOME AND BE SELF SUFFICIENT;D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE.

**Activities:** Spear inspires and helps unemployed young people overcome disadvantage by focusing on the key issues that help them to succeed in work: attitude, confidence and qualification. 1) Spear Foundation, involves 90 hours of face-to-face coaching over six weeks and 2) Spear Career lasts a year and provides mentorship and coaching in finding and staying in work.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, People With Disabilities

## Geography

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- Brighton And Hove

## Finances

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| Period end | Income   | Expenditure | Assets | Employees |
|------------|----------|-------------|--------|-----------|
| 2025-08-31 | £121,512 | £159,305    | -      | -         |
| 2024-08-31 | £130,847 | £142,304    | -      | -         |
| 2023-08-31 | £141,903 | £150,643    | -      | -         |
| 2022-08-31 | £183,032 | £136,339    | -      | -         |
| 2021-08-31 | £169,571 | £142,143    | -      | -         |

## Trustees

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| Name               | Role | Appointed  |
|--------------------|------|------------|
| Charlie Coates     |      | 2024-02-05 |
| Emma Humphreys     |      | 2024-07-10 |
| Ian Coldrick       |      | 2025-04-21 |
| James Amner        |      | 2024-06-27 |
| LESLIE TAYLOR      |      | 2018-02-28 |
| Lisa Leaf          |      | 2024-06-21 |
| Rev Daniel Millest |      | 2023-09-01 |
| Sarah Taylor       |      | 2024-12-12 |

**SPEAR BRIGHTON TRUST**

England & Wales - Charity number 1179174

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# Accounts

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Charity  
registration  
number 1179174

**THE SPEAR BRIGHTON TRUST**  
**RECEIPTS AND PAYMENTS ACCOUNTS**  
**FOR THE YEAR to 31 AUGUST 2025**



## LEGAL AND ADMINISTRATIVE INFORMATION

### Trustees

S Taylor  
Rev D Millest  
O Hayakawa  
C Coates  
L Leaf  
J Amner  
L Taylor  
I Coldrick  
E Humphreys

### Charity number

1179174

### Principal address

57 Crescent Drive North  
Brighton  
BN2 6SL

### Independent Examiner

TC Group  
The Courtyard  
Shoreham Road  
Upper Beeding  
Steyning  
West Sussex  
BN44 3TN

### Bankers

National Westminster Bank  
250 Bishopsgate  
London  
EC2M 4AA



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## TRUSTEES' REPORT

### PERIOD ENDED 31 AUGUST 2025

The Trustees present their Annual report, together with the financial statements for Spear Brighton Trust for the period to 31 August 2025. The accounts comply with 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 (effective 1 January 2019).

### Structure, Governance & Management

Spear Brighton Trust is a charitable incorporated organisation. The organisation's charitable aims and objectives are set out in its constitution, agreed by the Board of Trustees on 11 July 2018. The charity was registered with the Charity Commission on 12 July 2018 (Charity number 1179174).

for the period to 31 August 2025 the board of trustees consists of the following individuals:

I Coldrick (Appointed 21 April 2025)  
D Millest  
O Hayakawa  
L Taylor  
S Taylor  
T Oyeleye (Resigned 15 May 2025)  
C Coates  
L Leaf  
J Amner  
E Humphreys

The trustees meet regularly to discuss matters relating to governance, financial administration, strategy, operational management and fundraising. The Board members come from a wide variety of backgrounds and possess skills that are relevant to the work of the organisation.

All staff, volunteers, and trustees undergo a formal recruiting and selection process, followed by an induction period that includes any training considered necessary to effectively perform their role.

### Objectives & Activities

Inspiring the future: Transforming the lives of young people in Brighton by giving them the support, skills and confidence they need to get into work or re-enter education and begin to build a future filled with hope.

The objects of the charity are for the benefit of the public with a Christian ethos, to act as a resource for young people living in and around Brighton and Hove, providing advice, assistance and support, educational programmes and other activities. Activity undertaken during the year and the charity's impact is outlined further on pages 2 to 8.



### **Public Benefit**

In accordance with trustee duties as stated in section 17(5) of the 2011 Charities Act, trustees have considered the guidance provided by the Charity Commission in regard to public benefit. This public benefit has been demonstrated by the activities undertaken since the inception of the charity.

### **Risk Management**

The Board of Trustees holds overall responsibility for Risk Management for the organisation and has conducted a review of the major risks to which the organisation is exposed. Consequently, and where appropriate, systems or procedures have been established to manage the risks that the Charity faces.

### **Activity in the year: Spear Brighton Impact Report 2024-2025:**

#### **Transforming lives**

As we reflect on another impactful year, we are grateful for the young people that we've had the privilege to support, the partners who have championed our cause, and the businesses who have invested in brighter futures. From September 2024 to August 2025, Spear Brighton has continued to empower young individuals facing significant challenges, equipping them with the skills, confidence, and support to overcome barriers and build sustainable careers.

At the end of 2024 there were 987,000 young people (16-24 years old) not in employment or education across the UK. Half of those are reportedly not hopeful of ever having a productive life. Facing this overwhelming challenge in our nation, we choose to do our bit to make a difference in 80 - 90 young lives per year. We have helped 455 young people into work or education since we started in Brighton in September 2018. A small number but significant to those young people and their loved ones.

#### **What people say about Spear**

Employer, "We love Spear, the people that you send us have such good attitudes to work and to the team. They are punctual, enthusiastic, reliable and fit into the team so well. We look forward to seeing who you have for us each programme, well done."

Employer, “Hi everyone! I have been super encouraged this week and wanted to share, the Whitehawk foodbank has had a new cabin installed and one of the team working on the project was E - who completed Spear foundation a year ago! He’s been working in the team for 6 months, says they’re really encouraging of him, he said it makes such a positive difference to him to work in a team who ‘aren’t all hot heads’ like him and he says he’s thriving there! It’s been so fun watching him interact with his colleagues and be in a professional setting - let’s just say it’s been quite a contrast from the E we first met a year ago!”

Parent, “We can’t believe the difference in our son. He has found such confidence and energy. We are amazed to see him speak to such a large group of people.” [That graduate now works in the Houses of Parliament]

The graduates all in their own way speak of the transformation that they have experienced through the program. From being silent on the first day to leading group discussions in the latter weeks. Finding community of people in a similar position – no longer feeling alone. Feeling more confident and hopeful about their future.

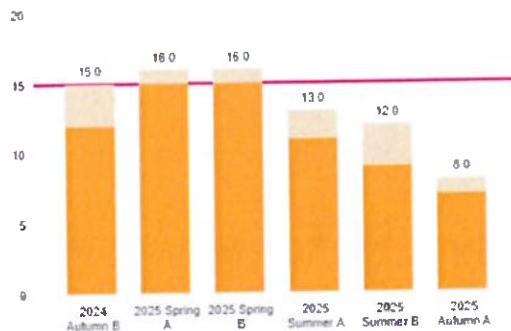
That is why we do what we do.

### Our Participants

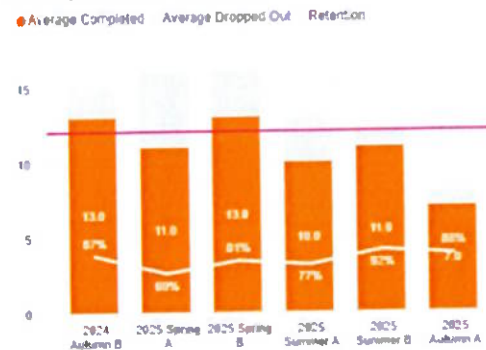
This year, **80 young people** completed our programme. This is less than prior years as we ran several “Express” cohorts where the enrolment target per cohort is 12 instead of 15. We did this to assess the efficacy of the express versus classic approach. During the coming year we will evaluate the long-term impact.

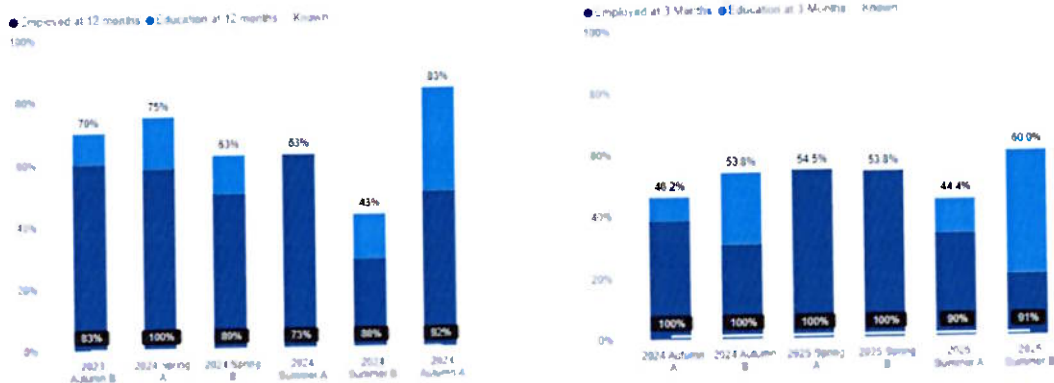
Each of these young people have their own unique journey and challenges. Here are the key metrics for the past six cohorts:

Enrolment (Target Pop., Service Pop) by Blocks



No. Completed & Dropped Out, by Block





- **65 young people (81%) successfully completed the programme.**
- **86% of participants faced one or more barriers to employment such as:**
  - Care experience
  - A criminal record
  - Living in supported accommodation
  - Leaving school with fewer than five GCSEs
  - Caring responsibilities
  - Physical and/or mental health, or learning difficulties impacting daily life
- Spear Brighton recruits trainees specifically based on those with 3 or more barriers, rather than recruiting less challenged individuals.

Despite these hurdles, many of the graduates were in employment or education after completing the programme:

- **52% of graduates were in employment, education, or training (EET) within three months of completing the programme.**
- **68% were still employed or in education at the 12-month mark, demonstrating the long-term impact of our support in enabling sustainable career progression.**



### **Our Referral Partners**

None of this would have been possible without our collaboration with remarkable referral partners: Barnardos, BHASVIC, Brighton Job Centre, Brighton MET College, Brighton Youth Hub, CAMHS, Clocktower Sanctuary, East Brighton YES, Elev8, Mind, Moulsecoomb Family Hub, Skills Training UK, Supported Employment Team, Whitehawk Foodbank, YMCA Evolve and Youth Employability Service.

They opened doors, connected hearts, and together, we orchestrated a beautiful symphony of change.

### **Our Business Partners**

We extend our heartfelt gratitude to our partners who helped realise our vision and deliver the programme by providing funding, volunteers, company visits and work opportunities. Without these partners our programme would not be able to function.

Thank you to:

Brewers, Chichester College Group, Fonthill BCA, Hiscox, LYNN Foundation, No Fear Bridge, OneFamily, Riverstone, Rosaz, Sussex Community Trust, The Big Give, Waitrose and the individual givers. Thank you for investing in our vision!

Other regular supporters through volunteering, work placements and offering apprenticeships include:

Best Insurance, Elucidat, Graphite, Hungry Minds Childcare, Marstons, Southern Water and others.

These organisations did more than just contribute; they are the backbone of our endeavours. From inspiring company visits to nurturing through work placements and apprenticeships, these businesses embodied the spirit of community.

## Our Trustees and Programme Partners

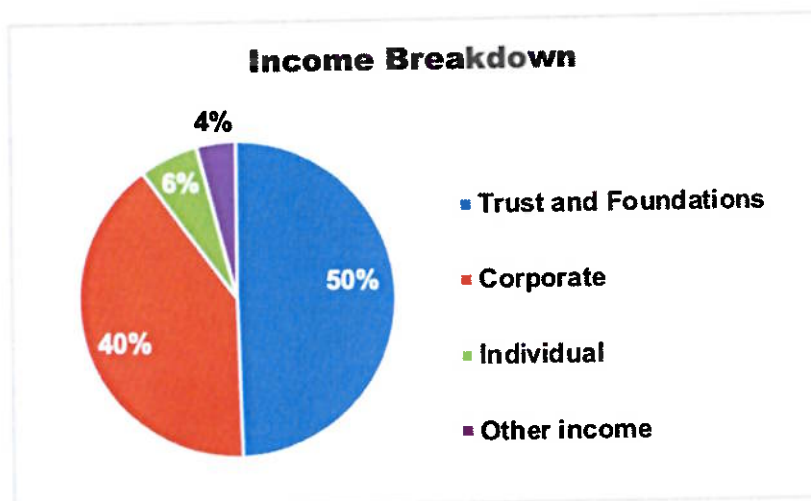
We thank our trustees, all of whom are unpaid volunteers, for their dedication and service.

And last but not least our heartfelt thanks to our two key Spear Brighton partners. **Resurgo** developed Spear more than 20 years ago and provide ongoing innovation of the program, leadership and annual training for our team including supply coaches when we hit a gap and centre swaps where our coaches can join a programme at another of the 15 Spear centres nationally. Then **St Peter's Church** in Brighton who provide us the space and support to allow us to run the programme in suitable and safe facilities. Without these partners, Spear would not exist and would not be able to run in Brighton. Thank you!

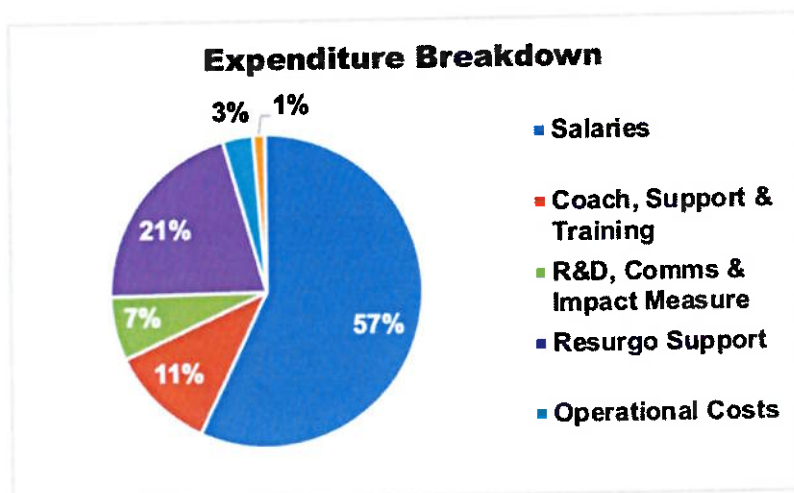
## Financials

Through the generosity of our funders, we entered our 2024-2025 financial year in a stable position with £62,867 in cash reserves. We slightly exceeded our goal to have a reserve of £50,000; we also had a small working capital buffer.

The reserve exists to fund the programme for two cohorts and guards against a sudden lack of income from donors. The cash buffer on the other hand aims to smooth our working capital to allow for the inevitable lags, peaks and troughs of income from successful grants. Our reserves are in place to ensure that our team has peace of mind and that they can focus on the main thing; coaching and mentoring of the 90 young people that they work with each year.



We are so grateful to all our financial supporters in helping us to achieve a total income of £121,512 last financial year. This is slightly down from £130,847 for 2023/24 mostly as a result of not running the Big Give (other income). Our funds are primarily from Trusts and Corporates, our aim in the coming years is to receive funding in equal parts from Trusts, Corporates and Individual donors.



Our total expenditure for 2024/25 was £159,305, slightly up from £142,304 the year before, primarily due to increased salaries. We are grateful to St Peter's Brighton, for their continued support in providing office and workshop space free of charge, helping to keep our programme delivery costs low.

Salaries and investment in our coach team is our biggest investment but is fundamental to the impact of Spear on the lives of the trainees. We review salaries annually to ensure that we are paying a fair wage for the charity sector in an expensive part of the country.

The next big expense is the subscription to Resurgo comprising line management of our team, ongoing training of our coaches, continuous innovation and development of the Spear programme and finally, support with fundraising and HR. Resurgo constantly evolves the Spear programme to meet an ever-changing set of needs. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton!

We therefore ended 2024/25 with a deficit of £37,793, up from £11,457 for 2023/24. This was due to the drop in income but has not impacted the operation given that we entered 2024/25 with above expected reserves and we continue to manage costs carefully.



Through the generosity of our funders, we have entered our 2024-2025 financial year in a stable position and continue to focus on longer-term partnerships. For the coming year our renewed trustee team is focusing on fundraising in corporate and individual donors.

### **Looking Ahead to a Future of Impact and Growth**

As we move forward, we are filled with hope, growth, and deeper impact. Our mission remains the same: **to equip young people with the confidence, skills, and resilience to break through barriers and build fulfilling careers.** With the continued support of our partners, funders, and the wider community, we aim to expand our reach, deepen our impact, and create even more success stories in 2025 and 2026.

We invite you to continue this journey with us—to be a part of the change, to invest in potential, and to help transform futures.

Thank you for believing in the power of young people. Together, we are building a future where every young person, regardless of their background, has the opportunity to thrive.

With heartfelt thanks and warm regards,  
The Spear Brighton Team

**Trustees' responsibilities in relation to the accounts**

The Charities Act 2011 requires the trustees to prepare accounts 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, including the income and expenditure, of the charity for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. 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.

Approved by the board on.....30th Jan 2026.....

Signed on behalf of the board of trustees .....*Emma Humphreys*.....

**L Taylor (Trustee)**

**Emma Humphreys (Trustee)**

## **REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF SPEAR BRIGHTON TRUST**

I report to the trustees on my examination of the accounts of Spear Brighton Trust for the year ended 31 August 2025.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 August 2025 which are set out on pages 11 to 12.

### **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 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 the Trust as required by section 130 of the Act;  
or
2. the accounts do not accord with those records; or
3. the accounts do 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; 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.

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.

*TC Group*

**Mark Cummins FCCA FCIE**  
on behalf of TC Group The  
Courtyard  
Shoreham Road,  
Upper Beeding, Steyning,  
West Sussex  
BN44 3TN

Dated: *16<sup>th</sup> February 2026*



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Spear Brighton Trust

1179174

Receipts and payments accounts

CC16a

For the period  
from

01-09-24

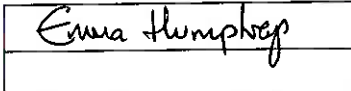
To

31-08-25

Section A Receipts and payments

|   | Unrestricted<br>funds<br>to the<br>nearest £ | Restricted<br>funds<br>to the<br>nearest £ | Designated<br>funds<br>to the<br>nearest £ | Total<br>funds<br>2025<br>to the<br>nearest £ | Total<br>funds<br>2024<br>to the<br>nearest £ |
|---|--|--|--|---|---|
| <b>A1 Receipts</b>                                    |  |  |  |   |   |
| Donations and legacies                                | 81,012                                       | 40,500                                     | -  | 121,512                                       | 130,847                                       |
| Other   | -  | -  | -  | -   | -   |
|   | -  | -  | -  | -   | -   |
|   | -  | -  | -  | -   | -   |
| <b>Sub total (Gross income for AR)</b>                | <b>81,012</b>                                | <b>40,500</b>                              | <b>-</b>                                   | <b>121,512</b>                                | <b>130,847</b>                                |
| <b>A2 Asset and investment sales, (see table).</b>    |  |  |  |   |   |
|   | -  | -  | -  | -   | -   |
|   | -  | -  | -  | -   | -   |
| <b>Sub total</b>                                      | <b>-</b>                                     | <b>-</b>                                   | <b>-</b>                                   | <b>-</b>                                      | <b>-</b>                                      |
| <b>Total receipts</b>                                 | <b>81,012</b>                                | <b>40,500</b>                              | <b>-</b>                                   | <b>121,512</b>                                | <b>130,847</b>                                |
| <b>A3 Payments</b>                                    |  |  |  |   |   |
| Fundraising   | 7,500  | -  | -  | 7,500   | 7,500   |
| Charitable activities                                 | 111,305                                      | 40,500                                     | -  | 151,805                                       | 134,804                                       |
|   | -  | -  | -  | -   | -   |
|   | -  | -  | -  | -   | -   |
| <b>Sub total</b>                                      | <b>118,805</b>                               | <b>40,500</b>                              | <b>-</b>                                   | <b>159,305</b>                                | <b>142,304</b>                                |
| <b>A4 Asset and investment purchases, (see table)</b> |  |  |  |   |   |
|   | -  | -  | -  | -   | -   |
|   | -  | -  | -  | -   | -   |
| <b>Sub total</b>                                      | <b>-</b>                                     | <b>-</b>                                   | <b>-</b>                                   | <b>-</b>                                      | <b>-</b>                                      |
| <b>Total payments</b>                                 | <b>118,805</b>                               | <b>40,500</b>                              | <b>-</b>                                   | <b>159,305</b>                                | <b>142,304</b>                                |
| <b>Net of receipts/(payments)</b>                     | <b>(37,793)</b>                              | <b>-</b>                                   | <b>-</b>                                   | <b>(37,793)</b>                               | <b>(11,457)</b>                               |
| <b>A5 Transfers between funds</b>                     | <b>-</b>                                     | <b>-</b>                                   | <b>-</b>                                   | <b>-</b>                                      | <b>-</b>                                      |
| <b>A6 Cash funds last year end</b>                    | <b>100,660</b>                               | <b>-</b>                                   | <b>-</b>                                   | <b>100,660</b>                                | <b>112,117</b>                                |
| <b>Cash funds this year end</b>                       | <b>62,867</b>                                | <b>-</b>                                   | <b>-</b>                                   | <b>62,867</b>                                 | <b>100,660</b>                                |

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

| Categories  | Details   | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Designated funds to nearest £ |
|---|---|---------------------------------|-------------------------------|-------------------------------|
| <b>B1 Cash funds</b>  | Current account   | 60,764                          | -                             | -                             |
|   | Other   | 2,103                           | -                             | -                             |
|   |   | -                               | -                             | -                             |
|   | <b>Total cash funds</b>   | <b>62,867</b>                   | <b>-</b>                      | <b>-</b>                      |
|   | (agree balances with receipts and payments account(s))                              | OK                              | OK                            | OK                            |
|   | Unrestricted funds to nearest £   | Restricted funds to nearest £   | Endowment funds to nearest £  |                               |
| <b>B2 Other monetary assets</b>                             | Details   | -                               | -                             | -                             |
|   |   | -                               | -                             | -                             |
| <b>B3 Investment assets</b>                                 | Details   | Fund to which asset belongs     | Cost (optional)               | Current value (optional)      |
|   |   | -                               | -                             | -                             |
| <b>B4 Assets retained for the charity's own use</b>         | Details   | Fund to which asset belongs     | Cost (optional)               | Current value (optional)      |
|   |   | -                               | -                             | -                             |
| <b>B5 Liabilities</b>                                       | Details   | Fund to which liability relates | Amount due (optional)         | When due (optional)           |
|   | Trade creditors   | Unrestricted                    | -                             | -                             |
|   | Accruals  | Unrestricted                    | -                             | -                             |
|   |   | -                               | -                             | -                             |
|   |   | -                               | -                             | -                             |
| Signed by one or two trustees on behalf of all the trustees | Signature   | Print Name                      | Date of approval              |                               |
|   |  | Emma Humphreys                  | 30th Jan 2026                 |                               |
|   |   |                                 |                               |                               |

**SPEAR BRIGHTON TRUST**

England & Wales - Charity number 1179174

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# Accounts

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Charity  
registration  
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**THE SPEAR BRIGHTON TRUST**  
**RECEIPTS AND PAYMENTS ACCOUNTS**  
**FOR THE YEAR to 31 AUGUST 2024**



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In accordance with trustee duties as stated in section 17(5) of the 2011 Charities Act, trustees have considered the guidance provided by the Charity Commission in regard to public benefit. This public benefit has been demonstrated by the activities undertaken since the inception of the charity.

### Risk Management

The Board of Trustees holds overall responsibility for Risk Management for the organisation and has conducted a review of the major risks to which the organisation is exposed. Consequently and where appropriate, systems or procedures have been established to manage the risks that the Charity faces.

### Activity in the year: Spear Brighton Impact Report 2023-2024:

#### A Heartfelt Journey of Transformation

As we reflect on another impactful year, we are filled with gratitude for the young people we have had the privilege to support, the partners who have championed our cause, and the businesses who have invested in brighter futures. From September 2023 to August 2024, Spear Brighton has continued to empower young individuals facing significant challenges, equipping them with the skills, confidence, and support to overcome barriers and build sustainable careers.

#### Our Participants: Real Stories, Real Lives

This year, we welcomed 86 young people into our programme, each with their own unique journey and challenges.



- 63 young people (73%) successfully completed the programme.
- 86% of participants faced one or more barriers to employment, with many experiencing significant challenges such as:
  - Care experience
  - A criminal record
  - Living in supported accommodation
  - Leaving school with fewer than five GCSEs
  - Caring responsibilities
  - Physical and/or mental health, or learning difficulties impacting daily life
- 59% (51 of the 86 participants) faced three or more barriers, highlighting the complexity of challenges our young people navigate.

Despite these hurdles,

- 49% of participants were in employment, education, or training (EET) within three months of completing the programme.
- More significantly, 78% were still employed or in education at the 12-month mark, demonstrating the long-term impact of our support in enabling sustainable career progression.

### **Our Referral Partners**

None of this would have been possible without our collaboration with remarkable referral partners: Barnardos, BHASVIC, Brighton Job Centre, Brighton MET College, Brighton Youth Hub, CAMHS, Clocktower Sanctuary, East Brighton YES, Elev8, Mind, Moulsecomb Family Hub, Skills Training UK, Supported Employment Team, Whitehawk Foodbank, YMCA Evolve and Youth Employability Service.

They opened doors, connected hearts, and together, we orchestrated a beautiful symphony of change.

### **Business Partners**

We extend our heartfelt gratitude to our partners who helped realise our vision and deliver the programme by providing funding, volunteers, company visits and work opportunities. Without these partners our programme would not be able to function.

Thank you to:

Brewers, Chichester College Group, Fonthill BCA, Hiscox, LYNN Foundation, No Fear Bridge, OneFamily, Riverstone, Rosaz, Sussex Community Trust, The Big Give, Waitrose and the individual givers. Thank you for investing in our vision!

Other regular supporters through volunteering, work placements and offering apprenticeships include:

Best Insurance, Elucidat, Graphite, Hungry Minds Childcare, Marstons, Southern Water and others.

These organisations did more than just contribute; they are the backbone of our endeavours. From inspiring company visits to nurturing through work placements and apprenticeships, these businesses embodied the spirit of community.

## Trustees and Programme Partners

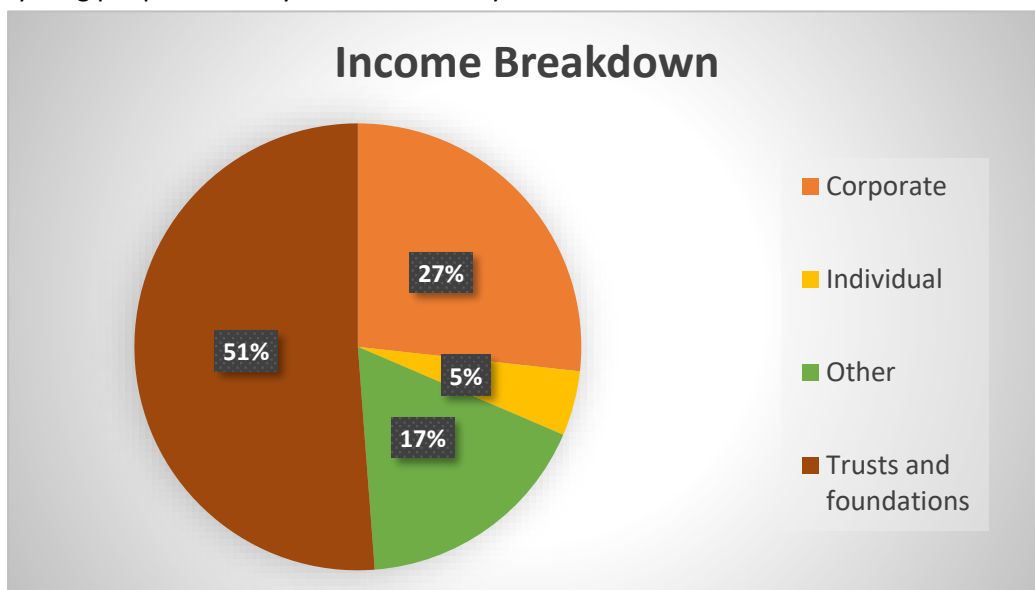
We thank our trustees, all of whom are unpaid volunteers, for their dedication and service. During this year the chair of trustees, Sam Brewer, who had the vision for Spear back in 2017, stepped down as chair and the treasurer, Les Taylor took her place. We honour Sam for her tireless campaigning internally and externally to get Spear launched and running in a sustainable and successful way. Les was part of the team of six that founded Spear and carries the same drive and vision to effect positive change in Brighton.

And last but not least our heartfelt thanks to our two key Spear Brighton partners. Resurgo developed Spear more than 20 years ago and provide ongoing innovation of the program, leadership and annual training for our team including supply coaches when we hit a gap and centre swaps where our coaches can join a programme at another of the 15 Spear centres nationally. Then St Peter’s Church in Brighton who provide us the space and support to allow us to run the programme in suitable and safe facilities. Without these partners, Spear would not exist and would not be able to run in Brighton. Thank you!

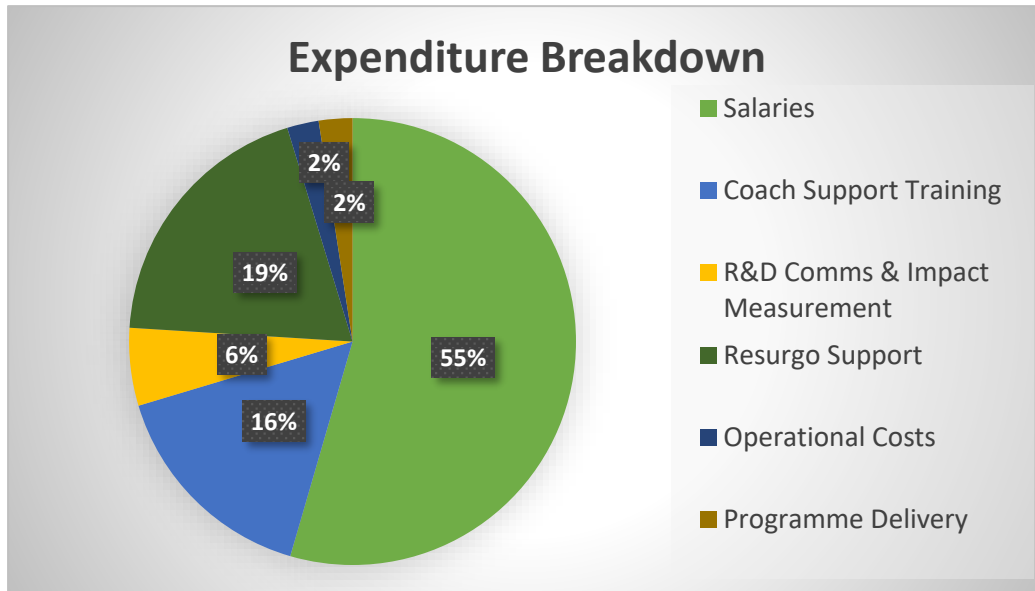
## Financials

Through the generosity of our funders, we ended our 2023-2024 financial year in a stable position with £100,660 in cash reserves. We slightly exceeded our goal to have a reserve of £50,000 and a working capital buffer of £50,000.

The reserve exists to fund the programme for two cohorts and guards against a sudden lack of income from donors. The cash buffer on the other hand aims to smooth our working capital to allow for the inevitable lags, peaks and troughs of income from successful grants. Our reserves are in place to ensure that our team has peace of mind and that they can focus on the main thing; coaching and mentoring of the 90 young people that they work with each year.



We are so grateful to all our financial supporters in helping us to achieve a total income of £130,847 last financial year. This is slightly down from £141,903 for 2022/23 mostly as a result of fewer corporate donations.



Our total expenditure for 2023/24 was £142,304, slightly down from £150,634 the year before. We are grateful to St Peter’s Brighton, for their continued support in providing office and workshop space helping to keep our programme delivery costs low.

Salaries and investment in our coach team is our biggest investment but is fundamental to the impact of Spear on the lives of the trainees. We review salaries annually to ensure that we are paying a fair wage for the charity sector in an expensive part of the country.

The next big item is the subscription to Resurgo comprising R&D, coach support and line management and support with fundraising and HR. Resurgo constantly evolves the Spear programme to meet an ever-changing set of needs. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton!

We therefore ended 2023/24 with a deficit of £11,457, slightly up from £8,731 for 2022/23. This was due to the drop in income but has not impacted the operation given that we entered 2023/24 with above expected reserves and we were able to manage costs well.

Through the generosity of our funders, we have ended our 2023-2024 financial year in a stable position and continue to focus on longer-term partnerships. For the coming year we are recruiting new trustees to focus on fundraising in corporate and individual donors.



### **Looking Ahead: A Future of Impact and Growth**

As we move forward, the chapter ahead is one of hope, growth, and deeper impact. Our mission remains the same: to equip young people with the confidence, skills, and resilience to break through barriers and build fulfilling careers. With the continued support of our partners, funders, and the wider community, we aim to expand our reach, deepen our impact, and create even more success stories in 2025.

We invite you to continue this journey with us—to be a part of the change, to invest in potential, and to help transform futures.

Thank you for believing in the power of young people. Together, we are building a future where every young person, regardless of their background, has the opportunity to thrive.

With heartfelt thanks and warm regards,

The Spear Brighton Team

**Trustees' responsibilities in relation to the accounts**

The Charities Act 2011 requires the trustees to prepare accounts 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, including the income and expenditure, of the charity for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. 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.

Approved by the board on 06/03/2025 .....



Signed on behalf of the board of trustees .....

**L Taylor (Trustee)**

**REPORT OF THE INDEPENDENT EXAMINER**

**TO THE TRUSTEES OF SPEAR BRIGHTON TRUST**

I report to the trustees on my examination of the accounts of Spear Brighton Trust for the year ended 31 August 2024.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 August 2024 which are set out on pages 9 to 10.

**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 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 the Trust as required by section 130 of the Act;  
or
2. the accounts do not accord with those records; or
3. the accounts do 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; 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.

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.

TC Group

**Mark Cummins FCCA FCIE**

on behalf of TC Group

The Courtyard

Shoreham Road,

Upper Beeding, Steyning,

West Sussex

BN44 3TN

Dated: ... 27 March 2025



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Spear Brighton Trust

Charity number:  
1179174

CC16a

## Receipts and payments accounts

|                        |            |    |            |
|------------------------|------------|----|------------|
| For the period<br>from | 01/09/2023 | To | 31/08/2024 |
|------------------------|------------|----|------------|

### Section A Receipts and payments

|   | Unrestricted<br>funds<br>to the nearest<br>£ | Restricted<br>funds<br>to the nearest £ | Designated<br>funds<br>to the nearest £ | Total funds<br>2024<br>to the nearest £ | Total funds<br>2023<br>to the nearest £ |
|---|--|---|---|---|---|
| <b>A1 Receipts</b>                                    |  |   |   |   |   |
| Donations and legacies                                | 130,847                                      | -                                       | -                                       | 130,847                                 | 141,903                                 |
| Other   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Sub total (Gross income for AR)</b>                | <b>130,847</b>                               | <b>-</b>                                | <b>-</b>                                | <b>130,847</b>                          | <b>141,903</b>                          |
| <b>A2 Asset and investment sales, (see table).</b>    |  |   |   |   |   |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                     | <b>-</b>                                | <b>-</b>                                | <b>-</b>                                | <b>-</b>                                |
| <b>Total receipts</b>                                 | <b>130,847</b>                               | <b>-</b>                                | <b>-</b>                                | <b>130,847</b>                          | <b>141,903</b>                          |
| <b>A3 Payments</b>                                    |  |   |   |   |   |
| Fundraising   | 7,500  | -                                       | -                                       | 7,500                                   | 7,500                                   |
| Charitable Activities                                 | 134,804                                      | -                                       | -                                       | 134,804                                 | 143,134                                 |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>142,304</b>                               | <b>-</b>                                | <b>-</b>                                | <b>142,304</b>                          | <b>150,634</b>                          |
| <b>A4 Asset and investment purchases, (see table)</b> |  |   |   |   |   |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                     | <b>-</b>                                | <b>-</b>                                | <b>-</b>                                | <b>-</b>                                |
| <b>Total payments</b>                                 | <b>142,304</b>                               | <b>-</b>                                | <b>-</b>                                | <b>142,304</b>                          | <b>150,634</b>                          |
| <b>Net of receipts/(payments)</b>                     | <b>- 11,457</b>                              | <b>-</b>                                | <b>-</b>                                | <b>- 11,457</b>                         | <b>- 8,731</b>                          |
| A5 Transfers between funds                            | -  | -                                       | -                                       | -                                       | -                                       |
| A6 Cash funds last year end                           | 112,117                                      | -                                       | -                                       | 112,117                                 | 120,848                                 |
| <b>Cash funds this year end</b>                       | <b>100,660</b>                               | <b>-</b>                                | <b>-</b>                                | <b>100,660</b>                          | <b>112,117</b>                          |

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

| Categories           | Details  | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Designated funds<br>to nearest £ |
|----------------------|--|------------------------------------|----------------------------------|----------------------------------|
| <b>B1 Cash funds</b> | Current account  | 100,741                            | -                                | -                                |
|                      | Other  | - 81                               | -                                | -                                |
|                      |  | -                                  | -                                | -                                |
|                      |  | -                                  | -                                | -                                |
|                      | <b>Total cash funds</b>                                | <b>100,660</b>                     | <b>-</b>                         | <b>-</b>                         |
|                      | (agree balances with receipts and payments account(s)) | OK                                 | OK                               | OK                               |


| Categories                      | Details | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| <b>B2 Other monetary assets</b> |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |

| Categories                  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| <b>B3 Investment assets</b> |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |

| Categories  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|---------|-----------------------------|-----------------|--------------------------|
| <b>B4 Assets retained for the charity's own use</b> |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |

| Categories            | Details         | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|-----------------|---------------------------------|-----------------------|---------------------|
| <b>B5 Liabilities</b> | Trade creditors | Unrestricted                    |                       |                     |
|                       | Accruals        | Unrestricted                    |                       |                     |
|                       |                 | 0                               |                       |                     |
|                       |                 | 0                               |                       |                     |
|                       |                 | 0                               |                       |                     |

Signed by one or two trustees on behalf of all the trustees

| Signature   | Print Name    | Date of approval |
|---|---------------|------------------|
|  | Leslie Taylor | 06/03/2025       |

**SPEAR BRIGHTON TRUST**

England & Wales - Charity number 1179174

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# Accounts

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Charity  
registration  
number 1179174

**THE SPEAR BRIGHTON TRUST**  
**RECEIPTS AND PAYMENTS ACCOUNTS**  
**FOR THE YEAR to 31 AUGUST 2023**



## LEGAL AND ADMINISTRATIVE INFORMATION

|                             |  |
|-----------------------------|--|
| <b>Trustees</b>             | S Brewer (Chair)<br>Rev D Millest<br>O Hayakawa<br>E Hendricks<br>S Marsden King<br>J Stinson<br>L Taylor<br>T Oyeleye |
| <b>Charity number</b>       | 1179174  |
| <b>Principal address</b>    | 57 Crescent Drive North<br>Brighton<br>BN2 6SL   |
| <b>Independent Examiner</b> | TC Group<br>The Courtyard<br>Shoreham Road<br>Upper Beeding<br>Steyning<br>West Sussex<br>BN44 3TN                     |
| <b>Bankers</b>              | National Westminster Bank<br>250 Bishopsgate<br>London<br>EC2M 4AA   |



## CONTENTS

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| Statement of trustees' responsibilities | 6     |
| Independent examiner's report           | 7     |
| Receipts and payments                   | 8     |
| Statement of assets and liabilities     | 9     |



## TRUSTEES' REPORT

### PERIOD ENDED 31 AUGUST 2023

The Trustees present their Annual report, together with the financial statements for Spear Brighton Trust for the period to 31 August 2023. The accounts comply with 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 (effective 1 January 2019).

### Structure, Governance & Management

Spear Brighton Trust is a charitable incorporated organisation. The organisation's charitable aims and objectives are set out in its constitution, agreed by the Board of Trustees on 11 July 2018. The charity was registered with the Charity Commission on 12 July 2018 (Charity number 1179174).

Since the inception of the charity the board of trustees has consisted of the following individuals:

S Brewer  
Rev D Millett (appointed 1 September 2023)  
O Hayakawa  
E Hendricks  
S Marsden King  
J Stinson  
L Taylor  
T Oyeleye

The trustees meet regularly to discuss matters relating to governance, financial administration, strategy, operational management and fundraising. The Board members come from a wide variety of backgrounds and possess skills that are relevant to the work of the organisation.

All staff, volunteers, and trustees undergo a formal recruiting and selection process, followed by an induction period that includes any training considered necessary to effectively perform their role.

### Objectives & Activities

**Inspiring the future: Transforming the lives of young people in Brighton by giving them the support, skills and confidence they need to get into work or re-enter education and begin to build a future filled with hope.**

The objects of the charity are for the benefit of the public with a Christian ethos, to act as a resource for young people living in and around Brighton and Hove, providing advice, assistance and support, educational programmes and other activities. Activity undertaken during the year and the charity's impact is outlined further on pages 3 to 6.



### **Public Benefit**

In accordance with trustee duties as stated in section 17(5) of the 2011 Charities Act, trustees have considered the guidance provided by the Charity Commission in regard to public benefit. This public benefit has been demonstrated by the activities undertaken since the inception of the charity.

### **Risk Management**

The Board of Trustees holds overall responsibility for Risk Management for the organisation and has conducted a review of the major risks to which the organisation is exposed. Consequently and where appropriate, systems or procedures have been established to manage the risks that the Charity faces.

### **Financial Review**

Spear Brighton Trust report total receipts for the period of £141,903 (2022: £183,032). We were able to build on strong relationships and maintain our Corporate, Individual and Trust income streams.

Payments for the year totalled £150,634 (2022: £136,339) having managed our spending to under our budgeted amount with salary costs slightly lower due to starting the year without a full staff team. We are grateful to St Peter's Brighton, for their continued support in providing office and workshop space helping keep our programme delivery costs low.

Further details as to the makeup of income, expenditure and reserves can be seen on page 8.

Support from Resurgo helps us to constantly evolve the Spear programme to meet an every-changing need. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton! Additionally, they provide ongoing training and mentoring of our team as well as back-up coaches to fill in during staff absences.

### **Reserves policy**

The trustees have examined the charity's requirements for reserves in light of the main risks facing the organisation.

We started the year with £120,848 in reserve and aimed to raise enough during the year so as to end the year with a reserve of £140,000 in advance of the 2023-24 year. We ended the year with £112,117, forming a solid base for the 2023-24 year.



Activity in year

**Spear Brighton Impact Report 2022-2023: Empowering Dreams, Inspiring Futures**

**A Heartfelt Journey of Transformation**

Dear supporters, partners, and friends of Spear Brighton,

As we reflect on the past year, we're filled with immense gratitude and a sense of purpose in sharing our impact with you. The journey from September 2022 to September 2023 has been nothing short of remarkable, marked by incredible resilience, growth, and triumphs.

**Our Participants: Real Stories, Real Lives**

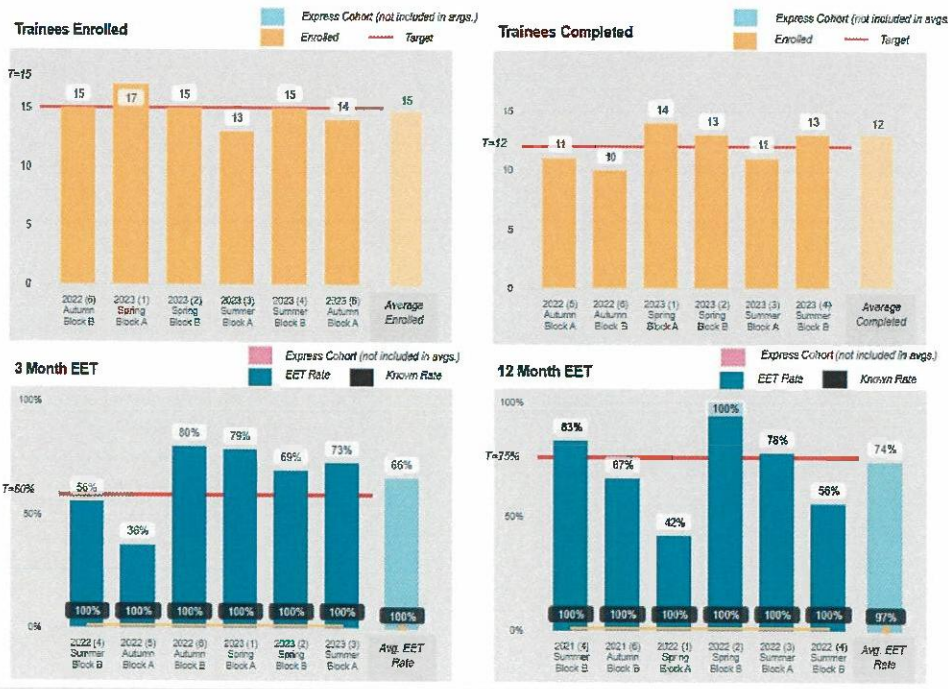
Imagine the stories of 90 young souls, each facing their unique battles to secure a foothold in the working world. These individuals, representing the heart and soul of our programs, showed tremendous courage, determination, and heart. 85% percent of them faced barriers that seemed insurmountable, but they stood undeterred.

Thirty percent faced three or more barriers—a statistic that could easily have been daunting. Yet, these very barriers became stepping stones, propelling them forward toward a brighter tomorrow.

**Celebrating Success: Lighting Up Futures**

The pride we feel in announcing that we retained 80% of these amazing young people in our programs cannot be overstated. Each face, each success story, became a testament to their resilience and our collective efforts.

Three months after completing the program, an awe-inspiring 66% of our participants were in gainful employment. But that's not where the story ends. A year later, 74% of these brave souls were still holding their own in the workforce, showcasing the lasting impact of our journey together.



## A Symphony of Collaboration: Our Partnerships

None of this would have been possible without the harmonious chords struck by our valued partners. The melody of empowerment and opportunity played out through our collaboration with remarkable referral partners: Brighton Job Centre, Brighton and Hove Supported Employment Team, Brighton and Hove Youth Employability Service, Oasis Project, Princes Trust, CAMHS, Elev8, Mind Brighton, Barnardos, Clearline Recruitment, Skills Training.

They opened doors, connected hearts, and together, we orchestrated a beautiful symphony of change.

## Businesses Who Believed: A Grateful Applause

We extend our heartfelt gratitude to our corporate partners who did more than just contribute; they became the backbone of our endeavors. From inspiring company visits to nurturing through work placements and apprenticeships, these businesses—Quotacom, McDonald's, Riverstone, Southern Water, Best Insurance, Graphite, and more—embodied the spirit of community. Other regular supporters through volunteering, work placements and offering apprenticeships include Best Insurance, Graphite, Hungry Minds Childcare, OneFamily and Elucidat, Grace Eyre, Nando's

## Financials

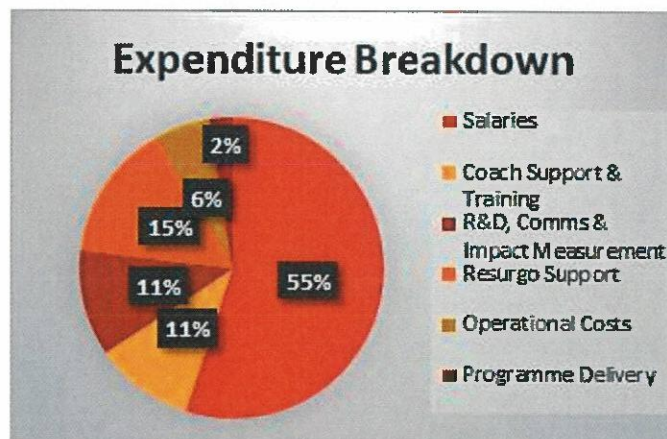
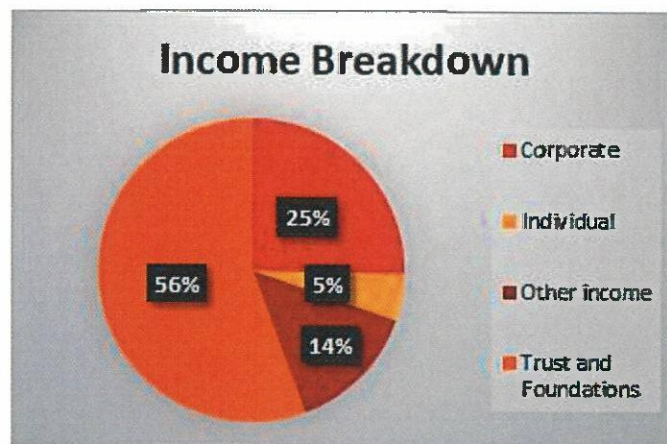
We are so grateful to all our financial supporters in helping us to achieve a total income of £141,903 last financial year.

Through the generosity of our funders, we have entered our 2023-2024 financial year in a stable position and continue to focus on longer-term partnerships.

Our total expenditure for 22-23 was £150,634. We are grateful to St Peter's Brighton, for their continued support in providing office and workshop space helping to keep our programme delivery costs low.

Salaries and investment in our coach team is our biggest investment but is fundamental to the impact of Spear on the lives of the trainees.

Support from Resurgo helps us to constantly evolve the Spear programme to meet an every-changing set of needs. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton!





**A New Chapter Beckons**

As we move forward, the chapter ahead is one of hope, growth, and deeper impact. We invite you all to join us on this journey, to be a part of the stories yet to be written, and to witness firsthand the transformational power of empathy, opportunity, and collaboration.

Together, we can light up countless more futures, bringing dreams to life and inspiring a generation of change.

With heartfelt thanks and warm regards,

The Spear Brighton Team

**Future Plans**

The charity plans on continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements.

## **Trustees' responsibilities in relation to the accounts**

The Charities Act 2011 requires the trustees to prepare accounts 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, including the income and expenditure, of the charity for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. 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.

Approved by the board on.....16/3/24.....

Signed on behalf of the board of trustees ..........

**L Taylor (Trustee)**

**REPORT OF THE INDEPENDENT EXAMINER**

**TO THE TRUSTEES OF SPEAR BRIGHTON TRUST**

I report to the trustees on my examination of the accounts of Spear Brighton Trust for the year ended 31 August 2023.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 August 2023 which are set out on pages 8 to 9.

**Responsibilities and basis of report**

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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 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 the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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; 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.

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.

  
**Mark Cummins FCCA FCIE**  
on behalf of TC Group  
The Courtyard  
Shoreham Road,  
Upper Beeding, Steyning,  
West Sussex  
BN44 3TN

Dated: 18 March 2024



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Spear Brighton Trust

Charity number:  
1179174

CC16a

## Receipts and payments accounts

|                     |            |    |            |
|---------------------|------------|----|------------|
| For the period from | 01/09/2022 | To | 31/08/2023 |
|---------------------|------------|----|------------|

### Section A Receipts and payments

|   | Unrestricted funds<br>to the nearest<br>£ | Restricted funds<br>to the nearest £ | Designated funds<br>to the nearest £ | Total funds<br>2023<br>to the nearest £ | Total funds<br>2022<br>to the nearest £ |
|---|---|--------------------------------------|--------------------------------------|---|---|
| <b>A1 Receipts</b>                                    |   |                                      |                                      |   |   |
| Donations and legacies                                | 141,903                                   | -                                    | -                                    | 141,903                                 | 183,032                                 |
| Other   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total (Gross income for AR)</b>                | <b>141,903</b>                            | <b>-</b>                             | <b>-</b>                             | <b>141,903</b>                          | <b>183,032</b>                          |
| <b>A2 Asset and investment sales, (see table).</b>    |   |                                      |                                      |   |   |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                             | <b>-</b>                                | <b>-</b>                                |
| <b>Total receipts</b>                                 | <b>141,903</b>                            | <b>-</b>                             | <b>-</b>                             | <b>141,903</b>                          | <b>183,032</b>                          |
| <b>A3 Payments</b>                                    |   |                                      |                                      |   |   |
| Fundraising   | 7,500                                     | -                                    | -                                    | 7,500                                   | 7,500                                   |
| Charitable Activities                                 | 143,134                                   | -                                    | -                                    | 143,134                                 | 128,839                                 |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>150,634</b>                            | <b>-</b>                             | <b>-</b>                             | <b>150,634</b>                          | <b>136,339</b>                          |
| <b>A4 Asset and investment purchases, (see table)</b> |   |                                      |                                      |   |   |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                             | <b>-</b>                                | <b>-</b>                                |
| <b>Total payments</b>                                 | <b>150,634</b>                            | <b>-</b>                             | <b>-</b>                             | <b>150,634</b>                          | <b>136,339</b>                          |
| <b>Net of receipts/(payments)</b>                     | <b>- 8,731</b>                            | <b>-</b>                             | <b>-</b>                             | <b>- 8,731</b>                          | <b>46,693</b>                           |
| <b>A5 Transfers between funds</b>                     | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                             | <b>-</b>                                | <b>-</b>                                |
| <b>A6 Cash funds last year end</b>                    | <b>120,848</b>                            | <b>-</b>                             | <b>-</b>                             | <b>120,848</b>                          | <b>74,155</b>                           |
| <b>Cash funds this year end</b>                       | <b>112,117</b>                            | <b>-</b>                             | <b>-</b>                             | <b>112,117</b>                          | <b>120,848</b>                          |

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

| Categories           | Details                 | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Designated funds<br>to nearest £ |
|----------------------|-------------------------|------------------------------------|----------------------------------|----------------------------------|
| <b>B1 Cash funds</b> | Current account         | 110,534                            | -                                | -                                |
|                      | Other                   | 1,583                              | -                                | -                                |
|                      |                         | -                                  | -                                | -                                |
|                      |                         | -                                  | -                                | -                                |
|                      | <b>Total cash funds</b> | <b>112,117</b>                     | <b>-</b>                         | <b>-</b>                         |

(agree balances with receipts and payments account(s))

| Categories                      | Details | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| <b>B2 Other monetary assets</b> |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |

| Categories                  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| <b>B3 Investment assets</b> |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |

| Categories  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|---------|-----------------------------|-----------------|--------------------------|
| <b>B4 Assets retained for the charity's own use</b> |         | -                           | -               | -                        |
|   |         | -                           | -               | -                        |
|   |         | -                           | -               | -                        |
|   |         | -                           | -               | -                        |
|   |         | -                           | -               | -                        |
|   |         | -                           | -               | -                        |
|   |         | -                           | -               | -                        |
|   |         | -                           | -               | -                        |

| Categories            | Details         | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|-----------------|---------------------------------|-----------------------|---------------------|
| <b>B5 Liabilities</b> | Trade creditors | Unrestricted                    |                       |                     |
|                       | Accruals        | Unrestricted                    |                       |                     |
|                       |                 | 0                               |                       |                     |
|                       |                 | 0                               |                       |                     |
|                       |                 | 0                               |                       |                     |

Signed by one or two trustees on behalf of all the trustees

|               |                             |                             |
|---------------|-----------------------------|-----------------------------|
| Signature<br> | Print Name<br>Leslie Taylor | Date of approval<br>16/3/24 |
|---------------|-----------------------------|-----------------------------|

**SPEAR BRIGHTON TRUST**

England & Wales - Charity number 1179174

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# Accounts

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Charity registration number 1179174

**THE SPEAR BRIGHTON TRUST  
RECEIPTS AND PAYMENTS ACCOUNTS  
FOR THE YEAR to 31 AUGUST 2022**



## LEGAL AND ADMINISTRATIVE INFORMATION

### Trustees

S Brewer (Chair)  
O Hayakawa  
E Hendricks  
S Marsden King  
J Stinson  
L Taylor  
T Oyeleye

### Charity number

1179174

### Principal address

57 Crescent Drive North  
Brighton  
BN2 6SL

### Independent Examiner

TC Group  
The Courtyard  
Shoreham Road  
Upper Beeding  
Steyning  
West Sussex  
BN44 3TN

### Bankers

National Westminster Bank  
250 Bishopsgate  
London  
EC2M 4AA



## CONTENTS

|   | <b>Page</b> |
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| Trustees' report                        | 1 – 6       |
| Statement of trustees' responsibilities | 7           |
| Independent examiner's report           | 8           |
| Receipts and payments                   | 9           |
| Statement of assets and liabilities     | 10          |

## TRUSTEES' REPORT

### PERIOD ENDED 31 AUGUST 2022

The Trustees present their Annual report, together with the financial statements for Spear Brighton Trust for the period to 31 August 2022. The accounts comply with 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 (effective 1 January 2015).

### Structure, Governance & Management

Spear Brighton Trust is a charitable incorporated organisation. The organisation's charitable aims and objectives are set out in its constitution, agreed by the Board of Trustees on 11 July 2018. The charity was registered with the Charity Commission on 12 July 2018 (Charity number 1179174).

Since the inception of the charity the board of trustees has consisted of the following individuals:

S Brewer  
O Hayakawa  
E Hendricks  
S Marsden King  
C Orton (resigned 31/08/2022)  
N Orton (resigned 31/08/2022)  
P Satchwell Smith (resigned 19/05/2022)  
J Stinson  
L Taylor  
T Oyeleye (appointed 19/05/2022)

The trustees meet regularly to discuss matters relating to governance, financial administration, strategy, operational management and fundraising. The Board members come from a wide variety of backgrounds and possess skills that are relevant to the work of the organisation.

All staff, volunteers, and trustees undergo a formal recruiting and selection process, followed by an induction period that includes any training considered necessary to effectively perform their role.

### Objectives & Activities

**Inspiring the future: Transforming the lives of young people in Brighton by giving them the support, skills and confidence they need to get into work or re-enter education and begin to build a future filled with hope.**

The objects of the charity are for the benefit of the public with a Christian ethos, to act as a resource for young people living in and around Brighton and Hove, providing advice, assistance and support, educational programmes and other activities. Activity undertaken during the year and the charity's impact is outlined further on pages 3 to 6.

## Public Benefit

In accordance with trustee duties as stated in section 17(5) of the 2011 Charities Act, trustees have considered the guidance provided by the Charity Commission in regard to public benefit. This public benefit has been demonstrated by the activities undertaken since the inception of the charity.

## Risk Management

The Board of Trustees holds overall responsibility for Risk Management for the organisation and has conducted a review of the major risks to which the organisation is exposed. Consequently and where appropriate, systems or procedures have been established to manage the risks that the Charity faces.

## Financial Review

Spear Brighton Trust report total receipts for the period of £183,032 (2021: 169,571). Even in the uncertain post-COVID economic climate we were able to grow our Corporate, Individual and Trust income streams. Trust income grew the most, up 20% from the previous year.

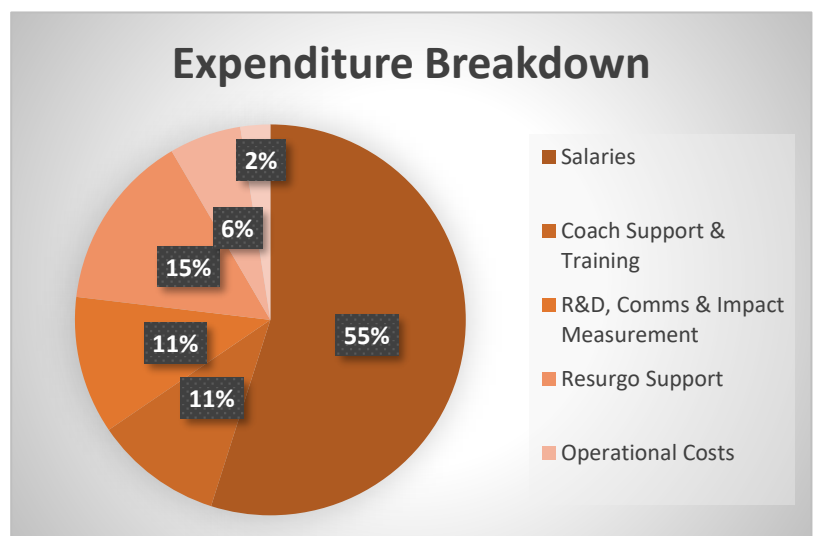
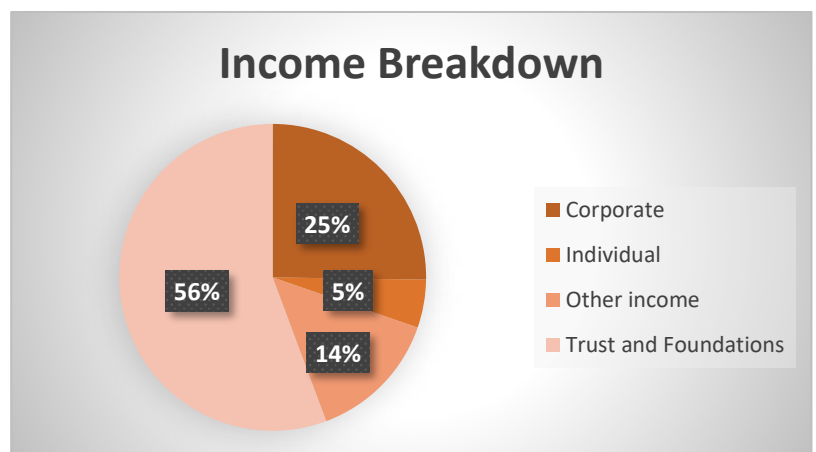
Payments for the year totalled £136,339 (2021: £142,143) having managed our spending to under our budgeted amount with salary costs slightly lower due to starting the year without a full staff team. We are grateful to St Peter's Brighton, for their continued support in providing office and workshop space helping keep our programme delivery costs low.

Further details as to the makeup of income, expenditure and reserves can be seen on page 9.

Support from Resurgo helps us to constantly evolve the Spear programme to meet an every-changing need. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton!

## Reserves policy

The trustees have examined the charity's requirements for reserves in light of the main risks facing the organisation.



We started the year with £74,155 in reserve and aimed to raise enough during the year so as to end the year with a reserve of £140,000 in advance of the 2022-23 year. We ended the year with £120,848, forming a solid base for the 2022-23 year.

## Activity in year

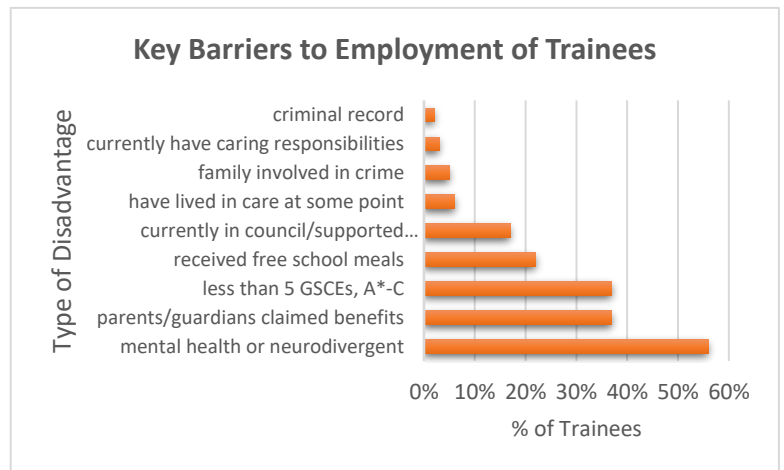
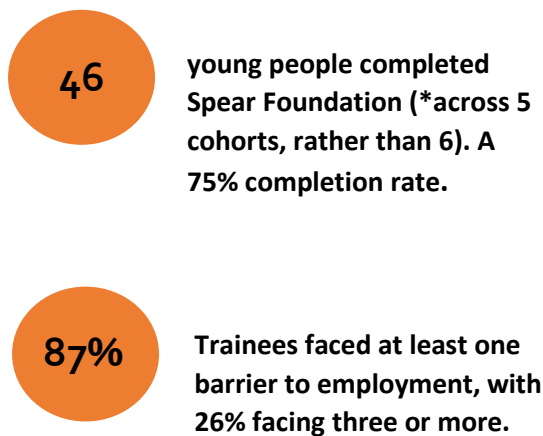
Last September we were starting the year with an entirely new team! We decided to run only five cohorts across the year, rather than the normal six giving the team time to develop and strengthen. Although all new to our Centre, our amazing team has gone from strength to strength, continuing to reach new targets and support our young people in inspiring and attaining their goals.

A key focus of this year was to increase our reach re recruitment, making sure Spear is accessible to all those who really need it. In addition, with moving back to in-person sessions from online, we wanted to localize our referrers and invest in those nearby. Most meaningfully, trainees who have completed the programme and recommended it to a friend are now around 15% of our total referrals!

This year saw our 20<sup>th</sup> Celebration! What a journey it has been to reach this significant milestone. It has been such a privilege to welcome many of our supporters to these events. Some feedback we received, *“I’m still reveling in the joy of last night’s event! It was such a pleasure to meet everyone, see what you do and celebrate their success.”* – we feel the same way!

Thank you for sharing this vision with us. Whether you have donated time, skills or money, Spear could not happen without you!

## Who We Have Worked With:



## What We Have Achieved:

83%

**of the young people who completed Spear Foundation are in employment, education or training (EET) after 12 months.**

These include:

- Hospitality (Wagamama's, The Ivy, Brighton Pier)
- Retail (Vintage Clothing, Brewers, Tattoo Studio)
- Warehousing (UPS)
- Photography assistant
- Business admin (Best Insurance apprenticeship, NHS)
- Cleaning
- Nursery roles
- University study (Art, graphic design, programming)
- College study (child care, drama)

100%

**of the young people who completed Spear Foundation are notably more 'work ready' than when they started Spear Brighton.**

Our Work-Ready Indicators (WRIs) show exactly how each trainee is progressing at each stage of the programme. This short-term outcome scale is built around five key indicators (as backed up by research with employer partners) – Attitude, Confident Communication, Professional Behaviour, Self-Leadership and Mindfulness of Others. They are integrated throughout the programme.

*"What I've proven to myself by coming back is that my anxiety no longer has control." says Joan\*. Shortly after this, Joan\* received a call from an employer she applied to, and after two interviews she got the job!*

*Jill\* joined Spear with very low mood and motivation, having been diagnosed as depressed for a while, including suicidal ideation, which did resurface within the programme. She began the course with very low energy but quite quickly found community within the group and worked hard on taking on feedback and pushing her leadership and communication skills. After completing Spear Foundation, Jill\* found a job at The Pier, which she loves, and has also enrolled in further studies. Speaking to a group of new trainees recently, Jill\* shared that through Spear she now feels that she "has a future, a job and a community!"*

## Local Partnerships:

50

**Referral Partners are on our database, 18 of whom refer regularly. 15% of referrals are now from past trainees!**

Key referral partners include:

- Brighton JCP
- Hove JCP
- YES (Youth Employability Service)
- Schools Wellbeing Service
- Early Parenting Assessment Programme
- Stopover (Impact Initiatives)
- Prince's Trust
- CAMHS (Children and Adolescent Mental Health Services, NHS)
- SET (Supported Employment Team)

*"I'm amazed at Tim\* and so grateful that your programme exists as I got to the point where it looked like there was nothing for him and no way for me to end therapy!"*  
Therapist, Schools Wellbeing Trust

*"Spear works bloody miracles"*  
Work Coach, Youth Employability Hub

10

**Businesses supported Spear through hosting company visits, offering internships and work experience days, giving staff time to help with mock interviews and funding.**

Thank you in particular to the following companies: Best Insurance, Southern Water, Elucidat, Riverstone, One Family, Graphite and Wagamama's.

In 2021, OneFamily developed new long-term partnerships with local charities. Spear Brighton Trust were chosen as one of our partners by our Brighton employees, and we're delighted to work with a charity whose aims are such a close match to ours. We're passionate about improving access to education and training and helping people to overcome disadvantage to succeed in work and life, so partnering with Spear has been a great opportunity for us to make a difference. Several of our employees have benefitted from volunteering with Spear, helping them hold mock interviews with young people looking for employment. This has been a great way for staff members to give back to the community, whilst gaining new skills and confidence.

One staff member, who volunteered with Spear at the start of 2022 said of the experience: *"It made me feel a sense of fulfilment and that I'm doing something positive and useful."*



I was apprehensive at first to have two very inexperienced staff to support along with all my other responsibilities, in walked two shy apprentices for their first ever job. Well, all I can say is what a pleasure it has been so far! Both are eager to learn and have settled into their roles really well considering it is their first ever role. Jim\* has such a funny and dry sense of humour and Matt\* just keeps on wanting to learn more. I can't believe the difference in such a short space of time, they have both grown in confidence and are valued members of the Best Insurance Family. I feel proud of how far they have both come.



\*all names have been changed for confidentiality

70

**Volunteers offered their time in Mock Interview or Career Panel sessions.**

What struck volunteers the most...

- *“Being able to use my recent experience of looking for work to help the trainee to know the fundamentals of giving a strong interview.”*
- *“How rewarding it was not just for the interviewee but for me also. Watching Harry\* grow in confidence, take on feedback. He should be extremely proud.”*
- *“It was fantastic opportunity to help, and the trainee was so engaged with the process I felt very fortunate. The improvement from interview 1 to interview 2 demonstrated that it clearly works as a set up.”*

Trainees continue to connect with employers who have live vacancies through regular CV handouts and joining in with Job Centre Employment Events. An increasing number of trainees get offered interviews off the back of our mock interview sessions.

#### **Future Plans**

The charity plans on continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements.

## Trustees' responsibilities in relation to the accounts

The Trustees, who are also the Directors of The Spear Brighton Trust for the purpose of company law, are responsible for preparing the Trustees' Report (incorporating the Director's Report) and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare accounts 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, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and the group and hence 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the board on.....*30 November 2022*

Signed on behalf of the board of trustees .....

**L Taylor (Trustee)**



## **REPORT OF THE INDEPENDENT EXAMINER**

### **TO THE TRUSTEES OF SPEAR BRIGHTON TRUST**

I report to the trustees on my examination of the accounts of Spear Brighton Trust for the year ended 31 August 2022.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 August 2022 which are set out on pages 9 to 10.

### **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 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 the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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; 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.

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.

*TC Group*



**Mark Cummins FCCA FCIE**

on behalf of TC Group

The Courtyard

Shoreham Road,

Upper Beeding, Steyning,

West Sussex

BN44 3TN

Dated: .....2 December 2022.....



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Spear Brighton Trust

Charity number:  
1179174

CC16a

## Receipts and payments accounts

|                     |            |    |            |
|---------------------|------------|----|------------|
| For the period from | 01/09/2021 | To | 31/08/2022 |
|---------------------|------------|----|------------|

### Section A Receipts and payments

|   | Unrestricted funds<br>to the nearest<br>£ | Restricted funds<br>to the nearest £ | Designated funds<br>to the nearest £ | Total funds<br>2022<br>to the nearest £ | Total funds<br>2021<br>to the nearest £ |
|---|---|--------------------------------------|--------------------------------------|---|---|
| <b>A1 Receipts</b>                                    |   |                                      |                                      |   |   |
| Donations and legacies                                | 157,148                                   | 25,884                               | -                                    | 183,032                                 | 169,571                                 |
| Other   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total (Gross income for AR)</b>                | <b>157,148</b>                            | <b>25,884</b>                        | <b>-</b>                             | <b>183,032</b>                          | <b>169,571</b>                          |
| <b>A2 Asset and investment sales, (see table).</b>    |   |                                      |                                      |   |   |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                             | <b>-</b>                                | <b>-</b>                                |
| <b>Total receipts</b>                                 | <b>157,148</b>                            | <b>25,884</b>                        | <b>-</b>                             | <b>183,032</b>                          | <b>169,571</b>                          |
| <b>A3 Payments</b>                                    |   |                                      |                                      |   |   |
| Fundraising   | 7,500                                     | -                                    | -                                    | 7,500                                   | 5,625                                   |
| Charitable Activities                                 | 102,955                                   | 25,884                               | -                                    | 128,839                                 | 136,518                                 |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>110,455</b>                            | <b>25,884</b>                        | <b>-</b>                             | <b>136,339</b>                          | <b>142,143</b>                          |
| <b>A4 Asset and investment purchases, (see table)</b> |   |                                      |                                      |   |   |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                             | <b>-</b>                                | <b>-</b>                                |
| <b>Total payments</b>                                 | <b>110,455</b>                            | <b>25,884</b>                        | <b>-</b>                             | <b>136,339</b>                          | <b>142,143</b>                          |
| <b>Net of receipts/(payments)</b>                     | <b>46,693</b>                             | <b>-</b>                             | <b>-</b>                             | <b>46,693</b>                           | <b>27,428</b>                           |
| A5 Transfers between funds                            | -   | -                                    | -                                    | -                                       | -                                       |
| A6 Cash funds last year end                           | 74,155                                    | -                                    | -                                    | 74,155                                  | 46,727                                  |
| <b>Cash funds this year end</b>                       | <b>120,848</b>                            | <b>-</b>                             | <b>-</b>                             | <b>120,848</b>                          | <b>74,155</b>                           |

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

| Categories   | Details                 | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Designated funds<br>to nearest £ |
|--|-------------------------|------------------------------------|----------------------------------|----------------------------------|
| <b>B1 Cash funds</b>                                   | Current account         | 120,438                            | -                                | -                                |
|  | Other                   | 410                                | -                                | -                                |
|  |                         | -                                  | -                                | -                                |
|  |                         | -                                  | -                                | -                                |
|  | <b>Total cash funds</b> |                                    | <b>120,848</b>                   | -                                |
| (agree balances with receipts and payments account(s)) |                         |                                    |                                  |                                  |

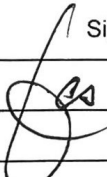
| Categories                      | Details | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| <b>B2 Other monetary assets</b> |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |

| Categories                  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| <b>B3 Investment assets</b> |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |

| Categories  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|---------|-----------------------------|-----------------|--------------------------|
| <b>B4 Assets retained for the charity's own use</b> |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |

| Categories            | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|---------|---------------------------------|-----------------------|---------------------|
| <b>B5 Liabilities</b> |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |

Signed by one or two trustees on behalf of all the trustees

|  |                             |                              |
|--|-----------------------------|------------------------------|
| Signature<br> | Print Name<br>Leslie Taylor | Date of approval<br>30/11/22 |
|--|-----------------------------|------------------------------|

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**SPEAR BRIGHTON TRUST**

England & Wales - Charity number 1179174

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# Accounts

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Charity registration number 1179174

**THE SPEAR BRIGHTON TRUST  
RECEIPTS AND PAYMENTS ACCOUNTS  
FOR THE YEAR to 31 AUGUST 2021**



## LEGAL AND ADMINISTRATIVE INFORMATION

### Trustees

S Brewer (Chair)  
O Hayakawa  
E Hendricks  
S Marsden King  
C Orton  
N Orton  
P Satchwell Smith  
J Stinson  
L Taylor

### Charity number

1179174

### Principal address

57 Crescent Drive North  
Brighton  
BN2 6SL

### Independent Examiner

TC Group  
The Courtyard  
Shoreham Road  
Upper Beeding  
Steyning  
West Sussex  
BN44 3TN

### Bankers

National Westminster Bank  
250 Bishopsgate  
London  
EC2M 4AA



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| Receipts and payments                   | 7           |
| Statement of assets and liabilities     | 8           |



## **TRUSTEES' REPORT**

### **PERIOD ENDED 31 AUGUST 2021**

The Trustees present their Annual report, together with the financial statements for Spear Brighton Trust for the period to 31 August 2021. The accounts comply with 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 (effective 1 January 2015).

### **Structure, Governance & Management**

Spear Brighton Trust is a charitable incorporated organisation. The organisation's charitable aims and objectives are set out in its constitution, agreed by the Board of Trustees on 11 July 2018. The charity was registered with the Charity Commission on 12 July 2018 (Charity number 1179174).

Since the inception of the charity the board of trustees has consisted of the following individuals:

S Brewer  
O Hayakawa (appointed 20 December 2021)  
E Hendricks (appointed 1 October 2021)  
S Marsden King  
C Orton  
N Orton  
P Satchwell Smith  
J Stinson  
L Taylor

The trustees meet regularly to discuss matters relating to governance, financial administration, strategy, operational management and fundraising. The Board members come from a wide variety of backgrounds and possess skills that are relevant to the work of the organisation.

All staff, volunteers, and trustees undergo a formal recruiting and selection process, followed by an induction period that includes any training considered necessary to effectively perform their role.

### **Objectives & Activities**

The objects of the charity are for the benefit of the public with a Christian ethos, to act as a resource for young people living in and around Brighton and Hove, providing advice, assistance and support, educational programmes and other activities. Activity undertaken during the year and the charity's impact is outlined further on pages 2 and 3.



### **Public Benefit**

In accordance with trustee duties as stated in section 17(5) of the 2011 Charities Act, trustees have considered the guidance provided by the Charity Commission in regard to public benefit. This public benefit has been demonstrated by the activities undertaken since the inception of the charity.

### **Risk Management**

The Board of Trustees holds overall responsibility for Risk Management for the organisation and has conducted a review of the major risks to which the organisation is exposed. Consequently and where appropriate, systems or procedures have been established to manage the risks that the Charity faces.

### **Financial Review**

Spear Brighton Trust report total receipts for the period of £169,571 (2020: £160,438), meeting our fundraising target.

Payments for the year totalled £142,143 (2020: £113,711) having managed our spending to under our budgeted amount.

Further details as to the makeup of income and expenditure can be seen on page 7.

### **Reserves policy**

The trustees have examined the charity's requirements for reserves in light of the main risks facing the organisation.

The charity's reserves policy is to hold positive free reserves and a minimum cash balance totalling at least 3 month's staff costs in order to ensure the charity is able to meet its ongoing operational needs. The charity held free reserves of £74,155 (2020: £46,727) as a cash balance at the period end. The charity was therefore operating within their reserves policy at the period end.

## Activity in year

Young people's employment prospects have been significantly impacted by COVID-19 with those under 25 years more than twice as likely to have lost their jobs as a result of the pandemic. Research also suggests that 75% of young people who fall out of work are likely to remain disengaged for the long-term. With the birth of Spear Digital in July 2020, we continued to support unemployed young people throughout the pandemic directly from their homes. Despite such a challenging year we have been so encouraged by the remarkable change and transformation in our young trainees with **75%** of those who completed Spear 12 months ago now in a job, training or further education. As we look ahead with our communities continuing to open up, we are so excited to welcome young people back into our coaching room, meeting again in person. Whilst there are still challenges to face we are so grateful for all of your support in helping make Spear a reality throughout this challenging period.

### *Who we have worked with*

73

Young people graduated from Spear Brighton.

88%

Spear trainees faced at least one barrier of disadvantage.

### *Key outcomes*

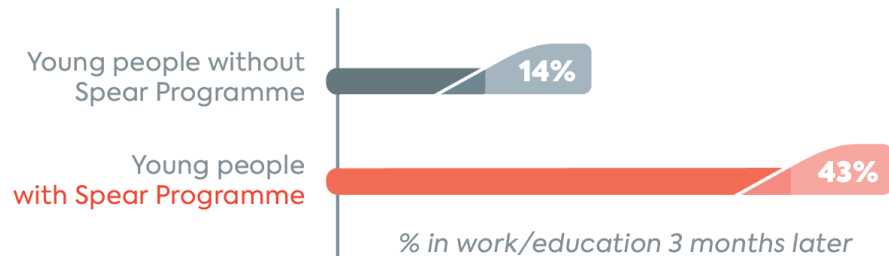
53%

Graduates are currently in employment, education or training (EET) with 75% in EET after 12 months.

95%

Graduates notably more 'work ready' than when they started Spear Brighton

Our Work-Ready Indicators (WRIs) show exactly how each trainee is progressing at each stage of the programme. This short-term outcome scale is built around five key themes, **Attitude, Confident Communication, Professional Behaviour, Self-Leadership and Mindfulness of Others.**



*“Spear trainees significantly out-performed the benchmark for every level of disadvantage, education and age.” **Impetus (Private Equity Foundation)***

*“Before Spear I was in a really dark place, my mental health was bad, I didn’t get good grades at school & I felt like a failure...I lost all motivation and confidence. Spear has changed my mindset in such a positive way & changed the way I look for and apply for jobs.” **Spear Graduate, April 2021***

### Local partnerships:

Partners are key to our success. Key referral partners include: Local Job Centres, MIND Brighton & West Sussex, Brighton CAMHS, Prince’s Trust, Think Future’s West Sussex, Educational Development Trust, YES (Youth Employability Service), RBLI, Barnardos, Brighton & Newhaven Foyer, Sanctuary Housing Association, YMCA Downslink Group, YAC (Youth Advice Centre), YMCA Brighton, Elev8, Routes, The Hangleton & Knoll Project, Clock Tower Sanctuary, Seven Ways Sussex, Skills Training UK Brighton.

10 Businesses supported us through hosting company visits, offering internships, work experience as well as staff time in mock interviews. Thank you in particular to the following companies: *Kineo, Graphite Digital, Brewers, Hiscox, Coutts, Medidata, Man Bites Dog, Caremark, Achieve Together and Strive Development.*

55 Volunteers offered their time in mock interview or career panel sessions.

Thank you for sharing this vision with us. Whether you have donated time, skills or money, we value everyone of you. In particular, we would like to thank the following donors: The Homity Trust, CP Trust, East Court Trust, The Elaine & Angus Lloyd CT, Sussex Community Foundation, Rosaz Charity, Four Acre Trust, The Blgrave Trust, Fonthill Foundation, The Grace Trust, No Fear Bridge, Ernest Kleinwort CT, The Hiscox Foundation, Brewers & Medidata.

### Future Plans

The charity plans on continuing the activities outlined above in the forthcoming years subject to satisfactory funding arrangements.

**Trustees' responsibilities in relation to the accounts**

The Charities Act 2011 requires the trustees to prepare accounts 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, including the income and expenditure, of the charity for that year. In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. 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.

Approved by the board on: 28 April 2022



Signed on behalf of the board of trustees

**L Taylor (Trustee)**



**REPORT OF THE INDEPENDENT EXAMINER  
TO THE TRUSTEES OF SPEAR BRIGHTON TRUST**

I report to the trustees on my examination of the accounts of Spear Brighton Trust for the period ended 31 August 2021.

**Responsibilities and basis of report**

As the charity trustees of the Trust 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 giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- the accounts do not accord with those 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.

*TC Group*

Jonathan Aikens FCA, DChA

**On behalf of TC Group**

The Courtyard  
Shoreham Road  
Upper Beeding  
Steyning  
West Sussex  
BN44 3TN

Dated: 29 April 2022



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Spear Brighton Trust

Charity number:  
1179174

CC16a

## Receipts and payments accounts

|                     |            |    |            |
|---------------------|------------|----|------------|
| For the period from | 01/09/2020 | To | 31/08/2021 |
|---------------------|------------|----|------------|

### Section A Receipts and payments

|   | Unrestricted funds<br>to the nearest<br>£ | Restricted funds<br>to the nearest £ | Designated funds<br>to the nearest £ | Total funds<br>2021<br>to the nearest £ | Total funds<br>2020<br>to the nearest £ |
|---|---|--------------------------------------|--------------------------------------|---|---|
| <b>A1 Receipts</b>                                    |   |                                      |                                      |   |   |
| Donations and legacies                                | 154,571                                   | 15,000                               | -                                    | 169,571                                 | 160,063                                 |
| Other   | -   | -                                    | -                                    | -                                       | 375                                     |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total (Gross income for AR)</b>                | <b>154,571</b>                            | <b>15,000</b>                        | <b>-</b>                             | <b>169,571</b>                          | <b>160,438</b>                          |
| <b>A2 Asset and investment sales, (see table).</b>    |   |                                      |                                      |   |   |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                             | <b>-</b>                                | <b>-</b>                                |
| <b>Total receipts</b>                                 | <b>154,571</b>                            | <b>15,000</b>                        | <b>-</b>                             | <b>169,571</b>                          | <b>160,438</b>                          |
| <b>A3 Payments</b>                                    |   |                                      |                                      |   |   |
| Fundraising   | 5,625                                     | -                                    | -                                    | 5,625                                   | 4,471                                   |
| Charitable Activities                                 | 121,518                                   | 15,000                               | -                                    | 136,518                                 | 109,240                                 |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>127,143</b>                            | <b>15,000</b>                        | <b>-</b>                             | <b>142,143</b>                          | <b>113,711</b>                          |
| <b>A4 Asset and investment purchases, (see table)</b> |   |                                      |                                      |   |   |
|   | -   | -                                    | -                                    | -                                       | -                                       |
|   | -   | -                                    | -                                    | -                                       | -                                       |
| <b>Sub total</b>                                      | <b>-</b>                                  | <b>-</b>                             | <b>-</b>                             | <b>-</b>                                | <b>-</b>                                |
| <b>Total payments</b>                                 | <b>127,143</b>                            | <b>15,000</b>                        | <b>-</b>                             | <b>142,143</b>                          | <b>113,711</b>                          |
| <b>Net of receipts/(payments)</b>                     | <b>27,428</b>                             | <b>-</b>                             | <b>-</b>                             | <b>27,428</b>                           | <b>46,727</b>                           |
| A5 Transfers between funds                            | -   | -                                    | -                                    | -                                       | -                                       |
| A6 Cash funds last year end                           | 46,727                                    | -                                    | -                                    | 46,727                                  | -                                       |
| <b>Cash funds this year end</b>                       | <b>74,155</b>                             | <b>-</b>                             | <b>-</b>                             | <b>74,155</b>                           | <b>46,727</b>                           |

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

| Categories           | Details  | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Designated funds<br>to nearest £ |
|----------------------|--|------------------------------------|----------------------------------|----------------------------------|
| <b>B1 Cash funds</b> | Current account  | 74,055                             | -                                | -                                |
|                      | Other  | 100                                | -                                | -                                |
|                      |  | -                                  | -                                | -                                |
|                      |  | -                                  | -                                | -                                |
|                      | <b>Total cash funds</b>                                | <b>74,155</b>                      | <b>-</b>                         | <b>-</b>                         |
|                      | (agree balances with receipts and payments account(s)) | OK                                 | OK                               | OK                               |


| Categories                      | Details | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| <b>B2 Other monetary assets</b> |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |
|                                 |         | -                                  | -                                | -                               |

| Categories                  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| <b>B3 Investment assets</b> |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |
|                             |         | -                           | -               | -                        |

| Categories  | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|---------|-----------------------------|-----------------|--------------------------|
| <b>B4 Assets retained for the charity's own use</b> |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |
|   |         |                             | -               | -                        |

| Categories            | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|---------|---------------------------------|-----------------------|---------------------|
| <b>B5 Liabilities</b> |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |
|                       |         |                                 | -                     |                     |

Signed by one or two trustees on behalf of all the trustees

| Signature   | Print Name    | Date of approval |
|---|---------------|------------------|
|  | Leslie Taylor | 28 April 2022    |

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