



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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## **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.



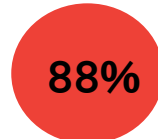
### Activity in year

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*

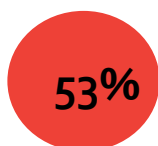


Young people graduated from Spear Brighton.

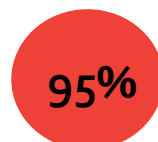


Spear trainees faced at least one barrier of disadvantage.

#### *Key outcomes*

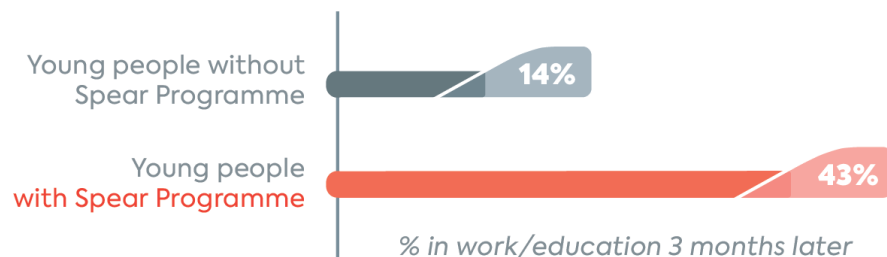


Graduates are currently in employment, education or training (EET) with 75% in EET after 12 months.



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 Blagrove 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

A handwritten signature in black ink, appearing to be 'L Taylor', written over a horizontal line.

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<br>from | 01/09/2020 | To | 31/08/2021 |
|------------------------|------------|----|------------|

### 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>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>                | 154,571                                      | 15,000                                  | -                                       | 169,571                                 | 160,438                                 |
| <b>A2 Asset and investment sales, (see table).</b>    |  |   |   |   |   |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Sub total</b>                                      | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Total receipts</b>                                 | 154,571                                      | 15,000                                  | -                                       | 169,571                                 | 160,438                                 |
| <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>                                      | 127,143                                      | 15,000                                  | -                                       | 142,143                                 | 113,711                                 |
| <b>A4 Asset and investment purchases, (see table)</b> |  |   |   |   |   |
|   | -  | -                                       | -                                       | -                                       | -                                       |
|   | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Sub total</b>                                      | -  | -                                       | -                                       | -                                       | -                                       |
| <b>Total payments</b>                                 | 127,143                                      | 15,000                                  | -                                       | 142,143                                 | 113,711                                 |
| <b>Net of receipts/(payments)</b>                     | 27,428                                       | -                                       | -                                       | 27,428                                  | 46,727                                  |
| <b>A5 Transfers between funds</b>                     | -  | -                                       | -                                       | -                                       | -                                       |
| <b>A6 Cash funds last year end</b>                    | 46,727                                       | -                                       | -                                       | 46,727                                  | -                                       |
| <b>Cash funds this year end</b>                       | 74,155                                       | -                                       | -                                       | 74,155                                  | 46,727                                  |

## 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 £ |
|---------------|--|------------------------------------|----------------------------------|----------------------------------|
| B1 Cash funds | 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                               |


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

|                      | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|----------------------|---------|-----------------------------|-----------------|--------------------------|
| B3 Investment assets |         | -                           | -               | -                        |
|                      |         | -                           | -               | -                        |
|                      |         | -                           | -               | -                        |
|                      |         | -                           | -               | -                        |
|                      |         | -                           | -               | -                        |

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

|                | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|----------------|---------|---------------------------------|-----------------------|---------------------|
| B5 Liabilities |         |                                 |                       |                     |
|                |         |                                 | -                     |                     |
|                |         |                                 | -                     |                     |
|                |         |                                 | -                     |                     |
|                |         |                                 | -                     |                     |

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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