



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
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CONTENTS

	Page
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.

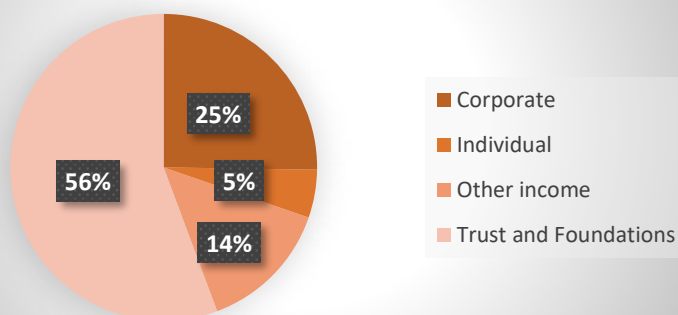
Further details as to the makeup of income, expenditure and reserves can be seen on page 9.

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!

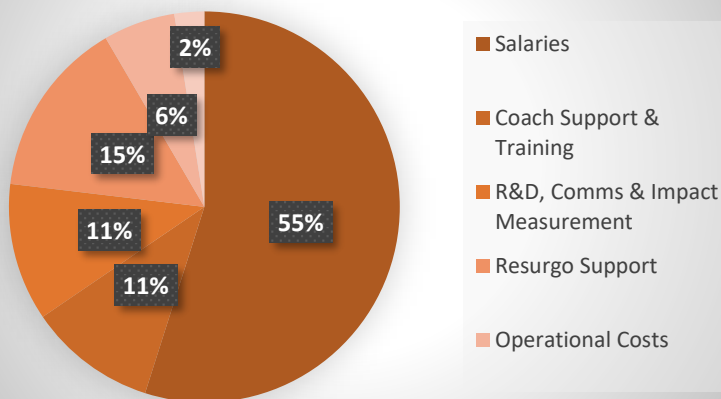
Reserves policy

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

Income Breakdown



Expenditure Breakdown



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!

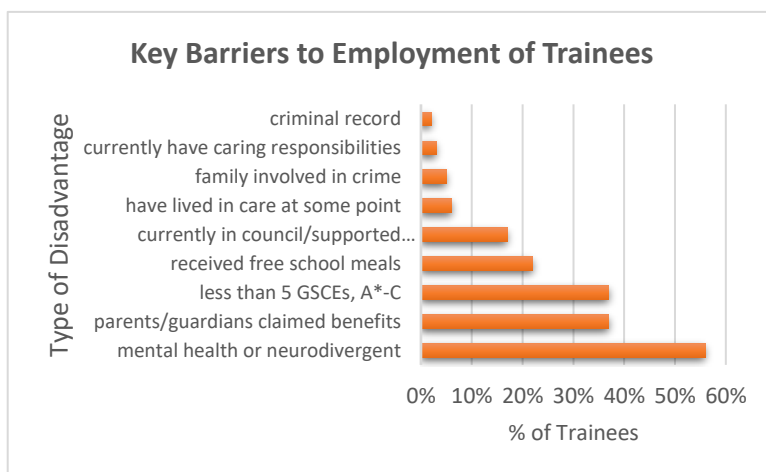
This year saw our 20th Celebration! What a journey it has been to reach this significant milestone. It has been such a privilege to welcome many of our supporters to these events. Some feedback we received, *"I'm still reveling in the joy of last night's event! It was such a pleasure to meet everyone, 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:

46 young people completed Spear Foundation (*across 5 cohorts, rather than 6). A 75% completion rate.

87% Trainees faced at least one barrier to employment, with 26% facing three or more.



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
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Section A Receipts and payments

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

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 £
B1 Cash funds	Current account	120,438	-	-
	Other	410	-	-
		-	-	-
		-	-	-
	Total cash funds	120,848	-	-
(agree balances with receipts and payments account(s))				

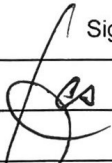
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	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	30/11/22

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