

THE AMOS BURSARY

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021

Charity Registration number - 1185117

THE AMOS BURSARY

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THE AMOS BURSARY

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021

CHARITY INFORMATION

Legal Status: Charitable Incorporated Organisation (CIO)

Charity Registration number - 1185117

REGISTERED OFFICE

113, Parchmore Road
Thornton Heath
Surrey
CR7 8LZ

WEBSITE ADDRESS

www.amosbursary.org.uk

TRUSTEES

Colleen Althea Amos
Pamela Clarke
Richard Butler
Sarah Ebanja
Stephen Brooks (resigned in
November 2021)
Hlakanyane Zwambila

BANKERS

National Westminster Bank Plc
231-235, Stratford Road,
Shirley, Solihull
Birmingham
B90 3AJ

ACCOUNTANTS AND INDEPENDENT EXAMINER

Adomako Basoah & Co.
113 Parchmore Road,
Thornton Heath,
Surrey
CR7 8LZ

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021

The Trustees present their report together with the Independent Examined financial statements for the year ended 31, December 2021.

The length of the Reporting period is 12 months for the period 1 January 2021 to 31, December 2021.

BASIS OF ACCOUNTS PREPARATION

The financial statements have been prepared in accordance with "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 the Republic of Ireland (FRS 102) (Second Edition)" and the charities Act 2011 and UK Generally Accepted Practice as it applies from 1, January 2015. The financial statements have been prepared to give a "true and fair" view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a "true and fair view". This departure has involved following "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition)" rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1, April 2005 which has since been withdrawn".

The financial statements have been prepared in accordance with the accounting policies set out in Note 2 to these accounts, and in accordance with the governing document of the Charity.

GOVERNING DOCUMENT AND OBJECTIVE

The Governing document for The Amos Bursary is its constitution.

The main object of the charity is the promotion of equality and diversity and the advancement of education (including social and career development training) for the public benefit of young people of African and Caribbean heritage, in such ways as the Trustees see fit.

In striving to achieve its objectives, the Trustees give careful consideration to the Charity Commission's general guidance on public benefit. The Charity Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

We confirm that the Charity is a public benefit entity as defined by FRS 102.

The Charity is administered by the board of Trustees. The board meets to ensure the proper administration of the Charity and application of its resources. The day -to-day management of the charity is delegated by the Trustees to the Chief Executive, Colleen Amos OBE who reports to the Trustees on a regular basis, including at the meetings of Trustees.

TRUSTEES

The Trustees who served during the year and since the year-end were as follows:

- Sarah Ebanja, Chairperson
- Pamela Clarke
- Richard Butler
- Stephen Brooks
- Hlakanyane Zwambila
- Colleen Amos OBE, CEO and Co-founder

Stephen Brooks stepped down from the Board in November 2021.

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TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

APPOINTMENT OF TRUSTEES

Trustees are appointed for a term of three/four years and are eligible for re-appointment once the term expires. Any person retiring as a Charity Trustee is eligible for reappointment. A Charity Trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

Trustees are appointed by resolutions passed by existing Trustees to co-opt new Trustees. This is carried out in accordance with clause 10 of its constitution.

INDUCTION AND TRAINING OF TRUSTEE BOARD MEMBERS

On appointment each new Trustee will on or before his or her first appointment be given a copy of the current version of the constitution and a copy of the CIO's latest Trustees' Annual Report and statement of accounts. The new Trustee will also be given the opportunity to meet with the staff of the charity.

The training needs of each Trustee are assessed on an individual basis and access to training is offered where necessary.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Amos Bursary is a Charitable Incorporated Organisation ("the CIO"). After 10 Years operating as a charity under the stewardship of Excell3 Limited, the Amos Bursary was registered as an independent UK charity, with the Registered Charity Number 1185117, on 30th August 2019.

The Charity is administered by the board of Trustees who are all volunteers except the CEO. The board meets to ensure the proper administration of the Charity and application of its resources. The day-to-day management of the charity is delegated by the Trustees to the Chief Executive, Colleen Amos OBE, who reports to the Trustees on a regular basis, including at the meetings of Trustees.

The remuneration of the CEO is reviewed every other year through a bench-marking exercise. The Board considers annually whether to award an increase towards the cost of living.

Detailed management accounts have been prepared two times in the year and summarised accounts submitted to the Board at Trustee meetings.

WHAT WE DO

The Amos Bursary was established in 2009 to promote equality and diversity and the advancement of education (including social and career development training) for the public benefit of young people of African and Caribbean heritage.

Our mission is to promote excellence and shape the futures of talented young men and women of African and Caribbean heritage. We achieve this by providing universities and leading employers with a growing pool of underrepresented, underestimated, exceptional and diverse talent. In 2009 – 2020 the Amos Bursary scholar programme was dedicated to improving outcomes for young men. This year 2021 we expanded the programme to make an even greater impact on more young people. We introduced young women onto the programme and introduced an additional programme, the Progressive online network.

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

Our programmes give these students, all of whom are chosen for their natural ability and potential, the self-belief, and the soft skills they need to succeed in their chosen careers. We work to position them for entry to the universities best suited to help them realise their potential. Many have succeeded in attending top universities, including Oxford, Cambridge, Warwick, Durham, York, Exeter, Kings College London, UCL and Imperial College London.

The charity aims to:

- Support high achieving young people from challenging environments across London, to achieve their full potential
- Provide the pipeline of exceptional talent to universities and corporations committed to diversity
- Offer experiences and opportunities to ensure our students develop global cultural competencies, skill sets and attitudes.
- Normalise success and change the negative perceptions surrounding African Caribbean young people in the UK
- Increase social mobility for our young people, and empower them to give back to their communities

BACKGROUND

In 2019/2020 The Amos Bursary offered a 5/6-year programme aimed at ensuring every Amos Bursary student developed the necessary skills to make educated and informed choices for their futures. We prepare them for work while at university and give employers access to a pool of work-ready young people who reflect the diversity required by employers. Due to the longevity of the programme, they develop shared common principles, knowledge, competencies and attributes creating strong bonds.

Between 2009 and 2021, we have held over 400 development workshops and offered hundreds of networking and development opportunities with 140 Amos Scholars, 90 Alumni, 49 Associate students, 250 mentors and 35 committed volunteers all working towards the same goal. To expand our reach and support we introduced the Amos Progressive network, a virtual offer which supported 67 students.

Thousands of young people have benefitted by attending our community events, building friendships with our scholars and associate students and networking with influencers able to provide them with advice and guidance.

OVERVIEW

2021 has been a year of transformation for the Amos Bursary. We introduced our first cohort of young women, and we expanded our programmes from two tiers to three, providing more opportunities for young people. All our programmes are for 5 years with the opportunity for students to move up and down depending on their needs and available spaces.

We now have over 30 sponsors, working with us to provide experiences and opportunities for our students. Our growing network of mentors continue to provide the students with the support and guidance required at this time of development.

They were selected via online interviews with Alumni representatives on the panel and university students as hosts. We will be using this model next year.

As young men and women, they are given the opportunity to discuss gender related issues at the regular 'Boys to Men' and new 'Sisters' Circle' sessions bringing the students together for lively discussions.

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

The Amos Bursary mentoring programme has been reviewed and extended to accommodate our increased number of students. As well as peer and professional mentors, we have developed group mentors to participate in group mentoring sessions with students. This has allowed us to follow the progress of a group of students before they transition to university.

Our focus on community continues. We are providing additional support for the mentors and are now in regular contact with them via the LinkedIn Group to allow them to share their stories and experiences and explore topics for discussion with their mentees.

After nearly 18 months of virtual learning and development sessions it was great to be back together again. We held the Amos Bursary Big Reunion in August 2021 bringing everyone together for a development day followed by a social in the evening.

ACHIEVEMENTS FOR THE YEAR

This report covers the achievements and activities that have taken place between 1 January 2021 and December 31, 2021.

Introduction of young women

In 2019 The Sorrell Foundation committed to sponsoring the introduction of young women over a five-year period. In 2021 the programme was launched.

Student Recruitment

The recruitment process for young people began between November 2020 to February 2021 during which time we ran an extended campaign to launch the introduction of young women to the Amos Bursary. Due to the increase in corporate support, the Amos Bursary took the opportunity to extend its reach and engage more students by introducing a triple track system expanding our programmes to make an even greater impact on more young people.

- The original Scholars Programme (increased from 15 students in 2020 to 36 students in February) (over 100% increase) This number increased over the year as students transitioned from the other programmes based on performance.
- The Associates Programme extended in 2021
- Online Progressive Network launched in 2021

In 2020 the Amos Bursary had 116 scholars. This was increased to 140 in 2021. We are also supporting an additional 116 students via the Associates programme and The Progressive network.

Academic and professional achievement

The experience and opportunities we offer the students increase social mobility, confidence, and resilience for our young people. Our intervention and focus on personal growth and development at an early-stage impacts on their performance at school and their confidence in the future.

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

Transition from school to university

The 2020 Cohort of Amos Bursary scholars (29) achieved outstanding A-level results in August 2021, with 1 student selecting to take a gap year, after securing their university place.

- 100 % of the students achieved their grades to secure their first or second choice university places.
- 3 (10%) students secured placements on Higher Apprenticeship schemes with Goldman Sachs, Salesforce and KPMG.
- 4 (14%) of the cohort secured places at Oxbridge Universities. 18 (62%) at Russell Group Universities and 2 (7%) at Redbrick Universities and 1(3%) at post 1992 University.

We continued to assist and support students to secure scholarships and additional financial assistance while at university.

Graduating scholars 2021

It has been another incredible year with 100% of students achieving a first or upper second-class degrees; of which 3 achieved first-class honours degrees and two students qualified as medical doctors.

Nineteen (19) Amos Bursary Graduates secured employment or pursued post graduate courses. An outstanding record set against the backdrop of reduced employment and graduate opportunities. The students secured employments in: Consulting: 1 (5%) | Finance: 5(26%) |Technology: 1 (5%) |Further education: 4 (21%) |Retail: 1 (5%) | Media/The Arts: 2 (11%) |Engineering and Infrastructure: 1 (5%) |Public sector: 2 (11%) |Health: 2 (11%).

Type of organisations:

- 9 - Major national or international company
- 2 - Government or public sector
- 1 - Entrepreneurship
- 2 - Small or medium size firm
- 1 Artistic institution or company
- 4 - Academic institutions

Workshops and insight days

During the year, our students had the opportunity to attend over 80 workshops and conferences for personal, professional, leadership, academic and career development, commercial awareness and Insight sessions. We held combination of face to face and virtual activities, commercial awareness and Insight sessions.

Every student had the opportunity to become more self-aware, aware of others and recognise the importance of valuing others. Our annual feedback indicated that students were gaining the skills and knowledge which would play an important role in their future success. They were encouraged to be aware of the importance of their personal brand and the skills required for success via a series of workshops.

The Annual Assessment Centre training session was supported by Amos Alumni and corporate representatives to make the experience as real as possible.

The virtual Welcome Conference was held exclusively for those who applied to the Amos Bursary in 2021. It was an interactive day of discussion, information and sharing by many of the AB students, volunteers and some of our partner organisations giving a taste of what it means to be a part of the Amos Community.

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

The Virtual Annual Youth Conference took place in July 2021. The Amos Bursary scholars and graduates, and like-minded ambitious young people of African and Caribbean descent, from Year 12 to final year students at universities were invited. The theme of the conference was "The Bridge: Building Foundations for the Future"

MINDSET AND MOTIVATION

A growth mindset has positive effects on student motivation and academic performance. Recent research has also shown that mindset is related to student outcomes and behaviours including academic achievement, engagement, and willingness to attempt new challenges. The Amos Bursary puts this at the forefront of their programmes.

Every student on the Amos Bursary has the chance to complete the Lumina Spark personality profiling tool. This year it was rolled out in three sessions two of which were run by Stewart Desson, the Founder of Lumina Spark.

In October 2021, Amos Bursary brought together students and sponsoring organisations to celebrate Black Excellence in the Amos Bursary. The event began with over 30 sponsors speaking to the students in informal gatherings. This was followed by the Award ceremony which highlighted 10 outstanding Alumni, who are changing the narrative and normalising success in our community. This was a motivational experience for all participants. As young men and women, they also have their own gender related issues to discuss, and we held our regular "Boys to Men" and "Sisters' Circle" sessions bringing the students together for lively discussions

Students also accessed the counselling service, which provides for assessment and 10 sessions, coupled with workshops helping them to maintain positive mental health while studying for exams.

OPPORTUNITIES AND EXPERIENCES

A crucial part of student development is the opportunity to engage with corporates. This year our partner organisations held either virtual or in person engagement events with our students.

The relaxation of Covid rules from August 2021 led to the resumption of face-to-face sessions with corporate partners inviting students to visit their organisations. International experience returned with 13 students attending the Web Summit, a global conference for technology, in Portugal.

The summer was all about Placements and graduate schemes. Many of the students benefited from the 10,000 Black Interns programmes and with opportunities at PwC, JP Morgan, Goldman Sachs, Unilever, Grant Thornton and Rokos Capital Management.

BUILDING RELATIONSHIPS

The Amos Bursary has been building relationships with a wide network of universities, and corporate partners. This period has been extremely beneficial for the Bursary.

By December 2021 the Amos Bursary had 17 corporate sponsors, and 4 strategic Partners.

We intend to continue to grow the number of sponsors to ensure we can increase the number of young people we are able to support and supply the infrastructure and resources to sustain the growth and continue to supply a quality service.

We also have partnerships with smaller organisations offering support in kind which adds to the range and diversity of organisations our students can engage with.

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TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

SUPPORT AND SOCIAL RESPONSIBILITY

We provided a range of services to our young people to support them throughout the programme

- Mentors – each student is given at least one mentor /or group mentoring
- Mental health and wellbeing advice and support
- Career and professional advice
- Alumni engagement with students
- All students are encouraged to give back

We benefited significantly with the increased interest in mentoring

- 157 people registered to become mentors in 2021.
- 7 mentor development sessions were held for either new or current mentors

The Amos Bursary mentoring programme has been reviewed and extended to accommodate our increased number of students. We have developed a closed LinkedIn group to allow them to share their stories and experiences.

In 2021, 12 students completed their training to become the first cohort of Amos Voices, a public speaking programme designed to develop a network of outstanding Amos Bursary speakers able to offer those coming behind them valuable insights into their experiences. Insights that will motivate them to excel in their own academic and career journey. This pilot was sponsored by Aberdeen Standard. These speakers will become an integral part of the Amos Outreach programme.

The Amos Bursary Outreach programme was launched in January 2021, with the intention of encouraging and equipping sixth form students of African-Caribbean heritage who are not in the Amos Bursary. It is a volunteering scheme where Amos Bursary students and alumni transfer the skills which have been taught in the Amos Bursary to the students at an allocated school. A pilot was held in a south London school in 2021 and it is our intention to support another school in 2022.

FUNDRAISING

Donations continued to come in from individual donors and organisations making one off donations. In 2021 ZOPA adopted The Amos Bursary as its charity of the year. Goldman Sachs held a fundraising wine tasting evening and Prudential held a fitness day. AB holds its major fundraising event every two years, and this will take place in 2022.

EVALUATION OF THE PROGRAMME

At the end of each year the Amos Bursary conducts an online student review to measure the impact and effectiveness of the programmes. The 2021 surveys confirmed that the students were engaged and motivated by the Amos Bursary's activities and opportunities.

Through the completion of their exiting surveys, graduating students relayed how effective and impactful the tools, techniques and skills they learnt over the five years have been in ensuring they were prepared for university and the world of work.

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TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

FUTURE

- We will launch our first satellite Amos Bursary programme in the West Midlands, located in Birmingham
- We will continue to build the triple track programme, supporting more students through the Progressive Network online programme.
- We will continue to evaluate the Sisters' programme and recruit female students in 2022
- We will continue to attract partners, convert, and manage funding streams.
- We will expand our team and deliver a robust programme administering to the needs of the students, mentors, and partners
- We will continue to build relationships with a broader range of partners
- We will look to encourage British Caribbean students to join the programme
- We will look to provide support to African Caribbean University students via the African Caribbean Associations.

FINANCIAL REVIEW

This is the Amos Bursary Annual Report and Accounts from 1 January 2021 to 31 December 2021

The Trustees are pleased to report that during the year, incoming resources amounted to £949,097 and the resources used amounted to £327,519, leaving a net income of £621,528 for the year.

The total funds carried forward on 31 December 2021 amounted to £1,947,380 of which unrestricted funds are £1,372,538 and restricted funds are £574,842.

The Amos Bursary is a five-year programme for each student, and funds are secured upfront to ensure that each student can benefit from the programme for the full term. The Trustees are satisfied with the level of reserves to meet this requirement. The Trustees are confident that the charity will be able to continue its operations beyond the next 12 months given a healthy level of free reserves and several income pipelines for future years. The forecasts prepared by the Trustees provide confidence that the financial statements should be prepared on a going concern basis.

RISK ASSESSMENT

Policy statement

Taking risk management seriously is a priority for The Amos Bursary. Our Risk Management Policy and Strategy forms part of the Charity's internal control and corporate governance arrangements. It is designed to provide assurance that the Charity is applying recommended good practice.

The following key principles outline the Charity's approach to risk management and internal control in pursuing the aims set out above.

The board determines the approach to risk management and levels of tolerance. The CEO is responsible for ensuring that the policy is applied in practice and in the ways and working of the Bursary and this is applied by the leadership team. Monthly monitoring is undertaken by the CEO and the team, and 'risk' is a standing agenda item for board meetings.

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

Effective risk management protects and adds value to the Charity by:

- Improving decision making, business planning and prioritisation by comprehensive and structured understanding of the wider operating environment.
- Supporting more efficient allocation and use of resources within the Charity.
- Enhancing communication within the Charity.
- Protecting and enhancing the Charity's assets and reputation.
- Developing and supporting staff and the knowledge base across the Charity.

The Amos Bursary's principal risks and uncertainties are:

- Strategic governance including mission and vision creep: socio-economic, political, and other environmental factors (such as COVID 19)
- Financial resources including sources of funding; spend profile; under-lying business-model
- Business development including partnership relations; resources and nature of income growth
- Operational, including organisation structure and people, projects, Ts and Cs, performance, and impact
- Regulatory and Compliance including Equalities, Diversity, and Inclusion, GDPR, Health and safety; and safeguarding; Charity policies, procedures, and internal controls
- Brand reputation and Quality standards

This policy will be reviewed every 3 years and amendments to approach or practice will be ongoing.

RESERVES POLICY AND GOING CONCERN

The reserves policy is to ensure that there is sufficient unrestricted funding to fulfil the Amos Bursary programme for our participants who are not covered through our restricted fundings.

The Board is duly confident that the Amos Bursary is a going concern. The level of resources enables the Amos Bursary to fulfil its future obligations to the students on its books at 31st December 2021, as well as cater for new intakes. The Reserve policy is to maintain at least 12 months' expenditure. With the current level of 12-month expenditure at £328K the expected level of Reserves should be £328K compared to actual available reserves (unrestricted funds balance) of £1,372K. The current reserves are more than the required level, and the Trustees intend to take the appropriate measures to bring the actual reserves in line with the expected level.

The Trustees endeavour to maintain sufficient Reserves to ensure that the Charity has sufficient resources to enable the charity to fulfil the expectations of the cohorts that it has recruited. The Amos Bursary students' expectations are based on programme support spanning five years from the date they joined the programme.

GRANT MAKING POLICY

We do not issue grants or financial awards to third party organisations.

As Amos Bursary we do make bursary and scholarship awards to our students. This includes bursaries or scholarships funded from the Amos Bursary partners or donors. In the case of scholarships all fundings received and awarded by the Amos Bursary is recorded as part of our finance and management information systems.

REMUNERATION POLICY

Salaries are reviewed following a market benching exercise.

The remuneration of the CEO is set by the Trustees. They consider the skills, experience and competencies required for the role, and the remuneration level for the role in sectors where suitable candidates would be found.

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

STAFF RECRUITMENT

The recommended People Policy will include The Amos Bursary remuneration package that has been determined after comparison within our sector and appropriate peer group. In so doing, we will consider whether we want The Amos Bursary Remuneration to be in upper quartile, mid-quartile, or lower quartile relative to others. We will consider what constitutes "remuneration" for comparative purposes i.e., FTE Salary; basis of increments (if any);

Training & Development (Leave Entitlement - Annual, Sick, Special (if any)); Notice Period; Employer Pension Contribution; Bonus entitlement. Any other Ts &Cs.

The Amos Bursary People Policy will by its nature reflect The Amos Bursary commitment to equalities, fairness, and opportunities.

The Amos Bursary is a small organisation, and the development of the People Policy will reflect this so that it is simple, concise, effective, and adept. It is envisaged that the policy will be in place for January 2023.

STUDENT WELLBEING

The first part of 2021 has been a period of lockdown. The uncertainties associated with lockdown, the lack of face-to-face engagement and interaction heightened the Amos Bursary's attention to student wellbeing. In August 2021 the easing of lockdown enabled us to once again begin to arrange face to face development activities. We continue to provide termly sessions on wellbeing for the students and provision of a counselling service for students over 18. Students under 18 can access the service with parental approval.

FUNDRAISING STATEMENT

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. The legislation defines fundraising as "soliciting or otherwise procuring money or other property for charitable purposes". Such amounts receivable are presented in the Amos Bursary's accounts as 'voluntary income' and include legacies and grants.

The day-to-day management of all income generation is delegated to the CEO.

The charity adheres to the Institute of Fundraising code of Fundraising Practice, which outlines standards expected of all fundraising charitable organisations in the UK. The Amos Bursary has received no complaints in relation to fundraising activities. Its terms of employment require staff to always behave reasonably.

During the 12-month period, the Amos Bursary did not have a distinct fundraising event. However, in 2020 our work was recognised by organisations and consequently, the numbers of individual and organisation donors/sponsorships increased significantly. This was not because of proactive fundraising efforts by the Bursary or by any party commissioned by the Bursary to do so.

CHARITY GOVERNANCE CODE

The majority of the Amos Bursary practices correspond with the recommended practices set out in the Governance Code. A further governance review conducted in 2021, identified areas to develop and strengthen in line with recommended good practice set out in the code.

THE AMOS BURSARY

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2021 (continued)

CODE OF CONDUCT

A code of conduct is in place to cover the conduct and ethical behaviour expected of the Amos Bursary staff, students and volunteers. Behaviours are expected to uphold and enhance the reputation of the Amos Bursary. Anyone working on behalf of the Amos Bursary must act in accordance with the Amos Bursary policies on conduct and behaviour covering items such as conflicts of interest, equality, diversity and inclusion, bullying and harassment.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Acceptable Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a "true and fair view" of the situation of the charity and of the incoming resources and application of resources of the charity for that year.

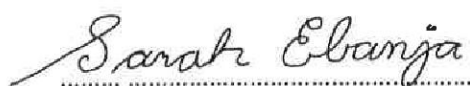
In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping sufficient 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 of 2011, the appropriate Charity (Accounts and Reports) Regulations and the provisions of the Constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

APPROVAL

This Report was approved by the Trustees on 28th October 2022 and signed on their behalf by:



SARAH EBANJA
Chair of Trustees



COLLEEN. A. AMOS
Trustee and CEO

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE AMOS BURSARY

REPORT ON THE FINANCIAL STATEMENTS

I report to the trustees on my examination of the financial statements of The Amos Bursary (the Charity) for the year ended 31, December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and the related notes. This report is made solely to the charity's trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the charity, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the charity's financial statements carried out under section 145 of the 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.

As permitted by Directive 2, issued by the Charity Commission, the firm for which I work has provided the Charity with bookkeeping services during the year ended 31, December 2021. As a consequence, I have followed the requirement of the FRC's Ethical Standard when undertaking this assignment.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a "true and fair" view, and my report is limited to those specific matters set out in the independent examiner's statement.

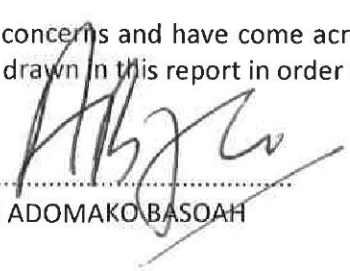
INDEPENDENT EXAMINER'S STATEMENT

Since the charity's gross income for this year exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Report) 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 financial statements to be reached.


CHARLES ADOMAKO BASOAH
FCCA

Adomako Basoah & Co.
Chartered Certified Accountants
113 Parchmore Road
Thornton Heath
Surrey CR7 8LZ

28th October 2022

THE AMOS BURSARY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

INCOMING RESOURCES	Note	Unrestricted	Restricted	Total	Total 2020 16-month period
		£	£	£	£
Charitable Activities	3.1	915,967	33,000	948,967	1,490,638
Investment Income	3.2	<u>80</u>	<u>0</u>	<u>80</u>	<u>866</u>
		<u>916,047</u>	<u>33,000</u>	<u>949,047</u>	<u>1,491,504</u>
RESOURCES EXPENDED		£	£	£	£
Expenditure on Raising Funds	4.1.4	7,168	2,390	9,558	9,204
Expenditure on Charitable Activities	4.2.3	211,660	94,014	305,674	154,402
Others	4.3	<u>9,216</u>	<u>3,071</u>	<u>12,287</u>	<u>2,046</u>
TOTAL RESOURCES USED		<u>228,044</u>	<u>99,475</u>	<u>327,519</u>	<u>165,652</u>
		£	£	£	£
Net income before investment gains in the year		688,003	(66,475)	621,528	1,325,852
INVESTMENT GAINS IN THE YEAR		<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
NET INCOME FOR THE YEAR		688,003	(66,475)	621,528	1,325,852
BALANCE BROUGHT FORWARD		<u>684,535</u>	<u>641,317</u>	<u>1,325,852</u>	<u>0</u>
BALANCE CARRIED FORWARD		<u>1,372,538</u>	<u>574,842</u>	<u>1,947,380</u>	<u>1,325,852</u>

There are no further recognised gains/ (losses) other than the surplus/(deficit) for the above financial years.

The notes on pages 17 to 24 form an integral part of these financial statements.

THE AMOS BURSARY
BALANCE SHEET AS AT 31 DECEMBER 2021

	Note	Unrestricted	Restricted	Total	Total 2020
CURRENT ASSETS		£	£	£	£
Debtors	5	7,002	-	7,002	6,115
Bank and cash balances	6	<u>1,375,316</u>	<u>574,842</u>	<u>1,950,158</u>	<u>1,328,626</u>
Total Current Assets		<u>1,382,318</u>	<u>574,842</u>	<u>1,957,160</u>	<u>1,334,741</u>
CREDITORS: Amounts falling due within one year	7	<u>9,780</u>	-	<u>9,780</u>	<u>8,889</u>
TOTAL NET CURRENT ASSETS		<u>1,372,538</u>	<u>574,842</u>	<u>1,947,380</u>	<u>1,325,852</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,372,538</u>	<u>574,842</u>	<u>1,947,380</u>	<u>1,325,852</u>
FUNDS		£	£	£	£
Restricted Funds	8.1	-	574,842	574,842	641,317
Unrestricted Funds	8.2	<u>1,372,538</u>	-	<u>1,372,538</u>	<u>684,535</u>
		<u>1,372,538</u>	<u>574,842</u>	<u>1,947,380</u>	<u>1,325,852</u>

The notes on pages 17 to 24 form an integral part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on 28th October 2022 and are signed on behalf of the Trustees by:


 Colleen Althea Amos
 Trustee and CEO


 Sarah Ebanja
 Chair of Trustees

THE AMOS BURSARY

CASH FLOW STATEMENT FOR THE YEAR ENDED 31, DECEMBER 2021

RECONCILIATION OF OPERATING PROFIT TO NET

CASH INFLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Operating Profit	621,448	1,324,986
Increase in Debtors	-887	-6,115
Increase in Creditors	<u>891</u>	<u>8,889</u>
	<u>621,452</u>	<u>1,327,760</u>

CASH FLOW STATEMENT

Net Cash Inflow from operating Activities	621,452	1,327,760
Returns on Investments	<u>80</u>	<u>866</u>
INCREASE IN CASH IN THE YEAR	<u>621,532</u>	<u>1,328,626</u>

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS

Increase in Cash in the year	<u>621,532</u>	<u>1,328,626</u>
Net in cash brought forward	<u>1,328,626</u>	<u>0</u>
Net Funds at 31, December 2021	<u>1,950,158</u>	<u>1,328,626</u>

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021

1 BASIS OF ACCOUNTING

- 1.1 The financial statements have been prepared in accordance with "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 the Republic of Ireland (FRS 102) (Second Edition)" and the charities Act 2011 and UK Generally Accepted Practice as it applies from 1, January 2015.

The financial statements have been prepared to give a "true and fair" view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a "true and fair view". This departure has involved following "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition)" rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1, April 2005 which has since been withdrawn".

The financial statements have been prepared in accordance with the accounting policies set out in Note 2 to these accounts, and in accordance with the governing document of the Charity.

- 1.2 The Charity constitutes a public benefit entity as defined by FRS 102.
1.3 No changes to accounting estimates have occurred in the reporting period.

2 ACCOUNTING POLICIES

INCOMING RESOURCES

2.1 Recognition of Income

Income is recognised and included in the Statement of Financial Activities (SoFA):

when:

- The Charity becomes entitled to the resources; It is more likely than not that the trustees will receive the resources; and
- The monetary value can be measured with sufficient reliability.

2.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

2.3 Grants and Donations

Grants and Donations are only included in the SoFA when the general income recognition criteria as stated above are met.

2.4 Legacies

Legacies are included in the SoFA when receipt is probable, that is, when there has been grant of probate, the Executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021

(Continued)

2.5 Tax Reclaim on Donations and Gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.6 Donated Goods

Donated goods are measured at fair value, (the amount for which the asset could be exchanged) unless impractical to do so.

Goods donated for on-going use by the Charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

Gifts in kind for use by the Charity are included in the SoFA as income from donations when receivable.

2.7 Donated Services and Facilities

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

2.8 Volunteer Help

The value of any voluntary help received is not included in the accounts.

2.9 Settlement of Insurance Claims

Insurance claims are only included in the SoFA when the general income recognition criteria are met and are included as an item of other income in the SOFA.

2.10 Income from Interest, Royalties and Dividends

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

2.11 Investment gains and losses

This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the financial year.

APPLICATION OF RESOURCES

2.12 Liability Recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the Charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

2.13 Grants

Grants and donations are accounted for when paid.

2.14 Costs directly related to the work of the charity.

Costs directly related to the work of the Charity are accounted for when due.

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021

(Continued)

OTHER ACCOUNTING POLICIES

2.15 Funds

Unrestricted funds represent funds which are expendable at the discretion of the Charity in the furtherance of its objects, and which have not been designated for other purposes. Restricted funds can only be used for specified purposes. The purpose of any restricted fund is noted in the financial statements.

2.16 Going Concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees have therefore continued to adopt the going concern basis in preparing the Charity's financial statements.

2.17 Employment Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

2.18 Taxation

In the opinion of the trustees, the Charity is exempt from the United Kingdom Taxation on its incoming resources for the period.

2.19 Accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates, and assumptions about carrying amount of assets and liabilities that are not readily apparent from other resources. The estimates and associated assumptions are based on historic experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

2.20 Financial Instruments

Basic financial instruments, including trade debtors and trade creditors, loans from third parties and loans from related parties are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Such instruments are subsequently carried at amortised cost using the effective interest method, less impairment.

2.21 Apportionment of expenditure between activities

Support and Other costs are apportioned between activities on the basis of the income of each activity in the year.

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021 (continued)

3 INCOMING RESOURCES

3.1 Charitable Activities Income

	Unrestricted Funds	Restricted Funds	TOTAL Funds 2021	16-month period		Total
	£	£	£	Unrestricted Funds	Restricted Funds	2020 £
Donations and Sponsorships	861,058	33,000	894,058	751,876	688,000	1,439,876
Fundraising	<u>54,909</u>	<u>0</u>	<u>54,909</u>	<u>50,762</u>	<u>0</u>	<u>50,762</u>
	<u>915,967</u>	<u>33,000</u>	<u>948,967</u>	<u>802,638</u>	<u>688,000</u>	<u>1,490,638</u>

3.2 Investment income

Bank Interest	<u>80</u>	<u>0</u>	<u>80</u>	<u>866</u>	<u>0</u>	<u>866</u>
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4 RESOURCES EXPENDED

4.1 EXPENDITURE ON RAISING FUNDS

4.1.1 Fundraising Costs	<u>1,078</u>	<u>359</u>	<u>1,437</u>	<u>9,204</u>	<u>0</u>	<u>9,204</u>
4.1.2 Governance Costs						
Independent Examination fees	156	52	208	0	0	0
Accountancy Fees	326	109	435	0	0	0
Consultancy Fees	<u>1,541</u>	<u>514</u>	<u>2,055</u>	<u>0</u>	<u>0</u>	<u>0</u>
	<u>2,023</u>	<u>675</u>	<u>2,698</u>	<u>0</u>	<u>0</u>	<u>0</u>
4.1.3 Other Costs						
Telephone	15	5	20	0	0	0
Post, Print and Stationery	118	40	158	0	0	0
Marketing	1,470	490	1,960	0	0	0
Events	1,881	627	2,508	0	0	0
Insurance	17	6	23	0	0	0
Travelling Expenses	301	100	401	0	0	0
Training	187	62	249	0	0	0
Sundry expenses	<u>78</u>	<u>26</u>	<u>104</u>	<u>0</u>	<u>0</u>	<u>0</u>
	<u>4,067</u>	<u>1,356</u>	<u>5,423</u>	<u>0</u>	<u>0</u>	<u>0</u>
4.1.4 SUMMARY OF EXPENDITURE ON RAISING FUNDS						
Fundraising Costs	1,078	359	1437	0	0	0
Support for raising funds						
Governance	2,023	675	2,698	0	0	0
Others	<u>4,067</u>	<u>1,356</u>	<u>5,423</u>	<u>0</u>	<u>0</u>	<u>0</u>
	<u>7,168</u>	<u>2,390</u>	<u>9,558</u>	<u>0</u>	<u>0</u>	<u>0</u>

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021 (continued)

4.2 EXPENDITURE ON CHARITABLE ACTIVITIES

4.2.1 DIRECT SPENDING

Student Bursary and Training	28,620	33,000	61,620	25,688	13,400	39,088
Wages and Salaries	84,536	28,179	112,715	37,730	29,958	67,688
Employer National Insurance	5,929	1,976	7,905	2,122	0	2,122
Employer Pension Contributions	<u>2,597</u>	<u>866</u>	<u>3,463</u>	<u>468</u>	<u>0</u>	<u>468</u>
	<u>121,682</u>	<u>64,021</u>	<u>185,703</u>	<u>66,008</u>	<u>43,358</u>	<u>109,366</u>

16-month period

	Unrestricted Funds	Restricted Funds	TOTAL Fund 2021	Unrestricted Fund	Restricted Fund	Total 2020
	£	£	£			
4.2.2.1 SUPPORT FOR CHARITABLE ACTIVITIES						
4.2.2.2 Governance costs						
Auditors Fees	0	0	0	3,600	0	3,600
Independent Examination fees	2,544	848	3,392	0	0	0
Accountancy Fees	5,308	1,769	7,077	2,400	0	2,400
Consultancy Fees	25,093	8,365	33,458	15,082	2,025	17,107
Legal Fees	0	0	0	4,200	0	4,200
Bank Charges	<u>0</u>	<u>0</u>	<u>0</u>	<u>145</u>	<u>0</u>	<u>145</u>
	<u>32,945</u>	<u>10,982</u>	<u>43,927</u>	<u>25,427</u>	<u>2,025</u>	<u>27,452</u>
4.2.2.3 Others						
Computer Support	0	0	0	252	0	252
Telephone	250	83	333	500	0	500
Post, Print and Stationery	1,931	644	2,575	2,782	400	3,182
Marketing	23,938	7,980	31,918	12,635	900	13,535
Events	30,632	10,210	40,842	0	0	0
Insurance	<u>282</u>	<u>94</u>	<u>376</u>	<u>115</u>	<u>0</u>	<u>115</u>
	<u>57,033</u>	<u>19,011</u>	<u>76,044</u>	<u>16,284</u>	<u>1,300</u>	<u>17,584</u>
4.2.3 SUMMARY OF EXPENDITURE ON CHARITABLE ACTIVITIES						
Direct Spending	121,682	64,021	185,703	66,008	43,358	109,366
Support for charitable activities						
Governance	32,945	10,982	43,927	25,427	2,025	27,452
Others	<u>57,033</u>	<u>19,011</u>	<u>76,044</u>	<u>16,284</u>	<u>1,300</u>	<u>17,584</u>
	<u>211,660</u>	<u>94,014</u>	<u>305,674</u>	<u>107,719</u>	<u>46,683</u>	<u>154,402</u>

4.3 OTHERS

Travelling Expenses	4,895	1,632	6,527	862	0	862
Training	3,047	1,015	4,062	600	0	600
Sundry expenses	<u>1,274</u>	<u>424</u>	<u>1,698</u>	<u>584</u>	<u>0</u>	<u>584</u>
	<u>9,216</u>	<u>3,071</u>	<u>12,287</u>	<u>2,046</u>	<u>0</u>	<u>2,046</u>

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021 (continued)

5	DEBTORS		2020
		Unrestricted	Unrestricted
		£	£
	Sundry Debtors	<u>7,002</u>	<u>6,115</u>

6	BANK AND CASH BALANCES			2020
		Restricted	Unrestricted	Total
		£	£	£
	Current Accounts	<u>1,375,316</u>	<u>574,842</u>	<u>1,950,158</u>
				<u>1,328,626</u>

Cash and cash equivalent includes cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

7	CREDITORS: Amounts falling due within one year		2020
		Unrestricted	Unrestricted
		£	£
	Sundry Creditors	<u>9,780</u>	<u>8,793</u>

Basic financial liabilities, including trade and other creditors, loans from third parties and loans from related parties are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Such instruments are subsequently carried at amortised cost using the effective interest method, less any impairment.

8	FUNDS	£	£
8.1	RESTRICTED FUNDS		2020
	Balance Brought Forward	641,317	0
	Incoming Resources	33,000	688,000
	Resources Expended	<u>-99,475</u>	<u>-46,683</u>
	Balance Carried Forward.	<u>574,842</u>	<u>641,317</u>
8.2	UNRESTRICTED FUNDS	£	£
	Balance Brought Forward	684,535	0
	Incoming Resources	916,047	803,504
	Resources Expended	<u>-228,044</u>	<u>-118,969</u>
	Balance Carried Forward	<u>1,372,538</u>	<u>684,535</u>

Unrestricted funds represent funds which are expendable at the discretion of the charity in the furtherance of its objects, and which have not been designated for other purposes.

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021

(Continued)

9 DETAILED RESTRICTED FUNDS

	Balance B/fwd	Receipts in the year	Expended in the year	Total carried forward 2021	Total carried forward 2020
	£	£	£	£	£
The "Girls" Project	621,717	0	-66,475	555,242	621,717
Undergraduate Work	6,000	33,000	-30,000	9,000	6,000
Public Speaking Training	<u>13,600</u>	<u>0</u>	<u>-3,000</u>	<u>10,600</u>	<u>13,600</u>
TOTAL	<u>641,317</u>	<u>33,000</u>	<u>-99,475</u>	<u>574,842</u>	<u>641,317</u>

10 DETAILS OF CERTAIN ITEMS OF EXPENDITURE

	Unrestricted	Restricted	Total 2021	Total 2020
			£	£
Audit Fees	0	0	0	3,600
Independent Examination	2,700	900	3,600	0
Accountancy charges	<u>5,634</u>	<u>1,878</u>	<u>7,512</u>	<u>2,400</u>
	<u>8,334</u>	<u>2,778</u>	<u>11,112</u>	<u>6,000</u>

11 PAID EMPLOYEES

	Unrestricted	Restricted	Total 2021	Total 2020
			£	£
Salaries and Wages	84,536	28,179	112,715	67,688
Employers Pension Contribution	2,597	866	3,463	468
Employers National Insurance Contribution	<u>5,929</u>	<u>1,976</u>	<u>7,905</u>	<u>2,122</u>
	<u>93,062</u>	<u>31,021</u>	<u>124,083</u>	<u>70,278</u>
Average number of employees			<u>3</u>	<u>2</u>

No employees received employee benefits (excluding employer pension costs) for the reporting year of more than £60,000.

12 SUPPORT COSTS

	Raising funds	Charitable activities	Total	Basis of allocation
Governance	2,698	43,927	46,625	Ratio of total fundraising income to donations and sponsorship income
Others	<u>5,423</u>	<u>76,044</u>	<u>81,467</u>	
	<u>8,121</u>	<u>119,971</u>	<u>128,092</u>	

THE AMOS BURSARY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31, DECEMBER 2021 (Continued)

13 POST BALANCE SHEET EVENTS

There are no post balance sheet events requiring disclosure.

14 RELATED PARTY TRANSACTIONS

TRUSTEES REMUNERATIONS AND BENEFITS

NAME	LEGAL AUTHORITY	Remuneration	Pension	Redundancy	Others	TOTAL
Colleen Althea Amos	Governing document	£60,000	£300	Nil	Nil	£60,300

Average Number of Trustees receiving Salary and Remunerations

NAME	RELATIONSHIP TO THE CHARITY	DESCRIPTION OF TRANSACTION	AMOUNT	BALANCE AT PERIOD END
Colleen Althea Amos	Trustee	Employment	£60,300	Nil

There were no other related party transactions during the year.

15 RESERVE POLICY

A balance is retained in the general fund to meet unanticipated expenditure and programmed work that cannot be funded from a single year's budget. The Trustees endeavour to maintain sufficient Reserves to ensure that the Charity is on a "going concern" basis at all times.

The Charity's General Fund (Unrestricted fund) balance at the end of the year was £1,372,538. Our reserves policy is to ensure available sufficient resources to enable the charity to provide its services and programmes over the longer term.

The Board is aware that demand for its services may vary from year to year and is mindful of the need to provide a secure and consistent approach over the longer term.

16 Volunteers Contribution

The Charity is heavily reliant on volunteers who contribute their skills, time, and their resources in the furtherance of the work of the charity. Principally, this contribution is by serving on committees of the Charity that deal with finance, policy grants, training, developments, etc.

The contributions of volunteers are not included within the income of the Charity. The trustees are grateful to all of them for their help and commitment.