

Acumen Academy UK

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2022

"Charity Commissioners Copy"
Registered Charity No. 11856457

Acumen Academy UK

Contents

	<u>Pages</u>
Charity information	1
Report of the Trustees	2 - 3
Statement of financial activities	4
Balance sheet	5
Notes to the accounts	6 - 11
Independent Examiner's Report	12

Acumen Academy UK

Charity Information

Trustees:

Rebecca Eastmond
Batool Hassan (Resigned 28/02/2023)
Farrukh Khan
John Stares
William Work
Sarah Farooq (Appointed 01/03/2023)
Duro Oye (Appointed 01/03/2023)
David Jeremy Gold (Appointed 01/03/2023)

Programme Director:

Benjamin Lane

Charity Number:

1185457

Principal Address:

Acumen Academy UK
Somerset House
Strand
London
WC2R 1LA

Bankers

NatWest Bank Plc
P O Box 414
38 Strand
London
WC2H 5JB

Independent Examiner

Mrs J M Bennett
Anderson Barrowcliff LLP
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX

Acumen Academy UK

Report of The Council of Management

The Trustees present their report together with financial statements for the Year Ended 31 December 2022.

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, 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 published in October 2019.

OBJECTIVES AND ACTIVITIES

The Charity's objects are to advance education, development and training of individuals to enable them to work for the benefit of society and deliver progressive social change in communities and organisations. The principal activity is to deliver leadership training through online and residential programmes for those working to create social or environmental change, mainly charities, social enterprises and other purpose-led organisations.

ACHIEVEMENTS AND PERFORMANCE

The charity completed the delivery of the 2021 Fellows Programme, designed to support a cohort of 20 social leaders with the leadership skills and community needed to deepen their ability to build progressive social change in their communities and organisations. Programme design improvements were made based on 2020's Fellows Programme delivery and learning. Further, detailed analysis and evaluation of quality and impact of the 2021 Fellows Programme has been completed. In parallel, the charity has established a range of opportunities and events for programme alumni (AKA The Foundry), and successfully completed the 2022 Fellowship outreach and selection, working with over 350 partners to select the 2022 UK cohort – comprising 20 social leaders across the United Kingdom.

FINANCIAL REVIEW

The charity made a surplus of £53,470 (2021: £93,111) during the year on unrestricted funds and deficit of £20,000 (2021: £105,678) on restricted funds. The unrestricted funds at the year-end stood at £236,745 (2021: £183,275) and the restricted funds were nil (2021: £20,000).

Reserves Policy

The charity maintains free reserves to:

- provide a level of working capital that protects the continuity of our core work, including the costs associated with the outreach and recruitment cycle for the next cohort of UK fellows.
- provide a level of funding for unexpected opportunities.
- provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The trustees have determined that free reserves of the charity should cover 8 months of central running costs and the costs of the next outreach and recruitment cycle. This amounts to £130,000.

At the year end the free reserves of the charity (unrestricted funds less amounts invested in fixed assets) amount to £234,397. In the event of not being able to raise future funding the current reserves would be used to complete the current programme, and the recruitment for any future programmes would be delayed until further funding was secured. The trustees are satisfied with the level of reserves.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Acumen Academy UK CIO was incorporated on 23 September 2019. The CIO started to operate on 1 January 2020.

Governing document

The Charitable Incorporated Organisation's governing document is its constitution dated 19 September 2019.

Acumen Academy UK

Report of The Trustees

Appointment and Recruitment of Trustees

Other than the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed as a properly convened meeting of the trustees. In selecting individuals for appointment as trustees, the charity has regard to the skill, knowledge and experience needed for the effective administration of the CIO.

Organisational structure

The Trustees hold quarterly Board Meetings where key decisions around governance are made and recorded in the minutes. The day to day running of the charity is dealt with by the Programme Director.

Trustee Statement

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission guidance on public benefit.

Approved by order of the board of trustees on 26/10/2023 and signed on its behalf by

Rebecca Eastmond

.....
R Eastmond
Trustee

Date: 26/10/2023
.....

Acumen Academy UK

**Statement of Financial Activities
for the Year Ended 31 December 2022**

	Note	2022 Restricted Funds £	2022 Unrestricted Funds £	2022 Total Funds £	2021 Total Funds £
Income					
Donations & legacies	2	162,000	165,783	327,783	270,011
Other trading activities	3	-	-	-	750
Investment income – interest received		-	236	236	14
Total Income		162,000	166,019	328,019	270,775
Expenditure					
Charitable activities	4	182,000	112,549	294,549	283,342
Total Expenditure		182,000	112,549	294,549	283,342
Net (Expenditure)/Income for the year		(20,000)	53,470	33,470	(12,567)
Transfers between funds		-	-	-	-
Net Movement in Funds		(20,000)	53,470	33,470	(12,567)
Fund balances brought forward at 1 January 2022		20,000	183,275	203,275	218,852
Fund balances carried forward at 31 December 2022	10	-	236,745	236,745	203,275

The accompanying notes form part of these financial statements

Acumen Academy UK

Balance Sheet for the Year Ended 31 December 2022

	Notes	£	2021 £	£	2020 £
Fixed Assets					
Tangible assets	8		2,348		792
Current Assets					
Cash at bank and in hand			244,213	212,572	
			244,213	212,572	
Creditors: Amounts falling due within one year	9		9,816	10,089	
Net Current Assets			234,397		202,483
Net Assets			236,745		203,275
Funds					
Restricted			-		20,000
Unrestricted			236,745		183,275
Total Funds	10		236,745		203,275

Rebecca Eastmond

R Eastmond
Trustee

Date: 26/10/2023

The accounts were approved by the Trustees on 26/10/2023

The accompanying notes form part of these financial statements.

1 ACCOUNTING POLICIES

(a) General information and basis of preparation

The charity is a registered charity in England. The address of the principal office is given in the charity information on page 1. The nature of the charity's activities are shown in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. 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 Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), 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) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the 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 published in October 2019 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 are prepared on a going concern basis under the historical cost convention. The charity currently has sufficient reserves to continue in operation. The Trustees therefore believe that it is appropriate to prepare the financial statements on a going concern basis.

The financial statements are prepared in sterling which is the functional currency of the charity, rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Income

Items of income are recognised and included in the accounts when all the following criteria are met:-

- The charity have entitlement to the funds;
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity.
- There is sufficient certainty that receipt of the income is considered probable; and
- The amount can be measured reliably.

Income from other trading activities includes income recognised as earned (as the related goods or services are provided) under contract. There is no netting off within the accounts.

Donations are credited to income as they are received. Grants received are recognised as income for the period which they relate to.

Notes to the Financial Statements for the Year Ended 31 December 2022

(c) Expenditure

All expenditure is accounted for on an accruals basis and is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount can be measured reliably. Irrecoverable VAT is included in expenditure against the relevant cost for which the expenditure was incurred. Expenditure is classified under the following headings:-

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs which can be directly allocated to activities and those costs of an indirect nature.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs.
- Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

(d) Fixed Assets

Fixed assets are stated at cost less accumulated depreciation. Assets costing less than £500 are not capitalised.

Computer equipment is depreciated on a 33% straight line basis to write off each asset over its estimated useful life.

(e) Debtors

Trade and other debtors with no stated interest rate and receivable within one year are recognised at the transaction price.

(f) Cash at bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(g) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

(h) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering the funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(i) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

(j) Pension Costs

The Company operates a defined contribution pension scheme for the benefit of its employees and contributions are charged to the SOFA in the year in which they are made.

Notes to the Financial Statements for the Year Ended 31 December 2022

(k) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 DONATIONS AND LEGACIES

	2022	2022	2022	2021
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Garfield Western	32,000	-	32,000	-
Gift Aid	-	12,500	12,500	-
Mitsubishi	-	-	-	20,000
National Lottery Funding	40,000	-	40,000	50,000
Rank Foundation	60,000	-	60,000	-
Rank Foundation – Time to Shine Programme	-	-	-	21,666
Segelman Trust	30,000	-	30,000	40,000
J&C Stares	-	50,000	50,000	25,000
Sundry Donations	-	3,283	3,283	845
The David Cock Foundation	-	50,000	50,000	50,000
Work Family Strategic Giving Grant	-	50,000	50,000	62,500
	162,000	165,783	327,783	270,011

3 OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Workshop income	-	750

Notes to the Financial Statements for the Year Ended 31 December 2022

4 CHARITABLE ACTIVITIES

	2022	2021
	£	£
Costs directly allocated to activities:		
Salary costs	137,217	141,411
Pension costs	5,753	5,550
Programme delivery	86,938	85,360
Cohort outreach and selection	2,433	2,048
Acumen Programme Licence & support fees	29,313	26,241
Other costs	-	15
Direct consultancy	11,330	-
	272,984	260,625
Support Costs allocated to activities		
Advertising	6,088	11,828
Technology & software costs	1,442	1,192
General Costs	70	-
Other Staff Costs	4,445	2,118
Consultancy	4,886	4,143
Insurance	147	125
Bank Charges	1	3
Depreciation	1,020	524
Governance costs (note 5)	3,466	2,784
	21,565	22,717
Total	294,549	283,342

5 GOVERNANCE COSTS

	2022	2021
	£	£
Accountancy - independent examination	2,860	2,280
- other	606	504
	3,466	2,784

6 TRUSTEE REMUNERATION AND EXPENSES

None of the Trustees received any remuneration from the Charity. No expenses were paid to the Trustees during this year or the previous year.

Notes to the Financial Statements for the Year Ended 31 December 2022

7 EMPLOYEE INFORMATION

Staff costs are as follows:-

	2022	2021
	£	£
Wages & salaries	127,451	131,006
National Insurance	9,766	10,405
Pension costs	5,753	5,550
	<u>142,970</u>	<u>146,961</u>

The number of employees whose remuneration (excluding national Insurance contributions) exceeded £60,000 was as follows:-
70,001 – 80,000

<u>1</u>	<u>1</u>
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The average number of employees was:-

	2022	2021
Direct	<u>3</u>	<u>3</u>

Key management personnel

The charity considers the Key Management Personnel to be the Trustees and the Programme Director. The salary of the key management personnel (including pension contributions and employer's National Insurance amounts to £81,300.

8 TANGIBLE FIXED ASSETS

	Fixtures & Fittings	Total
	£	£
Cost 1 January 2022	1,589	1,589
Addition	2,576	2,576
31 December 2022	<u>4,165</u>	<u>4,165</u>
Depreciation		
Brought forward	797	797
Charge for year	1,020	1,020
At 31 December 2022	<u>1,817</u>	<u>1,817</u>
Net Book Value		
31 December 2022	<u>2,348</u>	<u>2,348</u>
Net Book Value		
31 December 2021	<u>792</u>	<u>792</u>

9 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	70	61
Accruals and deferred income	3,100	2,574
Social security and other taxes	6,273	7,081
Other creditors	373	373
	<u>9,816</u>	<u>10,089</u>

Notes to the Financial Statements for the Year Ended 31 December 2022

10 ANALYSIS OF CHARITABLE FUNDS

	Balance 1 January 2022 £	Incoming Resources £	Resources Expended £	Balance 31 December 2022 £
Unrestricted Funds	183,275	166,019	(112,549)	236,745
Restricted Funds				
Mitsubishi	20,000	-	(20,000)	-
National Lottery Funding	-	40,000	(40,000)	-
Garfield Western	-	32,000	(32,000)	-
Segelman Trust	-	30,000	(30,000)	-
Rank Foundation	-	60,000	(60,000)	-
Total	20,000	162,000	(182,000)	-
Total funds	203,275	328,019	(294,549)	236,745

All of the restricted funds were to set up the Fellows programme and to provide the training for the 2021 and 2022 cohorts.

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total £
Tangible Fixed Assets	2,348	-	2,348
Current Assets	244,213	-	244,213
Liabilities	(9,816)	-	(9,816)
	236,745	-	236,745

12 PENSION COSTS

The Company operates a contributory pension scheme. It is a defined contributions scheme and contributions are charged to the SOFA as they are paid. The charge for the year was £5,753 (2021: £5,550).

13 RELATED PARTY TRANSACTIONS

During the year the charity received a £50,000 donation from Work Family Strategic Giving, a family organisation in which one of the trustees, William Work is involved in.

A trustee of the charity, Rebecca Eastmond, is also a trustee in The David Cock Foundation and The Segelman Trust, both of which made donations to the charity this year (£50,000 and £30,000 respectively). She also serves on the Acumen Fund Inc global advisory board. Acumen Academy UK is a regional affiliate of the Acumen Fund Inc, and is licenced to administer the Acumen Fellowship and Leadership programmes in the UK.

Batool Hassan, a trustee, holds senior position, the Director of Leadership, within Acumen Fund Inc.

Funding from J&C Stares, of which John Stares is a member was also received this year totalling £50,000.

No other related party transactions occurred during the year.

Independent Examiner's Report to the Trustees

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2022 which are set out on pages 4 to 11.

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 your charity's accounts as 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.

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 that in any material respect:

- 1 accounting records were not kept in respect of the charity 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.

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.

Anderson Barrowcliff LLP

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TS18 3EX

Date: 27.10.23