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REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
FOR
ESTEEM

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

ESTEEM

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

	Page
Report of the Trustees	1 to 7
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11 to 15
Detailed Statement of Financial Activities	16 to 17

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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) (effective 1 January 2019).

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

OBJECTIVES AND ACTIVITIES

Objectives and aims

At ESTEEM, we create space for young adults to thrive. We do this by involving young adults as partners in everything we do. Together we run a programme of social, wellbeing, volunteering and mentoring opportunities for 14 to 26-year-olds from our base in Shoreham-By-Sea.

ESTEEM provides a platform for young adults to develop their confidence, build life skills and improve their wellbeing. Young Adults, in turn, make our organisation and society a better place for everyone.

Vision and values

VISION: We want to live in a world where every young adult is trusted, supported and respected as an active and powerful member of their community.

VALUES:

TRUST: We see the best in each other. Everyone can be trusted to take the lead.

SUPPORT: When we help each other we achieve more. Everyone should get support to develop their dreams

RESPECT: We all belong here. Everyone deserves inclusion and respect.

Strategic aims

In 2020 ESTEEM undertook an organisational-wide survey to develop our strategic aims for the next four years. Together, young adults, staff and volunteers contributed to the creation of the following four aims:

1. Involve young adults as partners in everything we do

- Develop a shared understanding of our flexible way of working with young adults
- Create clear structures and pathways for young adults to get involved
- Share more power in organisational decision-making with young adults
- Review how young adults join our staff team and are supported in their personal development
- Empower young adults to lead projects and campaigns

2. Create spaces for young adults to thrive

- Grow and strengthen our youth work
- Broaden our online presence and improve how we engage online
- Develop how we use trips experientially
- Review the age groups we work with
- Improve our understanding of how young adults interact with ESTEEM.

3. Promote individual development and growth

- Broaden our range of therapies
- Expand and streamline our wellbeing services
- Develop our employability programme
- Build links with the local community
- Identify funding to further develop our vocational programmes

4. Develop an organisation that works as well as possible

- Secure a stable funding future
- Improve our accessibility and diversity
- Develop how we grow, support and upskill our team
- Build a more cohesive, joined-up organisation
- Secure a new home

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

ACHIEVEMENT AND PERFORMANCE

Overview

ESTEEM has bounced back well since the previous year of Covid lockdowns, both in terms of young adult engagement, and financially.

Over the year ESTEEM has made strong progress in achieving a stable financial platform supported by funders that align with ESTEEM's values. As a result, the charity is now underway in planning our next steps. This is an exciting stage in ESTEEM's journey, and involves deepening youth leadership within the organisation, broadening youth power in the local community, and thinking about how ESTEEM's work can contribute to addressing systemic issues in the wider society.

Impact

ESTEEM aims to make an impact in four main ways:

- Improved wellbeing, mental health & self-esteem
- Increased confidence and social skills
- Increased participation and active citizenship
- Increased training, employability and experience

During the year ESTEEM implemented a new monitoring system that has started to track performance across these areas. Whilst this is still at an early stage of training and implementation, both the quantitative and qualitative data shows that ESTEEM's impact continues to be meaningful and long lasting. For example:

- Across the year the number of young adults accessing ESTEEM's services was approximately 160, with 130 of those actively engaging
- Whilst the number of new young adults engaged was only 47 for the year, more recent data for Q1 2022/23 shows a good uptake, with 56 new young adults completing a membership form. This is on track with the aim of working with 200 young adults in 2022/23.
- Contact time with young adults was approximately 4,900 hours for the year. Again, ESTEEM is expecting this to increase markedly in 2022/23 as it moves away from the restrictions caused by COVID.

ESTEEM's presence and impact in the community is ever increasing as it builds capacity to network, host and attend community events and work with more partners such as local schools. ESTEEM also continues to receive regular positive feedback from partners and other stakeholders, including Adur & Worthing Councils and other organisations ESTEEM works with and takes referrals from.

Feedback from young adults and other stakeholders also provides qualitative evidence of the positive impact ESTEEM continues to have.

"ESTEEM are recognised by Adur and Worthing Councils as an invaluable resource for young people, especially those who are vulnerable and marginalised. I have seen first-hand how ESTEEM is working to address some of the many barriers young people are facing such as mental health, homelessness and employment, by providing support and encouragement in a safe and friendly environment."

Interim Director for Communities, Adur & Worthing Councils

"We have really enjoyed working with ESTEEM over the last year and regularly refer young people into the service for support. We have developed strong relationships with staff at the project and have been especially impressed with the level of safeguarding oversight given to new referrals and the time and care taken to induct young people into the project. We value ESTEEM as a particularly strong referral route for our young people as they can access a wide range of services through a single referral, all of which consider the intersectional identities of the young people and are delivered by a staff team that is diverse and representative of the underserved communities that they support. Additionally, we love that ESTEEM put young people at the heart of all their work and that young people's voices are central to how the project is run and developed"

West Sussex Youth Hub Development Coordinator

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

"I want to thank you very much for the support of 'A', you have no idea how he likes Fridays and he comes to you every Friday with great joy."

Mother of a young Ukrainian refugee.

Overall Delivery

ESTEEM focuses on depth rather than breadth, but despite this, the last two years have seen a decrease in numbers due to the pandemic. However, we are pleased to report that since the end of the financial year numbers have been steadily increasing, with a projection to reach well over 200 new young adults during 2022/23.

Youth Participation

Youth participation has always been at the heart of ESTEEM's ethos, which has been further embedded into how it works. Highlights include:

- Co-created with staff and young adults an ESTEEM guide to participation to establish a shared vision, language and measurement for young adult involvement and leadership in the organisation
- Setting a quantitative benchmark for young adult participation, and will now aim for between 12% and 20% of all attendees engaging in co-production and other forms of meaningful participation
- Increasing young adult representation on the board of trustees with a second, lived experience trustee
- Piloting paid consultancy roles in quarterly co-production projects, including jointly reviewing how ESTEEM works with young adults experiencing suicidal ideation.

Critical support

Young people experiencing or facing crisis were offered prompt, professional and sustained support services. The Wellbeing Project has grown to reach more young people and offer a more diverse range of support, including recruiting a trans counsellor, and offering alternatives such as walk and talk sessions.

- 39 young adults attended 1-2-1 critical wellbeing support sessions
- 92 free counselling sessions were held
- 61 young adults reported and showed an improvement in their wellbeing
- 45 young adults were signposted to in-house and external support services & wellbeing workshops
- The True Self Project was completed. It ran peer-to-peer support sessions for 15 trans and LGBT+ young adults, with support from staff and external training. Despite operating in the pandemic:
 - 72% reported that they felt their happiness and confidence had improved
 - 75% reported they felt more socially connected.
 - For the full report see: <http://esteem.org.uk/latest/true-self-2020-21-report/>

Community focus

Young adults volunteered to deliver events in the local community, and by doing so increased their networks and connection to their local community and extended family of support - including that provided by ESTEEM volunteers and staff.

- 30 Young adults volunteered to run community events for local groups and individual members of the public
- 52 Young adults reported leaving the house more often
- 53 Young adults report increased friendship networks
- 54 Young adults reported and showed an improvement in their social skills

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

- On arrival at ESTEEM, the majority of young adults at ESTEEM would rate their confidence around other people as a 5 or below out of 10. After participating in ESTEEM's events, they reported their confidence raised to 6 or above
- In 2021-22 ESTEEM facilitated 15 trips and 47 structured activity sessions for young adults to meet together

Employment and Training

Young adults reported & showed improved employability skills as a result of ESTEEM's volunteering opportunities:

- 43 young adults participated in ESTEEM's in-house work experience programme
- 9 Vocational workshops were delivered
- 100% of respondents on satisfaction form rated their work experience between 3-5 (on a scale of 1-5)
- 62 Young adults reported an improvement in their employability skills
- 50 Young adults have progressed into employment or training

Young adults reported feeling more motivated and have a pathway to achieve their vocational goals as a result of 1-2-1 mentoring sessions at ESTEEM or in a vocational setting

- 71 Young adults reported having identified an achievable life goal
- 45 Young adults took part in soft-skills training

Organisational overview

The Board of Trustees has grown from five to seven trustees, including on-boarding a second lived experience young trustee who has progressed out of ESTEEM support. This process included careful planning, and the new young Trustee has a mentor, with the whole board taking part in the Boost Training program for developing youth trustees and boards.

ESTEEM is now recruiting for the new role of Funding Development Manager as funding is a key priority for the organisation. This will relieve the CEO of the workload of funding applications and allow focus on organisational growth in order to secure ESTEEM's foundations and provide on-going, youth-led support to more young adults, and enable our reach to extend to those facing barriers to access.

The whole staff team undertakes reflective practice on a six-weekly basis, and a quarterly Wellbeing Week in place across the organisation, where there is time to pause, reflect and plan.

National Lottery funding was secured for a second round, as well as funding from UK Youth and Paul Hamlyn Foundation, which will enable ESTEEM to focus on our next steps of systems change.

Next Steps

The next few years represents an exciting stage in ESTEEM's journey so far. The charity has a number of broad reaching and impactful goals which aims to see increased youth-leadership and power, both within ESTEEM and in wider society.

In 2022/23 ESTEEM will focus on increasing young adults' wider social impact measurements, and producing a document setting out ESTEEM's Way of a Working model with specific training identified to embed this throughout the organisation. Central to this will be an updated and co-produced Strategy and Theory of Change (or equivalent) which will be supported by participatory monitoring and evaluation systems being in place that clearly highlights impact for young adults in a meaningful and youth-led way.

By clarifying the approach, young adults' journey, and outcomes, ESTEEM will be able to develop its work even further, use resources in an even more targeted way and enhance the ways in which young adults can thrive with ESTEEM and in their community.

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

ESTEEM will also be better equipped to share its ethos and ways of working across multiple agencies and sectors in the wider Sussex support system and community. It will aim to influence attitudes and practices and encourage a more youth-led and asset-based approach.

ESTEEM has already begun sharing its approach to working with young adults with funders, and other youth sector partners. The response has been positive, such as ESTEEM's suggestions of ways to include young people in a supportive and meaningful way, where decisions and communication can be made with young people instead of about them. ESTEEM is passionate about doing more of this and enabling young adults to develop active and critical thinking in areas that affect their lives.

FINANCIAL REVIEW

Financial position

For the year ended 31 March 2022 ESTEEM achieved a total income of £329,697. Expenditures were £319,157, with a resulting net surplus of £10,540. Total funds on 31st March 2022 were £112,719 (2021 £102,179), of which £50,487 were restricted and £62,232 were unrestricted.

Despite a noticeable fall across the sector in fundraising success rates, ESTEEM has had a successful year in raising funds and significantly improving its financial resilience. By the end of the year ESTEEM had secured funding to cover 90% of its expected requirements for the coming 2022/23 year.

ESTEEM's principal funding comes from the National Lottery and charitable trusts and foundations. Fundraising events and voluntary donations make up the majority of the remaining income.

Reserves policy

The trustees endeavour to maintain a level of reserves to provide ESTEEM with resilience to meet short to medium term financial uncertainties and to be able to continue to deliver its charitable objectives. The aim is to build reserves sufficient to cover at least three months of operational costs. As of 31st March 2022, ESTEEM's unrestricted reserves were £62,232 representing approximately 2.1 months of operational costs.

The trustees consider that, whilst less than the three months objective, these reserves were sufficient having regard to the level of secured funding, the track record in building reserves and the charity's plans to continue to improve the position over the coming year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document. The nature of the governing document is a Constitution. The charity is registered as a charitable incorporated organisation with the Charity Commission.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187128

Principal address

Esteem, The Old School House
Ham Road
BN43 6PA
Shoreham-by-Sea
West Sussex

ESTEEM

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

Trustees

Ms R Rieley
Mr P Hudson
Mr N Lecky
Mr J Brinicombe
Ms S O'Dowd
Ms R Batten (appointed 1.5.21)
Ms P Parker (appointed 1.5.22)

Independent Examiner

Peter Jarman FCCA
Association of Chartered Certified Accountants (ACCA)
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Approved by order of the board of trustees on and signed on its behalf by:

.....
Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ESTEEM

Independent examiner's report to the trustees of Esteem

I report to the charity trustees on my examination of the accounts of Esteem (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants (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:

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.

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.

Peter Jarman FCCA
Association of Chartered Certified Accountants (ACCA)
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Date:

ESTEEM**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2022

				Year Ended 31.3.22	Period 1.6.20 to 31.3.21
	Notes	Unrestricted funds £	Restricted fund £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		31,064	291,717	322,781	270,292
Other trading activities	2	2,811	105	2,916	395
Other income		-	4,000	4,000	96,184
Total		33,875	295,822	329,697	366,871
EXPENDITURE ON					
Charitable activities					
General		16,996	301,542	318,538	264,020
Other		111	508	619	672
Total		17,107	302,050	319,157	264,692
NET INCOME/(EXPENDITURE)		16,768	(6,228)	10,540	102,179
Transfers between funds	8	24,915	(24,915)	-	-
Net movement in funds		41,683	(31,143)	10,540	102,179
RECONCILIATION OF FUNDS					
Total funds brought forward		20,549	81,630	102,179	-
TOTAL FUNDS CARRIED FORWARD		62,232	50,487	112,719	102,179

The notes form part of these financial statements

ESTEEM**BALANCE SHEET**
31 MARCH 2022

	Notes	Unrestricted funds £	Restricted fund £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	5	129	1,120	1,249	1,708
CURRENT ASSETS					
Debtors	6	400	3,483	3,883	-
Cash at bank and in hand		61,928	99,021	160,949	109,426
		<u>62,328</u>	<u>102,504</u>	<u>164,832</u>	<u>109,426</u>
CREDITORS					
Amounts falling due within one year	7	(225)	(53,137)	(53,362)	(8,955)
NET CURRENT ASSETS		<u>62,103</u>	<u>49,367</u>	<u>111,470</u>	<u>100,471</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>62,232</u>	<u>50,487</u>	<u>112,719</u>	<u>102,179</u>
NET ASSETS		<u>62,232</u>	<u>50,487</u>	<u>112,719</u>	<u>102,179</u>
FUNDS	8				
Unrestricted funds				62,232	20,549
Restricted funds				50,487	81,630
TOTAL FUNDS				<u>112,719</u>	<u>102,179</u>

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
Trustee

The notes form part of these financial statements

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life.

Plant and machinery - 20% on cost
Computer equipment - 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	Year Ended	Period
	31.3.22	1.6.20
	to	31.3.21
	£	£
Fundraising events	2,916	395

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2022**

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the period ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the period ended 31 March 2021.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	18,041	252,251	270,292
Other trading activities	395	-	395
Other income	39,770	56,414	96,184
Total	<u>58,206</u>	<u>308,665</u>	<u>366,871</u>
 EXPENDITURE ON			
Charitable activities			
General	14,708	249,312	264,020
Other	240	432	672
Total	<u>14,948</u>	<u>249,744</u>	<u>264,692</u>
 NET INCOME	43,258	58,921	102,179
Transfers between funds	(22,709)	22,709	-
Net movement in funds	<u>20,549</u>	<u>81,630</u>	<u>102,179</u>
TOTAL FUNDS CARRIED FORWARD	<u>20,549</u>	<u>81,630</u>	<u>102,179</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2022**5. TANGIBLE FIXED ASSETS**

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2021 and 31 March 2022	<u>1,842</u>	<u>324</u>	<u>2,166</u>
DEPRECIATION			
At 1 April 2021	368	90	458
Charge for year	<u>369</u>	<u>90</u>	<u>459</u>
At 31 March 2022	<u>737</u>	<u>180</u>	<u>917</u>
NET BOOK VALUE			
At 31 March 2022	<u>1,105</u>	<u>144</u>	<u>1,249</u>
At 31 March 2021	<u>1,474</u>	<u>234</u>	<u>1,708</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	<u>3,883</u>	<u>-</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	3,274	8,955
Other creditors	<u>50,088</u>	<u>-</u>
	<u>53,362</u>	<u>8,955</u>

8. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
Unrestricted funds	20,549	16,768	24,915	62,232
Restricted funds				
Restricted funds	81,630	(6,228)	(24,915)	50,487
TOTAL FUNDS	<u>102,179</u>	<u>10,540</u>	<u>-</u>	<u>112,719</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2022**8. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	33,875	(17,107)	16,768
Restricted funds			
Restricted funds	295,822	(302,050)	(6,228)
TOTAL FUNDS	<u>329,697</u>	<u>(319,157)</u>	<u>10,540</u>

Comparatives for movement in funds

	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds			
Unrestricted funds	43,258	(22,709)	20,549
Restricted funds			
Restricted funds	58,921	22,709	81,630
TOTAL FUNDS	<u>102,179</u>	<u>-</u>	<u>102,179</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	58,206	(14,948)	43,258
Restricted funds			
Restricted funds	308,665	(249,744)	58,921
TOTAL FUNDS	<u>366,871</u>	<u>(264,692)</u>	<u>102,179</u>

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

ESTEEM

DETAILED STATEMENT OF FINANCIAL ACTIVITIES **FOR THE YEAR ENDED 31 MARCH 2022**

	Year Ended 31.3.22 £	Period 1.6.20 to 31.3.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Gifts	-	1
Donations	42,033	15,526
Gift aid	15	22
Grants	277,196	252,928
Donated services and facilities	3,537	1,815
	<hr/>	<hr/>
	322,781	270,292
Other trading activities		
Fundraising events	2,916	395
Other income		
Assets brought in from charity 1058540 on 01.06.2020	-	92,184
Employment allowance	4,000	4,000
	<hr/>	<hr/>
	4,000	96,184
Total incoming resources	<hr/>	<hr/>
	329,697	366,871
EXPENDITURE		
Charitable activities		
Postage and stationery	205	174
Publicity and promotions	3,132	3,068
Venue hire	260	6,895
Volunteer expenses	1,608	2,781
Insurance	1,557	1,283
Travel	1,371	2,708
Staff well-being	752	952
Kitchen	220	1,603
Cleaning	1,004	770
Wages	238,824	156,084
Tax & social security	17,405	11,433
Pensions	4,379	2,771
Recruitment	1,599	1,839
Training	1,778	2,777
Subcontractors	8,811	27,045
Carried forward	282,905	222,183

This page does not form part of the statutory financial statements

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2022

	Year Ended 31.3.22 £	Period 1.6.20 to 31.3.21 £
Charitable activities		
Brought forward	282,905	222,183
Activity resources	9,248	4,338
Social enterprise	137	185
Office rent & upkeep	15,231	1,742
	307,521	228,448
Other		
Bank charges	161	214
Depreciation of tangible fixed assets	458	458
	619	672
Support costs		
Finance		
Professional fees	8,371	8,258
Information technology		
Telephone	2,676	2,935
Office equipment	(663)	22,983
Subscriptions	633	1,396
	2,646	27,314
Total resources expended	319,157	264,692
Net income	10,540	102,179

This page does not form part of the statutory financial statements