

Annual Report

2023-2024



At Esteem young people can realise their strength to ***cope*** now and ***thrive*** into their futures.

We run a ***transformational*** range of sessions from our ***inclusive***, welcoming building in Shoreham.

Our community is grounded in ***trust*** and ***respect***, and built with young people for young people.



Contents

Trustee's report

Our mission & vision	04
Our year in numbers	05
Introduction from our chair: Dr Anne Rathbone	06
Our offer over the last year	08
Supporting each other to cope and thrive despite complex barriers	12
What we have learnt over the last year	14
Securing our home & looking to the future	18
How we are funded	19

Financial statements	20-35
-----------------------------	--------------

OUR MISSION & VISION



At Esteem, we can **belong** and make a positive difference, whatever challenges we face.

We all need someone to believe in us and the space to **believe in ourselves**.



When we **value ourselves** and each other, we can all **thrive** together.





➤ **241** young adults received over **8,000 hours of support**, through **1,558 sessions**.

➤ That's **6 sessions** every working day.



➤ **90%** of young adults we work with are facing mental health challenges.



➤ Over **88%** of young adults who attend Esteem feel more confident to meet people, leave the house, and get involved in their local community.



OUR YEAR IN NUMBERS

Introduction from our Chair: Dr. Anne Rathbone

Welcome to our Trustee's Report for 2023/24.

This report highlights the growing need for support for young adults in today's challenging world. It also gives an overview of our activities and achievements in addressing this need, providing an update on our financial position and outlining our plans and aspirations.

On behalf of my fellow Trustees and the whole of ESTEEM, therefore, I would like to use this space to say something additional but no less important. I would like to say thank you.

Thank you firstly to all the young adults who are involved with us. Many of you come to us seeking professional support to get through tough circumstances in your lives and we know that we are effective in providing this. We work with people as individuals, giving young adults the time they need to reach their immediate goals, without the time pressures that many other services impose. But ESTEEM is about so much more than this. It is about opportunities to grow and to thrive. We do this together, by creating space for each other to feel a sense of belonging, of being part of something bigger than our individual selves. We encourage each other to be able to 'give back' by supporting others and advocating for social justice for young adults and in our wider community and society. This is what we are most proud of at ESTEEM and it is you who make it work, by placing your faith in ESTEEM's approach and living it out in your own lives. You give back so much benefit to others by taking part in our collective endeavour and I have witnessed so many examples in my short time as Chair, of your growth in self-esteem, confidence and community spirit. Thank you for believing in yourselves, in not giving up and in striving every day to be the best version of yourselves. As you are reading this, I hope you will take a minute to reflect with pride on everything you have achieved and can achieve in your future lives.

Heartfelt thanks as well to the volunteers, staff and management

teams that ensure the success of ESTEEM on a daily basis. We know from our annual staff survey that people love working at ESTEEM. We still can't pay as much as some jobs but we do offer a workplace where people feel valued, supported and that they matter. We are so proud and grateful to have the management, staff and volunteer teams that we do. It does not get said often enough but we never take you for granted. Thank you all for everything you do: for your leadership and expertise; for living up to your demanding roles; for your commitment and passion and for bringing our values to life every day.

I have always felt that to be a Chief Executive of a charity is one of the most demanding jobs anyone can do. Although a Chief Executive is in a position of authority, in reality they are accountable to everyone and responsible for everything. They do not always receive the appreciation they deserve. Our Chief Executive, Cat Vizor, is extraordinary. Her dedication and unswerving allegiance to our values and ethos are, without doubt, what has made ESTEEM what it is. We all owe her a deep and unending debt of thanks. So, thank you Cat, for all your labour – the physical, emotional and spiritual labour that you have given and continue to give. It is above all your energy that has resulted in ESTEEM thriving as an organisation and being the asset to young adults and the community that it is. You will always be appreciated by all of us more than we can say and probably more than you know.



As a relatively new Chair of the Board, I would also like to extend my personal thanks to my Trustee colleagues for welcoming me into the Board, and for your trust, guidance and support. ESTEEM is very lucky to have a group of Trustees that are so wholeheartedly committed to our organisation's health and development. Your combined expertise is such an enormous asset and I have already learned so much from each of you. Thank you for giving up so much of your time freely to play your vital role in effective and supportive governance.

Thank you to our fantastic funders. Without you, ESTEEM would not be able to provide the contribution to individual young adults and our community that it does. Thank you for putting your faith in us and our approach. Your belief has enabled us to provide support and development opportunities for more young adults than ever and to be in a position where we can face external challenges with confidence and optimism.

And last but not least, thank you to those of you who, we hope, will become financial supporters going forward. You may not know who you are yet. Reading this report may be your first introduction to ESTEEM, or you may know of ESTEEM but have not financially supported us yet. Our capital campaign to purchase our beloved building – the Old School House – will require more people and organisations who believe in us enough to help us with funding. We also know that to be truly financially resilient and keep our core activities going, we need to expand our base of supporters. We hope to build a relationship of trust and respect with you going forward. We are looking forward to showing you exactly why ESTEEM is special and how we make maximum use of every pound of funding we receive, to support young adults facing difficult life challenges to be the very best that they can be.

However you support ESTEEM, whatever your specific contribution, thank you.



Our offer over the last year

Group Activities

We've offered a range of opportunities for young adults to develop social relationships and build their confidence. At Esteem, young adults have been creative, active, outdoors, and importantly, had lots of fun.



Between
April 23-24,
144 young adults
took part in our social
events and activities
programme.

Highlights from the year

- **20 Km Easter Hike completed** - Young adults and staff hiked together from Shoreham-By-Sea to Devils Dyke via Coombes Farm.
- **169 meals delivered** - Through our regular social sessions The Drop-In and What You Doing Wednesday?
- **Learn to Box course launched** - We completed our first Boxing and Circuit Training 6 week Course.
- **Creative collective and media suite created** - We opened a new space and group with the resources and peer support for young creatives to develop and publish their amazing creative projects.

1-2-1 Support

- Young adults have accessed a broad range of 1-2-1 support to help them achieve their goals and cope with life's challenges. We've expanded our mentoring and counselling offer, and created new inclusive ways for young adults to access support.

Highlights from the year

- **Recruiting a trans counsellor** – A trans counsellor was recruited to support LGBTQ+ young people in partnership with allsorts.
- **New walk & talk sessions** – We launched 'walk and talk' informal wellbeing sessions to give young people another avenue to support their wellbeing outside of our counselling offer.
- **Improved working systems** – We restructured our mentoring and wellbeing projects to make them more effective, recruiting new staff to co-ordinate both.



Connected Communities

Young adults have taken the lead in our organisation, making our community stronger and gaining essential skills in the process. Young adults have enhanced our participatory offer through new-look sessions and their own new projects.

We have also continued to connect young adults to opportunities through community events, volunteering, and employment opportunities, inside and outside of Esteem. Young people have got involved in community events, and taken on paid and voluntary roles in our organisation.



Highlights from the year

- **Barista Training** – 15 young adults completed our barista training, gaining valuable hospitality skills that will improve their employment prospects.
- **Strategy Development Working Group** – Youth adults were paid over six sessions to directly shape Esteem's strategic direction.



“ I met a whole friendship group, got myself a mentor and got involved with so many activities and projects.

Esteem Young Adult

- **Esteem Team Clothes Swap** – In partnership with the Marine Conservation Society, young adults organised and ran a clothes swap and river clean of the Adur river.
- **Battle and Biscuits** – Young adults organised and ran this intergenerational project bringing together young adults and older members of the community through board games.
- **Internships and Work Experience** – Three young people joined our staff team as interns, and a number of young adults took on work experience opportunities in our media team.



A fair start to adulthood

Throughout our opportunities, young adults can access the support they need to survive and cope with their life changes.

We create safe spaces where anyone can belong, and make contributions that matter.

Over time young adults develop the capacity to thrive in their adult lives in the long term, despite any inequities or complex barriers they face.



"I lost my mum to cancer soon after I finished uni and a few days later I was made homeless. I was in a new place without any support network but I was determined to turn my life around. I got in touch with Esteem soon after.

When I walked into the Old School House for the first time, I immediately felt at home. The first person I met was a young adult around my age, Kazpa. We're still good friends five years on.

I did some graphic design jobs for Esteem, and then started regularly volunteering with other young adults there. I met a whole friendship group, got myself a mentor and got involved with so many activities and projects. I got out of my awful retail job, and now I work for a national children's charity. And I'm still involved with Esteem, as their second lived experience trustee.

Not every local young person is given a fair start to adulthood. There is nothing else like Esteem out there, and we need your help for those hundreds of young adults out there in the community, who are still figuring things out and writing their stories."

Pixie – Trustee and previous Esteem Young Adult

Supporting each other to cope and thrive despite complex barriers

Esteem provides a warm, non-judgemental space for around 240 young adults each year, many of whom face complex challenges and don't feel like they belong in other community spaces. We bridge that gap, offering a supportive environment where young adults can form peer connections and receive help.

"It's a lot harder to meet people now. After 18, you are left to your own devices and expected to go into the world without support. So, it's good to have support and help." **Esteem Young Adult**

Everything we do is underpinned by an intersectional understanding of social barriers and oppression:

"Everyone is supportive: Gender-wise, skin colour wise, what culture you're from, how much of a weirdo you are. No one ever feels normal, but when you're here you're all one big family. No one judges you." **Esteem Young Adult**

The young adults we work with face an average of four, intersecting social barriers, including:

- Being Trans or non-binary
- Not being in education, employment or training
- Being vulnerably Housed
- Being care experienced
- Being a Care Leaver
- Being in Poverty
- Having caring responsibilities
- Being a refugee or asylum seeker
- Having Special Educational Needs, Disabilities and / or Neurodiversity



By valuing and appreciating differences, and giving those on the margins a space where they can truly belong, Esteem gives young adults the space they need to make and embed positive changes in their lives.


"Esteem does feel like a family environment. It feels almost like a home. It's a place where young people can learn and grow. It's reassuring that there are people with their own/similar problems and Esteem is a place where young adults can work on their problems and grow together, and Esteem helps them in doing that." **Esteem Young Adult**

In this way, Esteem also serves for a model of how we can thrive as a society:

"People can't stay alone for a long time, if we don't live as a team, we aren't going to work and aren't going to be happy as a society. That's why

Esteem exists."

Esteem Young Adult

A young man with glasses and a black jacket is hiking in a forest. He is holding two trekking poles and smiling at the camera. The background is a lush green forest. A white circular graphic with a teal tab is overlaid on the top right, containing a quote.

**“ Esteem does
feel like a family
environment. It feels
almost like a home.
It’s a place where
young people can
learn and grow.**

Esteem Young Adult

What we have learnt over the last year

The participatory action research cycle of planning, action, reflection and evaluation is core to how Esteem operates, and our co-production and co-delivery work. Below are some of our key reflections from the last year, laid out according to the strategic aims of our co-designed strategy which completed in 2024.

» Aim 1: Involve young adults as partners in everything we do

Meaningfully involving young adults in strategy development requires resource. Young adults have long been involved in our strategic planning but, without additional resource for this work, their involvement was not as meaningful as we envisaged. This year we substantially invested in this process, by recruiting an external consultant with specific expertise in co-production. The consultant worked with a group of young adults across several months, supporting them to influence our new strategic plan. Members of the group now have a much deeper understanding of the organisation as well as the strategy development process, and have now begun scrutinising our progress against our strategic aims.

Time-limited participation projects work for young adults, and for us

This year we delivered a number of time-limited participation projects, and honed how we do these projects along the way. Young adults developed modules in our mentor training; reviewed how we access and share personal information about



young adults' support needs, and even reviewed how Esteem delivers these participation projects themselves. This model of delivering discrete, time-limited projects, separate to our everyday work with young adults, has allowed new members of the staff team to lead participation work, led to improvements in new areas of the organisation, and provided developmental opportunities to an even wider group of young adults.

One size doesn't fit all in youth participation

This year, we've launched an array of new projects, including the Creative Collective, What You Doing Wednesday, and Battles and Biscuits. Each has succeeded because they were developed by young adults in partnership with Esteem. But we've also learned one size doesn't fit all. Not all involvement and participation work need be as 'big' as this for young adults to feel in partnership with Esteem. Young adults have taken on practical tasks such as keeping the fridge clean, watering the plants and keeping their building tidy. We've found that facilitating different opportunities allows us to truly value everyone's contributions.

» Aim 2: Create spaces for young adults to thrive

Young adults feel passionate about Esteem staying in our home

We've been in our building, The Old School House, for over 8 years, and it certainly feels like home to our staff team, and no doubt to the courgettes and tomatoes in our burgeoning vegetable patch. But this year we've learned just how important our building is to young adults who see The Old School House as a 'home away from home'. Young adults have demonstrated this to us and to the Councillors at Adur and Worthing Council through their impassioned, dignified and structured discussions around the sale of the building. We are delighted that the Council are working with us to find a solution.



Young adults tell us that one of the most important things Esteem offers them is time.

Young adults, especially our under 18 cohort, wanted more from us

Young adults tell us that one of the most important things Esteem offers them is time. So this year, we increased the number of open-access, social sessions we offer, launched new vocational workshops in partnership with local businesses, and expanded our Holiday Activity & Food activities in school holidays. These new activities, and investment in our delivery team, have seen individual young adults accessing Esteem more often, and has driven a 39% increase in under-18s accessing Esteem.

Equality, diversity and inclusion is a journey

This year we saw a continued increase in young adults who identify as SEND or neurodiverse. Young adults helped us identify further adaptations we could make to the physical space, and how we can better communicate information. We also bolstered our team with training in autism awareness, and supported staff with qualifications in understanding SEND. However, although we secured anti-racist training for the staff team, we were not able to commence the longer term EDI project that we identified as an organisational need. We recognise this is a substantial piece of work and we are commencing this with expert external support next year.

» Aim 3: Promote individual development and growth

Our delivery team needed tweaking to improve our one-to-one support for young adults

This year we took a step back to ask ourselves if we had landed on the most effective team structure, taking into account feedback from staff and young adults. As a result, we made several changes to our counselling team, bringing in a dedicated Counselling Manager, and several new specialist counsellors. We also split one full-time role into two substantial part-time roles, a stand-alone Mentoring Coordinator and a new youth work role focusing on vocational skills, in acknowledgement that these projects had grown beyond the capacity of one individual.

We can't do it on our own, and we don't!

We've long championed community solidarity as central to our collective success, and we're lucky to have some incredible organisations in our locality with whom to do that. This year, though, we've really come to understand just how important these links are to outcomes for individual young adults at Esteem and beyond. For example, we launched dedicated counselling for LGBTQ+ young adults, in partnership with long-term friends, Allsorts. The sessions have benefitted young adults accessing both organisations, as well as improving Esteem's and Allsort's overall offer, and we simply couldn't have done it on our own.



Aim 4: Develop an organisation that works as well as possible

We had outgrown our central operations capacity

For many years, as a smaller organisation, we coped with minimal central operations support. In time-honoured small charity fashion, everyone chipped in. But this year, as our expenditure has approached £500,000 we learned this had become a limiting factor, as well as an organisational risk. In response, we established a central operations team, with expertise in Human Resources and Finance and in the process made us fit for purpose for the years ahead.



Our staff team love working at Esteem

For the past few years we've asked our staff team to share how they feel about working at Esteem, in an annual staff satisfaction survey. This year the feedback from the team was extremely positive, as well as showing improvement in all areas compared to last year's results. In short, our staff team love working here. This is testament to the work we all do here to prioritise our individual and collective wellbeing. We understand that our collective happiness is vital to every aspect of our organisational function, and allows us to offer the best possible support to young adults.



We needed to invest in our fundraising capacity

Much like our prior approach to central operations support, we existed for many years without a dedicated fundraising function. This year, we decided this was no longer viable and invested in our first fundraising team which now leads on raising income from grant-giving organisations, and building relationships with individuals and companies in our community. Our Chief Officer remains very much involved but has also had the capacity to lead on planning our capital campaign to raise the funds to secure our building.

We understand that our collective happiness is vital to every aspect of our organisational function.

Securing our home & looking to the future

Looking forward to the future, we have already implemented measures to prepare us for the next few years.

Launching our 24-28 Strategy

This year we co-produced our new strategy. Young adults, staff and trustees all contributed to the document which includes our updated mission and vision,

theory of change, and clear strategic aims and goals for the next few years.

Our strategy is already being implemented by our team, with 6 month 'review' points baked in.

[Read our strategy here](#)



Saving our youth centre

In Spring 2023, we learnt of the council's plans to sell 'The Old School House', our youth centre, and the last open-access permanent youth space in West Sussex.

Young adults, staff and our wider community immediately came together to plan how to save our building. Over the next year, we will be launching our campaign to purchase the building, with a crowdfunder, planned to launch in Spring 2025.

If you think you can support our campaign, please get in touch with our Chief Officer Cat Vizor on Cat.Vizor@esteem.org.uk


How we are funded

We are hugely grateful to our local community and funders for all your support, we couldn't achieve this without you.

Our donors this year have included:



Join our amazing community and support esteem today.
You can help sustain and grow our impact.

Donate online using the QR code,  or email fundraising@esteem.org.uk for more information.



FINANCIAL REVIEW

Financial position

For the year ended 31 March 2024 ESTEEM achieved a total income of £617,409, including an incredibly generous £120,000 legacy endowment from The Edward Gostling Foundation. This endowment is subject to the restrictions that this is secured in an Endowment Fund for five years and that it is not available to meet current operating expenditures but can be used to invest and generate income to further our charitable purposes. This generous endowment has provided Esteem with greater certainty and flexibility with regards to our income.

After expenditures of £496,091, ESTEEM generated a net surplus of £121,318 for the year largely due to the endowment received.

Total funds on 31st March 2024 were £292,747 (2023 £171,429), comprising £169,554 in unrestricted funds, £3,193 restricted funds and £120,000 endowment funds.

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

ESTEEM maintains financial reserves to ensure the continuity of the quality and level of service provided to young adults. These resources enable the charity to respond to volatility in income and to cover unforeseen events or to explore opportunities. Over the coming five years, the trustees aim to build reserves sufficient to cover six months of operational costs, with the medium-term goal of maintaining reserves equivalent to three months of costs.

As of March 31, 2024, ESTEEM's free reserves were £134,554, equivalent to 3.4 months of operational costs. The trustees believe this level of reserves is sufficient considering secured funding, future fundraising plans and planned expenditures over the coming year.

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

FOR

ESTEEM

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

ESTEEM

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

Trustees

Mr P Hudson
Mr N Lecky
Ms S O'Dowd
Ms R Batten
Ms P Parker

ESTEEM

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Peter Jarman FCCA

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 *27th November, 2024* and signed on its behalf by:



.....
Trustee *NIGEL LECKY*

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ESTEEM**

I report on the accounts of the CIO for the year ended 31 March 2024, which are set out on pages 24 to 35.

Respective responsibilities of the CIO and the examiner

As trustees of the CIO you are responsible for the preparation of the accounts; you consider that the audit requirement of the SORP (FRS 102) and section 144(2) of the Charities Act 2011 ('the 2011 Act') does not apply.

It is my responsibility to:

- Examine the accounts under the charities SORP (FRS 102) and section 145 of the 2011 Act;
- To follow the procedures laid down in the general directions of the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

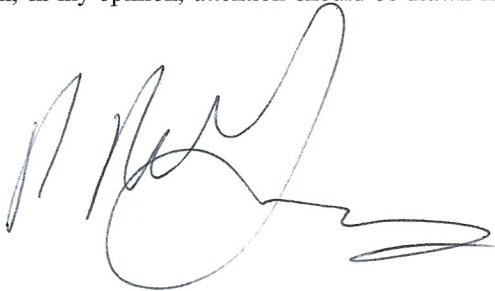
Basis of this report

My examination was carried out in accordance with the General Directions given by the Charity Commission and to be found in the SORP (FRS 102), CC17 edition. That examination includes a review of the accounting records kept by the charity and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Peter Jarman FCCA

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

Date: 27/11/2024

REGISTERED CHARITY NUMBER: 1187128**UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 FOR ESTEEM****ESTEEM****STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2024


	Notes	Unrestricted funds £	Restricted fund £	Endowment fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	97,132	389,325	-	486,457	409,568
Other trading activities	3	405	-	-	405	1,078
Endowment	4	-	-	120,000	120,000	-
Other income		-	10,547	-	10,547	5,000
Total		97,537	399,872	120,000	617,409	415,646
EXPENDITURE ON						
Charitable activities	5					
General		2,194	492,968	-	495,162	356,333
Other		67	862	-	929	603
Total		2,261	493,830	-	496,091	356,936
NET						
INCOME/(EXPENDITURE)		95,276	(93,958)	120,000	121,318	58,710
Transfers between funds	12	43	(43)	-	-	-
Net movement in funds		95,319	(94,001)	120,000	121,318	58,710
RECONCILIATION OF FUNDS						
Total funds brought forward		74,235	97,194	-	171,429	112,719
TOTAL FUNDS CARRIED FORWARD		169,554	3,193	120,000	292,747	171,429

The notes form part of these financial statements

ESTEEM**BALANCE SHEET**
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted fund £	Endowment fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	9	-	541	-	541	791
CURRENT ASSETS						
Debtors	10	-	3,124	-	3,124	6,483
Cash at bank and in hand		224,325	83,583	120,000	427,908	265,737
		<u>224,325</u>	<u>86,707</u>	<u>120,000</u>	<u>431,032</u>	<u>272,220</u>
CREDITORS						
Amounts falling due within one year	11	(54,771)	(84,055)	-	(138,826)	(101,582)
NET CURRENT ASSETS		<u>169,554</u>	<u>2,652</u>	<u>120,000</u>	<u>292,206</u>	<u>170,638</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>169,554</u>	<u>3,193</u>	<u>120,000</u>	<u>292,747</u>	<u>171,429</u>
NET ASSETS		<u>169,554</u>	<u>3,193</u>	<u>120,000</u>	<u>292,747</u>	<u>171,429</u>
FUNDS						
Unrestricted funds:	12					
Unrestricted funds					169,554	74,235
Restricted funds:						
Restricted funds					3,193	97,194
Endowment funds:						
Endowment					120,000	-
TOTAL FUNDS					<u>292,747</u>	<u>171,429</u>

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


Trustee *N. LECKY*

ESTEEM**CASH FLOW STATEMENT**
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>42,429</u>	<u>104,788</u>
Net cash provided by operating activities		<u>42,429</u>	<u>104,788</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(258)</u>	<u>-</u>
Net cash (used in)/provided by investing activities		<u>(258)</u>	<u>-</u>
Cash flows from financing activities			
Income attributable to endowment		<u>120,000</u>	<u>-</u>
Net cash provided by financing activities		<u>120,000</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		<u>162,171</u>	<u>104,788</u>
Cash and cash equivalents at the beginning of the reporting period		<u>265,737</u>	<u>160,949</u>
Cash and cash equivalents at the end of the reporting period		<u><u>427,908</u></u>	<u><u>265,737</u></u>

The notes form part of these financial statements

ESTEEM

NOTES TO THE CASH FLOW STATEMENT **FOR THE YEAR ENDED 31 MARCH 2024**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	121,318	58,710
Adjustments for:		
Depreciation charges	507	458
Income attributable to endowment	(120,000)	-
Decrease/(increase) in debtors	3,360	(2,600)
Increase in creditors	37,244	48,220
Net cash provided by operations	42,429	104,788

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	265,737	162,171	427,908
	265,737	162,171	427,908
Total	265,737	162,171	427,908

The notes form part of these financial statements

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2024**

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. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	41,451	33,562
Gift aid	-	320
Grants	443,711	369,061
Donated services and facilities	1,295	6,625
	486,457	409,568

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Other grants	443,711	369,061

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2024**3. OTHER TRADING ACTIVITIES**

	2024	2023
	£	£
Fundraising events	<u>405</u>	<u>1,078</u>

4. ENDOWMENT

	2024	2023
	£	£
Endowment	<u>120,000</u>	<u>-</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
General	<u>475,549</u>	<u>19,613</u>	<u>495,162</u>

6. SUPPORT COSTS

	Finance	Information technology	Totals
	£	£	£
General	<u>12,960</u>	<u>6,653</u>	<u>19,613</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted fund	Endowment fund	Total funds
	£	£	£	£
INCOME AND ENDOWMENTS FROM				
Donations and legacies	51,870	357,698	-	409,568
Other trading activities	1,078	-	-	1,078
Other income	-	5,000	-	5,000
Total	<u>52,948</u>	<u>362,698</u>	<u>-</u>	<u>415,646</u>
EXPENDITURE ON				
Charitable activities				
General	27,972	328,361	-	356,333
Other	216	387	-	603
Total	<u>28,188</u>	<u>328,748</u>	<u>-</u>	<u>356,936</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2024**8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted funds £	Restricted fund £	Endowment fund £	Total funds £
NET INCOME	24,760	33,950	-	58,710
Transfers between funds	(12,757)	12,757	-	-
Net movement in funds	12,003	46,707	-	58,710
RECONCILIATION OF FUNDS				
Total funds brought forward	62,232	50,487	-	112,719
TOTAL FUNDS CARRIED FORWARD	<u>74,235</u>	<u>97,194</u>	<u>-</u>	<u>171,429</u>

9. TANGIBLE FIXED ASSETS

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2023	1,842	324	2,166
Additions	-	258	258
At 31 March 2024	<u>1,842</u>	<u>582</u>	<u>2,424</u>
DEPRECIATION			
At 1 April 2023	1,105	270	1,375
Charge for year	368	140	508
At 31 March 2024	<u>1,473</u>	<u>410</u>	<u>1,883</u>
NET BOOK VALUE			
At 31 March 2024	<u>369</u>	<u>172</u>	<u>541</u>
At 31 March 2023	<u>737</u>	<u>54</u>	<u>791</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	400	6,483
Accrued Income	2,724	-
	<u>3,124</u>	<u>6,483</u>

continued...

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2024**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Trade creditors	7,394	3,161
Social security and other taxes	6,019	7,010
Deferred income	123,770	91,411
Accrued expenses	1,643	-
	<u>138,826</u>	<u>101,582</u>

12. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
Unrestricted funds	74,235	95,276	43	169,554
Restricted funds				
Restricted funds	97,194	(93,958)	(43)	3,193
Endowment funds				
Endowment	-	120,000	-	120,000
TOTAL FUNDS	<u>171,429</u>	<u>121,318</u>	<u>-</u>	<u>292,747</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	97,537	(2,261)	95,276
Restricted funds			
Restricted funds	399,872	(493,830)	(93,958)
Endowment funds			
Endowment	120,000	-	120,000
TOTAL FUNDS	<u>617,409</u>	<u>(496,091)</u>	<u>121,318</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2024**12. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
Unrestricted funds	62,232	24,760	(12,757)	74,235
Restricted funds				
Restricted funds	50,487	33,950	12,757	97,194
TOTAL FUNDS	<u>112,719</u>	<u>58,710</u>	<u>-</u>	<u>171,429</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	52,948	(28,188)	24,760
Restricted funds			
Restricted funds	362,698	(328,748)	33,950
TOTAL FUNDS	<u>415,646</u>	<u>(356,936)</u>	<u>58,710</u>

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	41,451	33,562
Gift aid	-	320
Grants	443,711	369,061
Donated services and facilities	1,295	6,625
	<hr/>	<hr/>
	486,457	409,568
Other trading activities		
Fundraising events	405	1,078
Endowment		
Endowment	120,000	-
Other income		
Employment allowance	5,000	5,000
Interest	5,547	-
	<hr/>	<hr/>
	10,547	5,000
Total incoming resources	<hr/>	<hr/>
	617,409	415,646
EXPENDITURE		
Charitable activities		
Postage and stationery	2,031	25
Publicity and promotions	20,843	9,093
Volunteer expenses	919	847
Insurance	2,279	1,878
Travel	2,450	5,997
Staff well-being	1,530	1,245
Cleaning	2,197	1,991
Wages	320,420	253,586
Tax & social security	28,474	22,303
Pensions	6,716	5,179
Recruitment	-	354
Training	7,428	1,573
Subcontractors	22,896	13,429
Activity resources	16,464	11,079
Office rent & upkeep	40,902	8,283
	<hr/>	<hr/>
	475,549	336,862
Other		
Bank charges	422	145
Depreciation of tangible fixed assets	507	458
	<hr/>	<hr/>
	929	603

This page does not form part of the statutory financial statements

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Support costs		
Finance		
Professional fees	12,960	11,412
Information technology		
Telephone	3,539	2,668
Office equipment	-	40
Subscriptions	3,114	5,351
	6,653	8,059
Total resources expended	496,091	356,936
Net income	121,318	58,710

Join our amazing community and support esteem today.
You can help sustain and grow our impact.

Donate online using the QR code, 
or email fundraising@esteem.org.uk
for more information.



esteem.org.uk

Tel: 07490 447 333

e-mail: hello@esteem.org.uk

Registered Charity No. 1187128

