



Education | Sports | Politics

Annual Report for the period ending
31st March 2021

ESP Foundation
www.espfoundation.co.uk

Charity number 1187561

Registered with the Charity Commission for England and Wales

CHARITY NUMBER

1187561

TRUSTEES

Tiaitu Mckenzie

Eartha Pond

Richard Spencer

Chantelle White

Roderick Alexander (appointed 10th January 2021)

Dawn Osborne (appointed 29th March 2021)

Martinah Chanda (resigned 3rd February 2021)

Rushelle Coleman (resigned 31st March 2021)

HONORARY CHAIRPERSON

Dawn Osborne

HONORARY TREASURER

Roderick Alexander

The Trustees present their report with the financial statements for the period from incorporation on the 24th January 2020 and ending 31 March 2021.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the provision of section 1A 'Small Entities' of Financial Reporting Standard 102.

Education

“Key underachieving groups feel the curriculum lacks relevance to their lives” — Demie and Lewis (2014)

“Exclusion is a marker for increased risk of being a victim and perpetrator of crime. I am clear that engagement with and success in education is a protective factor for children. – Rt. Hon Damian Hinds MP (Former Secretary of State for Education)

ESP Foundation believes education happens in all settings and surroundings we engage in on a daily basis. This is not exclusive to a school environment, but places such as the home, the community and through personal/religious beliefs.

ESP Foundation delivers **bespoke initiatives** and sign-posting working towards every child accessing a quality education. We believe that education has the power to transform the lives of young people and the wider community

What is Prom 8?

A high-quality educational intervention that inspires pupils beyond their everyday experiences. Prom 8 considers the society in which it operates and seeks to benefit the wider community.

Mission: To support underachieving pupils make progress and remain in school

Method: Inspiring pupils through hero recognition



Sport

"Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair" — Nelson Mandela

ESP Foundation delivers this concept through game-changing initiatives such as **Girls Allowed**, community enrichment and **competition opportunities** for boys and girls.

With vast experience in grassroots and professional sports as organisers and participants, ESP Foundation is well equipped to connect the relevant dots to keep participants active.

What is Girls Allowed?

Girls Allowed is a safe space for girls to be active through a range of multi-sports, that engage the disengaged alongside helping to build physical literacy & life skills such as teamwork, resilience & communication.

Why...

Removing a participation barrier by equipping girls with sports bras, Girls Allowed help facilitates the enjoyment of regular physical activity. A sports bra is key to unlocking the ability to just keep moving and should be a non-negotiable item on every Schools PE Kit list from Key Stage 2.



How...

Engaging in a carousel including a mixture of traditional and non-traditional sports such as Football, Bounce, Table Tennis, Roller-Skating and much more, we keep the girls moving with a badass DJ keeping the vibe non-stop.

When...

Joined monthly by athletes, influencers and even normal class teachers from time-to-time, all trying to get in on the action packed fun session! Through Girls Allowed we can, we must and we will ensure all girls feel stronger with support!

Politics

Politics has always lacked engagement and been a very controversial topic amongst young people.

Yet the results of votes impact the entire nation, its future and its relationships with surrounding countries.

ESP Foundation is dedicated to giving the **youth a voice** and providing an insight to the importance of politics. Through workshops and collaborations with existing **organisations** we equip young people with the skills needed to successfully implement social change. Through our engagements as facilitators, ESP Foundation is able to link young people with **local organisations** to gain insight to becoming more politically active.

Health

Young people said that the most urgent thing the NHS needs to improve for children and young people is **increasing mental health services (41%)** and **improving how easy it is to see a doctor when you need to (21%)**. The NHS Youth Forum highlighted the need for improved mental health training for staff and improved flexibility for young people to access services.

<https://www.youngpeopleshealth.org.uk>

Climate Change

The majority of young people believe that government (46.9%) and businesses (25.2%) have the biggest responsibility for tackling the climate and nature emergencies.

62% of respondents felt that businesses are not doing enough, and **71% felt that the UK Government are not doing enough** to tackle the climate and nature emergencies.

Just over half are either very hopeful (14.6%) or hopeful (37.6%) that people in the UK can help find a solution.

Geographers for Life (Dec, 2019)

Knife Crime

A mixture of both boys and girls from different ethnic backgrounds and different parts of London with no experience of being a victim or perpetrator gave suggestions on ways to reduce knife crime.

Coram (Sep 2019)

**ESP
FDN**

OUR PURPOSE

Our charity's purposes, as set out in the objects contained in the company's memorandum of association, are to advance in life, relieve the needs of and help young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of advancing them in life and developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

ENSURING WE MEET OUR PURPOSE

We review our aims, objectives and activities annually. The review looks at what we achieved and the outcomes of our work in the previous 12 months. It looks at the success of each key activity and the benefits they have brought to those groups of people ESP Foundation is set up to help.

The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

SAFEGUARDING

The charity puts children and young people at the heart of all that we do, so our commitment to keeping our service users safe is paramount.

ESP Foundation acknowledges its duty to act appropriately to any allegations, reports, or suspicions of abuse in a professional and speedy manner.

Our Safeguarding and Child Protection policy was reviewed in 2020 to make sure ESP Foundation promotes best practice, and works in a way that prevents harm of any sort, including bullying, abuse, and coercion, and that staff, volunteers and partners recognize when this may be happening and what to do about it.

Staff, unsupervised volunteers, and youth work contractors are required to obtain an enhanced DBS certificate, with a repeat DBS check obtained for all staff, qualifying volunteers and Trustees every three years.

ACHIEVEMENTS IN DELIVERING BENEFIT TO THE PUBLIC

ESP Foundation was registered on the 24th January 2020 – coinciding with the global emergence of COVID-19. COVID-19 went on to significantly restrict ESP Foundation's plans for fundraising and growth in its first year in existence with existing longstanding organisations with track records priorities to deliver identified interventions.

The global spread of Coronavirus had become increasingly alarming, which limited our ability to deliver face-to-face activities and community engagement ahead of the government-imposed nationwide lockdown. The health, safety and wellbeing of young people, volunteers, and those in the wider community, will always be our top priority.

As news of the pandemic developed, it became clear that our imminent community located in the North of Westminster would be amongst the hardest hit during the months to follow.

Most young people that we engage with live in and around some of the [most deprived wards](#) in the country. From their experiences of poverty, unemployment and crime, many young people we work with have low ambition for life, low self-esteem and anxiety. We aim to support improve these aspects of their lives. In a neighbourhood of not just economic and social deprivation but a lack of public open space (4% vs a borough average of 29%), there is a need for all young people in our community to have a free-to-access space in order to play and socialise without fear, develop friendships, acquire and develop skills, and receive advice and support.

Given the history of local postcode wars we believe there is real benefit in young people mixing with those from other wards to break down barriers and help form lasting friendships, so we welcome community engagement/events from the wider area.

Our activities encompass sport, dance, skills development, education and access to aspirational career pathways. ESP Foundation's work is child-centred and promotes enjoyment, collaboration and individually tailored support towards personal development. Consultation and youth engagement started long before we were officially constituted, to establish just how much of a need there really was. This included engagement with schools, community hubs and other key stakeholders. Some of the opportunities we have led and collaborated on during the reporting period include:

Virgin Media / Adam & Eve DDB commercial (Apr 20) – As the nation found itself locked down, ESP Foundation collaborated with a local advertising agency to bring together young people to create an [advert](#) to help raise the spirits of the nation.

Prom 8 Education Programme (Sep 20) – Collaborating with corporate organisations to on-board heroes to celebrate the efforts of young people across schools enrolled in London.

Lockdown Log In (Jan 21) – As schools locked down again for the new year, ESP Foundation delivered motivation to young fans across schools in London through a weekly online session with [influencers](#) to discuss the impact of lockdown and life experiences.

A legacy of positive impact:

ESP Foundation is the formalisation and incorporation of a legacy that has been delivering public benefit for many years. Below, evidence of what those involved in the establishment of ESP Foundation previously delivered:

Stormzy Book Launch (Nov 18) – Providing young people with the opportunity to experience being in corporate spaces such as the Barbican Centre and accessing keynotes from Malorie Blackman and Stormzy. As well as literary expert Akala on historical facts and aspirational models in navigating the 21st century.



London Youth Games Launch (Apr 19) – Participate in the partnership of Nike London and the London Youth Games alongside sporting heroes across the breath of sporting disciplines.

Stronger with Support (Aug 19) – Engaging young females with breast and bra education. Joined by admired artist Ms Banks girls participated in an educational session around movement, life choices/habits and the benefits of physical activity on overall well-being.



Nike World Record Tag Event (Sep 19) – Bringing London's communities together through the vehicle of sport. Young people from both schools and youth club settings were given the opportunity to attempt a world record and promote well-being amongst Londoners.



ITV Newsroom Day (Oct 19) – Aspirational careers day, accessing the media industry through work experience on set across the various rolls available as part of production. This was accessed both by community groups and school partners, helping to continue promote the range of careers available both locally and nationally.



FINANCIAL REVIEW

ESP Foundation's fundraising was constrained by COVID-19 in its first year of existence and this is reflected in reported financial performance. The only financial activity for the year consisted of 6 donations aggregating to £2,571 and all of which remain held as cash at year-end.

As ESP Foundation has no committed future expenditure, the Trustees identify no concerns and consider the charity a going concern.

Principal Funding Sources

The charity's principal sources of funds are donations. Donations arise from individual citizens as well as corporations, and from passive approaches as well as pro-active fundraising initiatives.

All fundraising to-date has occurred in the name of ESP Foundation and has not been restricted or pledged to any specific use.

Pro Bono Support

ESP Foundation has established great relationships with corporate organisations who have pledged to offer pro bono support. This ranges from expertise to support the organisation's structural growth, to resources for programme delivery. Details will be provided in the next annual report, following individual programme delivery.

Investment Policy

At the current level of assets, ESP Foundation's investment policy is to hold all funds in immediately accessible demand deposit accounts. ESP Foundation acknowledges their obligation to ensure that donated resources are allocated to ensure maximum risk-appropriate return and will continue to evaluate all available options as ESP Foundation scales.

Reserves Policy

Currently ESP Foundation does not have future contractual expense obligations. As these arise, ESP Foundation will maintain a policy of ensuring there is 100% coverage of all future expenses by cash on account. As greater predictability of future donations and expenses occur, ESP Foundation will regularly re-evaluate Reserves Policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

ESP Foundation is a Charitable Incorporation Organisation and was registered on the 24th January 2020. ESP Foundation is governed by its Constitutional document dated 23rd January 2020.

Recruitment, Appointment, Induction and Training of Trustees

Trustees are recruited in line with a skills matrix and identification of strategic needs. Candidates are sought both within internal and external networks to ensure allocation is made based on best-fit. An informal interview takes place with a minimum of two current trustees following both submission of cover letter and CV. Voting on appointment of the identified candidate then takes place at the next trustee meeting.

ESP Foundation maintains a Register Of Interests. Trustees are required to declare any conflicts of interest, as well as commit to do so on an ongoing basis should they arise. The Register is updated at least annually.

All Trustees of ESP Foundation are provided an Induction Pack including information regarding Trustee Duties, Good Trustee Guide, Code Of Conduct, Conflict of Interest, Indemnity and Meetings.

ESP Foundation maintains a Safeguarding Policy and this is shared with each Trustee. ESP Foundation acknowledges its duty to act appropriately to any allegations, reports, or suspicions of abuse in a professional and prompt manner. Our Safeguarding and Child Protection policy was reviewed in 2020 to make sure ESP Foundation promotes best practice, and works in a way that prevents harm of any sort, including bullying, abuse, and coercion, and that staff, volunteers and partners recognize when this may be happening and what to do about it. Staff, unsupervised volunteers, and youth work contractors are required to obtain an enhanced DBS certificate, with a repeat DBS check obtained for all staff, qualifying volunteers and Trustees every three years.

Risk Management

The principal risk facing ESP Foundation is disruption caused by COVID-19. COVID-19 introduces barriers to social engagement and ESP Foundation will need to adapt to new methods in order to continue to influence and support the youth upon whom ESP Foundation is focussed. The barriers introduced by COVID-19 also means that the normal path of fundraising can not be followed and we will need to engage with donors through different channels.

ESP Foundation is volunteer-based and as such is reliant on the continued availability of our volunteers.

ESP Foundation implement a dual-signatory requirement on all bank payments. Paired with continuous monitoring of bank accounts and transactions, ESP Foundation is confident its financial assets are appropriately secure.

ESP Foundation continuously monitor its liquidity position and is mindful to consider future financial obligations balanced against available sources.

ESP Foundation acknowledges that as it scales, banking security, accurate cash flow projections and prudent management of liquidity will be of paramount importance.

Organisational Structure

At the end of the reporting period, consistent with ESP Foundation's constitution, the members of the CIO were the 6 currently appointed Trustees from a variety of professional backgrounds relevant to the work of the charity. The Trustees manage the affairs of the CIO and for that purpose exercise all the powers of the CIO. The Trustees delegate additional operational responsibilities to the Honorary Chairperson and Honorary Treasurer. The Trustees meet formally at least quarterly and further as needed.

Statement of Financial Activities

for the period ending 31st March 2021

All values in **GBP**

	Unrestricted Funds FYE21	Restricted Funds FYE21	Total Funds FYE21	Total Funds FYE20
Incoming Resources				
Donations and legacies	2,571	-	2,571	-
Charitable activities	-	-	-	-
Other trading activities	-	-	-	-
Investments	-	-	-	-
Total Incoming Resources	2,571	-	2,571	-
Resources Expended				
Fundraising expenses	-	-	-	-
Charitable activities	-	-	-	-
Administration and Management	-	-	-	-
	-	-	-	-
Net income/(expenditure)	2,571	-	2,571	-
 Total funds brought forward	 -	 -	 -	 -
Total funds carried forward	2,571	-	2,571	-

Balance Sheet

as of 31st March 2021

All values in **GBP**

	Unrestricted Funds FYE21	Restricted Funds FYE21	Total Funds FYE21	Total Funds FYE20
Fixed Assets				
Intangible Assets	-	-	-	-
Tangible Assets	-	-	-	-
	-	-	-	-
Current Assets				
Debtors	-	-	-	-
Cash	2,571	-	2,571	-
	2,571	-	2,571	-
Current Liabilities	-	-	-	-
Net Current Assets	2,571	-	2,571	-
Net Assets	2,571	-	2,571	-

Cash Flow Statement

for the period ending 31st March 2021

All values in **GBP**

	Unrestricted Funds FYE21	Restricted Funds FYE21	Total Funds FYE21	Total Funds FYE20
Net Income	2,571	-	2,571	-
Non-cash Adjustments	-	-	-	-
Net cash from Operating Activities	2,571	-	2,571	-
Net cash from Investing Activities	-	-	-	-
Net cash from Financing Activities	-	-	-	-
Net change in cash during the period	2,571	-	2,571	-
Cash at beginning of period	-	-	-	-
Cash at end of period	2,571	-	2,571	-

Notes forming part of the Financial Statements for the period ending 31 March 2021

1. Accounting Policies

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 1985 and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

(b) Fund accounting

- Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Education | Sports | Politics

**ESP
FDN**