



**ESP
FDN**

ESP FOUNDATION

EDUCATION | SPORT | POLICY

ANNUAL REPORT

PERIOD ENDING 31ST MARCH 2022

ESP FOUNDATION

WWW.ESPFOUNDATION.CO.UK

Charity Number 1187561

Registered in England & Wales

TRUSTEES

The Trustees present their report with the financial statements for the period from incorporation on the 31 March 2021 to 31st March 2022.

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.



TIAITU MCKENZIE



CRISTALINA FERNANDEZ BATES
Resigned 17/11/2021



GARETH PARKER
08/06/2022



MARIUM UDDIN
08/11/2022



EARTHA POND
Resigned 08/06/2022



RICHARD SPENCER
Resigned 08/11/2022



CHANTELLE WHITE
Resigned 08/11/2022



DAWN OSBOURNE
Honorary Chairperson



RODERICK ALEXANDER
Resigned 25th July 2022



INTRODUCTION

In 2022 we focused on laying the foundations for the growth of the organisation. Our mission is to create pathways and programs that improve life opportunities for young people by raising access to civil participation, education and sport. To enable us to do this we developed a high level business plan which set a clear strategy;

INCREASING BOARD MEMBERSHIP

Recruiting highly experienced trustees and filling any skills gaps that may exist.

CREATING THEORY OF CHANGE

Helping us to articulate our mission, refining our strategy and impact measurement.

STRATEGIC PLANNING & EXECUTION

Creating a high level business plan that details our governance, initiatives and actions for each our strategic pillars; Education, Sport and Policy.

GOVERNANCE UPDATE

As ESP Foundation continues to scale and grow, in 2022 we identified skills gaps within our board. We have intentionally recruited trustees that will support our mission to create pathways and programs that improve life opportunities for young people by raising access to civil participation, education and sport.

EARTHA POND

Transitioned from Trustee to CEO of ESP Foundation to enable us to further support the promotion, partnerships and fundraising capability of the charity

DAWN OSBOURNE

Remains as Chair driving strategy, supporting administration and overall governance.

TIAITU MCKENZIE

Continues to support and bring educational expertise and community engagement through her work with 'community champions'.

CRISTALINA FERNANDEZ BATES

Joins as a highly experienced educational expert, facilitating as strategic lead for our Education Pillar. With almost 30 years' experience leading in schools, the former Headteacher is a driving force in supporting the change young people need

GARETH PARKER

Joins as an experienced trustee and board member, who has led large national organisations across the UK. As strategic lead for our Sport Pillar, Gareth will support build on partnership work in addition to monitoring and evaluation

MARIUM UDDIN

Joins as an experienced youth worker and community expert across London. Marium is strategic lead for our Policy Pillar and has been instrumental in driving youth voice through our young advisory board creation.

HERE ARE SOME OF THE ACTIVITIES UNDERTAKEN BY THE ESP FOUNDATION IN LINE WITH OUR STRATEGIC PILLARS:



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. Prom 8 is our flagship education programme that supports the young people in our communities.



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.



2022 Update: This year our education leads have been reviewing and developing an updated strategic plan in preparation for September 2023 execution. We are excited to see this impactful program come to life again after being on pause since the pandemic limited face-to-face delivery.



SPORT

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. Girls Allowed is our flagship sport programme that support the young people in our communities.

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.

Mission: Engage the disengaged alongside help build physical literacy & life skills such as teamwork, resilience & communication.

Method: Girls Allowed programme within the school and community setting.

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 recommended on every Schools PE Kit list from Year 5.

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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!

POLICY

Mission: Raising awareness and importance of policy to amplify youth voices

Method: Signposting policy engagement and social activism by setting up a Youth advisory board

2022 Update: As part of our strategy to increase board expertise we have a new trustee leading the launch of our Youth advisory board this year.

Policy has always lacked engagement and been a very controversial topic amongst young people, we are excited to see the planning and execution of this pillar take shape. We are constantly trying to find new ways for young people to express themselves through communicating, but it is also essential that they themselves help shape future initiatives.

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.

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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 recognise 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 two years 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.

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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:

EDUCATION

- Crest Academy - Prom 8 Programme delivery
- City Heights – Prom 8 Programme delivery
- Park the Proms Campaign – Student Celebrations

SPORTS

- Crest Academy - Girls Allowed Programme delivery across KS3: Girls Allowed delivered to Year 7, 8 and 9 girls at the Crest Academy. With over 100 girls in attendance each session, it enhanced both core participation and school team representatives across a range of sports.
- Kick Game x ESP FDN Give Back – Queens Park Community School: Over 100 young people were gifted with a pair of trainers for their hard work and achievements on the 'aiming high' programme delivered throughout the year.

CORPORATE SUPPORTERS



**ASOS
FOUNDATION**



**BOOHOO
CLOTHING**



AMAZON SMILE



**BENJART
CLOTHING**



GUNG HO



**NAKED TRUTH
PR**



TROPICAL VIBES



**MARKS AND
SPENCER**



NIKE



ADOBE



WAITROSE



**URBAN PUBS &
BARS**

ESP Foundation supported community events:

- Queens Park Council Community Council - Winter festival
- Queens Park Council Community Council - Big Community Lunch
- Lions Tae Kwondo Community Fundraiser Event

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 financial activity for the year consisted of 23 donations aggregating to £21032.75 with outgoings aggregating to £10724.02 with a closing balance of £12879.36, 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.

- COVID19 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 COVID19 also means that the normal path of fundraising cannot 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 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 (Currently recruiting for this position). The Trustees meet formally at least quarterly and further as needed.

STATEMENT OF FINANCIAL ACTIVITIES

**(AGGREGATED)
FOR THE PERIOD ENDING
31ST MARCH 2022**

All values in **GBP**

	Unrestricted Funds FYE22	Restricted Funds FYE22	Total Funds FYE22	Total Funds FYE21
Incoming Resources				
Donations and legacies	21032.75	-	21032.75	2570.63
Charitable activities	-	-	-	-
Other trading activities	-	-	-	-
Investments	-	-	-	-
Total Incoming Resources	21032.75	-	21032.75	2570.63
Resources Expended				
Fundraising expenses	-	-	-	-
Charitable activities	(10724.02)	-	(10724.02)	-
Administration and Management	-	-	-	-
	-	-	-	-
Net income/(expenditure)	-	-	-	-
Total funds brought forward	-	-	-	-
Total funds carried forward	12879.36	-	12879.36	2570.63

BALANCE SHEET

**(AGGREGATED)
AS OF 31ST MARCH 2022**

All values in **GBP**

	Unrestricted Funds FYE22	Restricted Funds FYE22	Total Funds FYE22	Total Funds FYE21
Fixed Assets				
Intangible Assets	-	-	-	-
Tangible Assets	-	-	-	-
	-	-	-	-
Current Assets				
Debtors	-	-	-	-
Cash	12879.36	-	12879.36	2570.63
	12879.36	-	12879.36	2570.63
Current Liabilities	-	-	-	-
Net Current Assets	12879.36	-	12879.36	2570.63
Net Assets	12879.36	-	12879.36	2570.63

CASH FLOW STATEMENT

**(AGGREGATED)
FOR THE PERIOD ENDING
31ST MARCH 2022**

All values in **GBP**

	Unrestricted Funds FYE22	Restricted Funds FYE22	Total Funds FYE22	Total Funds FYE21
Net Income	21032.75	-	21032.75	2570.63
Non-cash Adjustments	-	-	-	-
Net cash from Operating Activities	21032.75	-	21032.75	2570.63
Net cash from Investing Activities	-	-	-	-
Net cash from Financing Activities	-	-	-	-
Net change in cash during the period	(10724.02)	-	(10724.02)	-
Cash at beginning of period	-	-	-	-
Cash at end of period	12879.36	-	12879.36	2570.63

Notes forming part of the Financial Statements for the period ending 31 March 2022

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.



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Contact us at: espfoundation1@gmail.com