



Sirlute – Trustees Annual Report – March 2021

The Trustees present their annual report together with the financial statements of the Charity for the year 31ST March 2020 to 30th March 2021.

Objective and Activities

a. Policies and Objectives

Sirlute's objectives are set out in our governing document;

- To act as a resource for young people up to the age of 25 living in London by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
 - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
 - advancing education

b. Activities for achieving Objectives

In April 2019, Jermaine Ricardo (JR) Josephs started Sirlute CIC to provide a safe, creative space for young people to learn about different creative industries whilst also developing their personal skills. Created to give young creatives from marginalised and disadvantaged backgrounds access to a professional space and direct contact to industry professionals and experts, Sirlute encourages young people to be their true self when tapping into their creativity which then boost their confidence and self-esteem in other walks of life.

Our creative learning and mentoring programmes have been co-designed by our beneficiaries, volunteers and industry experts in order to ensure accessible, easy-to-understand, fun and engaging programmes. The tried and tested programmes work for all ages and learning levels.

Our young people receive professional industry standard knowledge that builds on their creativity and talents, leading to them becoming more confident and 'life ready' for creating, working and other opportunities.

Sirlute is determined to create an inclusive, non-judgmental safe space that supports young people to be the best that they can be. Regardless of where they are from;

- Creating opportunities
- Furthering equality and support within society
- Increasing Respect and Empowerment

Current Programming

Creative Learning Programmes: in music, drama, film, fashion, photography and creative writing. During the programme, which spans 3 school terms (18 weeks) the YP have the opportunity to learn the fundamentals of a subject followed by tailored aftercare support and a personal development plan, spanning a min of 12 months. The industry experts work closely with the beneficiaries to co-design a programme that is relevant and responsive to YP's needs

Creative Writing:

An introduction into Creative Writing using poetry and short fiction stories. During the online programme, young people learn different techniques which include villanelle, concrete poems and character building

exercises with creative writer Kayleigh. The young people also learn how to turn their poems into posters using canva.

Music Production:

Music production is our most popular programme. We have been teaching first time music makers how to construct their very own beat using industry standard music programmes (Logic X and FL Studio). Young people are shown the science behind drum patterns, chords, melodies, and structures that allow them to curate their very own unique songs. In 2020 we connected with music producers Da BeatFreakz and they have joined some of our classes alongside some of the music industries well known artists. Some of our young people have even gone on to sell their music online.

Guitar:

Three online classes during the February 2021 Half-term break with musician Jay. Young people are taught about the different parts on the guitar, the strings, different notes and how to tune a guitar. They are also shown very basic riffs to play.

Styling:

An introduction into fashion styling during the February 2021 Half-term break with stylist Kareen. Young people learn how fashion trends are started, seasonal colours and how to style for a music video. The participants were really engaged and all came away feeling like stylist.

Song writing:

Young people learn how to create a concept for a song, free writing, and how to write a chorus and, verse. They then share their work online with the group.

Filmmaking

Lead by industry expert Husky, young people created their very own Big Brother spinoff called Lil Bro. They all got very creative with their ideas when Husky explained how far their imaginations could go with film angles and creating the storyline and script. Although working solo from home the participants stayed in touch out of class time to create a film that looks like it could all be in one house.

Here are details of the courses we ran over the last period;

Course Title	Date	Attendees	Total hours
Creative Writing Course	June to July 2020	7 young people 4 volunteers	32 hours
Summer Holiday Course	August 2020	30 young people	60 hours
Music Production Programme	October 2020	5 young people, 4 volunteers	30 hours
Music Production Online Programme	January to February 2021	10 young people 2 trainees	54 hours
Guitar Half Term Online Programme	February 2021	4 young people 2 trainees	9 hours
Styling Half Term Online Programme	February 2021	6 young people 2 trainees	3 hours
Music Production Half Term Online Programme	February 2021	4 young people 2 trainees	9 hours
Songwriting Half Term Online Programme	February 2021	4 young people 2 trainees	6 hours
Drumming Half Term Online Programme	February 2021	4 young people 2 trainees	6 hours
Filmmaking Half Term Online Programme	February 2021	4 young people 2 trainees	6 hours
Total Impact		78 young people 8 volunteers 14 trainees	215 hours

Mentoring: Founders and trustees provide in-house mentoring and match young people with appropriate industry experts to support and encourage their own learning in order to maximise their potential, develop their skills and improve performance

Here are some examples of the great mentors that we have at Sirlute;

- Sanyu, founder of YUCAN, a young carers organisation
- Jae Kings, singer-songwriter and producer
- Tyron Walton, business starter
- Luke John-Baptise, found of LJB Podcast
- BJ - Heartwood care home
- Buddzy Malone, Music Artist

Work Experience: Opportunities for young people to work with us to gain valuable business experience. Within this period, young people will learn about communication, team working and build confidence interacting with adults in a professional environment. Interview and CV support will enable them to demonstrate their motivation and commitment to future employees and prepare them for their own entrepreneurial ventures

- Josh is 18 years old and joined us to learn more about events, business management, networking
- Aaliyah is 16 years old and joined us to learn more about blog writing and social media
- Taitu who is 20 years old learnt about project coordinating in the youth sector

Networking: We share our extensive network with our YP and teach them how to harness their own. We are proud of our creative and business networks which include Da BeatFreakz, Ruff Sqwad Arts Foundation, Rinse FM, Ballymore and Canary Wharf Group to name a few

Local community support: We work with businesses in the local community by loaning professional equipment and tools as well as provisioning the use of professional spaces at affordable rates. We have joined with several local businesses, initiatives and charities this period such as;

- Unity Arts Festival
- Societylinks
- ELAM
- Heartwood Care Homes

Studio Services and Artist Development: We have an onsite studio that provides a safe space for young creatives to develop and stay away from risk-taking behaviour. We work with local artists to identify key areas for improvement along with pairing them with experienced music professionals to cover topics such as recording, writing, working in a professional studio, contract support and release strategies

c. Contribution made by Volunteers

Sirlute values and recognises volunteering as critical to the work that we do. Our expert volunteers assist with areas such as finance management, bid and proposal writing, web design, social media, marketing, risk management, transportation and more.

We work with individuals who share the same passion and vision to help support and guide young people through their development years of life. We seek people who have proven track records, are well informed on their specialist subject, and are passionate to inspire, empower and support both our young people and charity employees. Our network and community is very diverse with different creative, educational and corporate professional who share our values, and champion our work.

We support volunteers with safeguarding training and conducting DBS checks as and when required.

Below are just a few examples of the volunteers we have worked with over this period;

- Niki, HR Support
- Husky, teaching staff development
- Jordan, outreach support
- Courtney, teaching, staff development, business support
- Natasha, transportation
- Chidi, Business management and stationary
- Jamie Simon, outreach support, building development
- Doug Gillen, equipment support
- Howard (Ballymore), business development, building development, public outreach
- Kayleigh, copywriting, teaching
- Uche (Da BeatFreakz), public outreach, youth engagement
- Obi (Da BeatFreakz), public outreach, youth engagement
- Tyson, teaching, youth engagement

Achievements and Performance

a. Our impact

Sirlute has worked with over 350 at-risk young people since its inception, 20 young workers. We know we're making a positive difference. Through monitoring, measuring and evaluation we have tracked the progress made by our beneficiaries. We have noted an increase in confidence taking on new opportunities, improvements in behaviour within a group setting, punctuality and task management skills and an improved attitude to learning. All of this has a profound impact on young people's mental health and wellbeing along with opening them up to more opportunities within their life.

Here is a moving example of the real impact the Creative Learning Programme has had on a young person's life

"Before coming to Sirlute, I was smoking loads of weed and didn't really know what to do with myself. I've always been told that I'm not good at anything, but I know I'm good at making music and that's what I need to focus on" EB age 19

"My son's attitude has really changed since he's been doing the music programme. I was really worried every time he walked out the door before, he was hanging out with the wrong crowd and constantly getting stopped by the police. I'm so relieved – now all he wants to do is work on his music!" – SB (Mother of EB, above)

As a result of the Sirlute Creative Learning Programmes, mentoring and wrap-around support, our young people have gained many skills. In addition to the art they have created and skills they have learnt, below are some of the other benefits they have taken away from our programmes:

- Increased self-confidence.
- Greater recognition of the value of their own lived experiences.
- A more open attitude to embracing opportunities and challenges.
- Established new supportive friendships with people they might not have met otherwise

b. Key Performance Indicators

We don't currently have reserves as such as we are a young charity and our funding is mostly restricted for projects and organisational development. However, our aim is to invest in our core team and build reserves to 6-months running costs as part of our business planning, income generation and fundraising activities – to be reviewed at end 2021

Financial Review

a. Going Concern

Our organization is BAME youth-led, we are young leaders with lived experience of the issues our project addresses, together with our beneficiaries we've all been severely impacted by COVID-19.

We have had to respond both to the immediate effects of COVID-19 but also focus on how we can ensure the charity is more resilient and adaptable in the future.

Our immediate response was to decrease the amount of people accessing our studio at any one time, taking our services online and focus on supporting our current group of YP through the personal and professional challenges presented by COVID-19.

In the long term we are working on strengthening our partnership work with support agencies to ensure we are best equipped to help people who need our support. We are working to secure new corporate partnerships with organisations to fund our initiatives, extend our reach and provide ongoing stability. We have a new catalogue of remote courses that can run alongside our face to face courses that can be tailored for specific audiences at short notice. Finally, we have strengthened our team with legal, accounting, creative and business expert volunteers. We also have plans to bring in some additional senior support and a Project Lead to ensure we are able to successfully deliver change and support our growth.

Structure, Governance and Management

a. Constitution

Sirlute has a Constitution of a Charitable Incorporated Organisation and is registered with the Charity Commission. (Charity number: 1188822). The principal object of the Charity is Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

b. Management Structure

Sirlute has a charitable board of three trustees. Our trustees all have their own unique lived experience of the issues and battles our beneficiaries are faced with every day. The skills of our trustees include: finance, diversity and inclusion, fundraising, project management, marketing, film production, wellbeing and community building. Sirlute's Chief Executive reports back to the board of trustees and all financial decisions are agreed by at least two trustees.

Sirlute's leadership team consists of industry experts with a wealth of creative and business experience along with the required financial acumen to manage a successful charity.

Young people know us, trust us and enjoy taking part in our programmes, we have lived experience of the issues our young people face and we continuously work closely and listen to our beneficiaries so that we can ensure our offerings are relevant and responsive to young people's needs

c. Method of Appointment or Election of Trustees

The management of the Charity is the responsibility of the Trustees, who are elected and co-opted under the terms of the Trust deed.

Statement of Trustee Responsibilities

The Trustees are responsible for preparing the Strategic Report, the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charity and of application of resources, including the income and expenditure, of the group for that period.

In preparing these financial statements, the Trustees are required to:

select suitable accounting policies and then apply them consistently;

make judgements and accounting estimates that are reasonable and prudent;

state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

In so far as the trustees are aware:

there is no relevant information of which the Independent Examiner is unaware; and

the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant independent examination information and to establish that the Independent Examiner is aware of that information.

Approved by the Board of Trustees

Dated:

Chair of Trustees

Independent Examiner's Report

I report to the trustees of Sirlute (Charity No 1188822) on the accounts for the period ended 30st March 2021.

Respective Responsibilities of the trustees and the independent examiner

The Charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act 2011
- to follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act 2011, and
- to state whether particular matters have come to my attention

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the 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 material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act 2011; or
- the account did not accord with the accounting records; or
- the accounts did 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 come across no other matters in connection with the examination to which attention should be drawn in this report to enable a proper understanding of the accounts to be reached.



Jaz Notay ACMA CGMA BEng (Hons)
Zoneip Ltd

Financial Statements

STATEMENT OF FINANCIAL ACTIVITIES

For the period ended 31st March 2021

Income (Note 2)

Income and endowments from:

Donations and legacies

Charitable activities

Other trading activities

Investments

Separate material item of income

Other

Total

Expenditure

Expenditure on:

Raising funds

Charitable activities

Separate material expense item

Other

Total

Net income/(expenditure) before tax for the reporting period

Tax payable

Net income/(expenditure) after tax before investment gains/(losses)

Net gains/(losses) on investments

Net income/(expenditure)

Extraordinary items

Transfers between funds

Other recognised gains/(losses):

Gains and losses on revaluation of fixed assets for the charity's own use

Other gains/(losses)

Net movement in funds

Reconciliation of funds:

Total funds brought forward

Total funds carried forward

Unrestricted funds £	Restricted income funds £	Endowment funds £	Total funds £
4,239	119,250	-	123,489
12,380	-	-	12,380
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
16,620	119,250	-	135,870

2,414	10,380	-	12,794
5,883	91,171	-	97,053
-	-	-	-
-	3,093	-	3,093
8,297	104,643	-	112,940

8,322	14,607	-	22,929
-	-	-	-
8,322	14,607	-	22,929
-	-	-	-
8,322	14,607	-	22,929
-	-	-	-
-	-	-	-

-	-	-	-
-	-	-	-
8,322	14,607	-	22,929
-	1,350	-	1,350
8,322	15,957	-	24,279

BALANCE SHEET

For the period ended 31st March 2021

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £
Fixed assets				
Intangible assets	-	-	-	-
Tangible assets	-	-	-	-
Heritage assets	-	-	-	-
Investments	-	-	-	-
Total fixed assets	-	-	-	-
Current assets				
Stocks	-	-	-	-
Debtors	-	-	-	-
Investments	-	-	-	-
Cash at bank and in hand (Note 3)	8,322	17,307	-	25,629
Total current assets	8,322	17,307	-	25,629
Creditors: amounts falling due within one year	-	-	-	-
Net current assets/(liabilities)	8,322	17,307	-	25,629
Total assets less current liabilities	8,322	17,307	-	25,629
Creditors: amounts falling due after one year	-	-	-	-
Provisions for liabilities	-	-	-	-
Total net assets or liabilities	8,322	17,307	-	25,629
Funds of the Charity				
Endowment funds	-	-	-	-
Restricted income funds (Note 4)	-	15,957	-	15,957
Unrestricted funds	8,322	-	-	8,322
Revaluation reserve	-	-	-	-
Fair value reserve	-	-	-	-
Total funds	8,322	15,957	-	24,279

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Approved by the Board of Trustees

Dated:

Signed:

Chair of Trustees

SIRLUTE.

sirlute.com

1. Accounting Policies

Basis of preparing financial statements

The financial statements of the charitable company have been prepared in accordance with the Charities SORP (FRSSE) 'Accounting and Reporting' by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with the provisions of FRS102 Section 1A Small Entities and the Companies Act 2006. The financial statements have been prepared under the historic 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 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 obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs 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

Taxation

The charity is exempt from corporation 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 the funds are raised for particular restricted purposes.

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

2. Analysis of income

Analysis of income	Unrestricted funds	Restricted income funds	Endowment funds	Total funds £
Donations and gifts			-	-
Gift Aid			-	-
Legacies			-	-
General grants provided by government/other charities	4,239	119,250	-	123,489
Membership subscriptions and sponsorships which are in substance donations			-	-
Donated goods, facilities and services			-	-
Fundraising Activities	12,380		-	12,380
Total	16,619	119,250	-	135,869

Material Restricted Funds is broken down by:

Tower Hamlets Grant - £119,250

3. Cash in Hand

Cash at bank and on hand

This year £	Last year £
24,279	1,350

4. Charity Funds

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
Tower Hamlets	Restricted	Used charitable activities as per objectives	1,350	119,250	- 104,643	-	-	15,957
<i>Other funds</i>	<i>N/a</i>	<i>N/a</i>	-	16,620	- 8,297	-	-	8,322
Total Funds as per balance sheet			1,350	135,870	- 112,940	-	-	24,279