



SIRLUTE

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**14 January 2021 - 13 January 2022**

## Reference And Administrative Details of The Charity, Its Trustees and Advisers

<b>Trustees</b>	<b>Samantha Williams (CHAIR)</b> <b>Benjamin Robinson,</b> <b>Saba Kia</b>
<b>Charity registered number</b>	1188822
<b>Principal office</b>	15, 24 Botanic Square, Leamouth Peninsula, London, E14 0LH
<b>Accountants</b>	Harris Accountancy
<b>Independent Examiner</b>	Jasbir Notay

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The Trustees present their annual report together with the financial statements of the Charity for the year commencing from 14 January 2021 to 13 January 2022.

### 1. Objective and Activities

#### a) Policies and Objectives

Sirlute's objectives, as set out in its governing document is:

*"..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 and educational nature and other activities as a means of:*

- (a) 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; and*
- (b) advancing education."*

#### b) Activities for Achieving Objectives

Sirlute was founded to give young creatives aged 5 to 25 years old from marginalised and low-socio-economic backgrounds access to free alternative learning that could help them to advance their futures in a professional space along with direct contact with industry professionals and experts. Sirlute encourages young people to be their true selves when tapping into their creativity with the aim of boosting their confidence and self-esteem in other walks of life.

Sirlute's creative learning and mentoring programmes have been co-designed by Sirlute's trustees, beneficiaries, volunteers and industry experts in order to ensure accessible, easy-to-understand, fun and engaging programmes. All programmes and activities have been tried and tested by all ages and learning levels.

Sirlute's 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 a fully inclusive, non-judgmental, safe space that supports young people to be the best that they can be. Regardless of where they are from by:

- Creating opportunities;
- Furthering equality and support within society,
- Increasing Respect and Empowerment, and
- Increasing access to employment and further education

## 2. Current Programmes

**Sirlute's Creative Learning Programmes** are in music, multimedia, fashion, and drama. During a programme, the attendees (called "**Young People**" or "**YP's**" at Sirlute) 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

### a) Music Production

Music production is Sirlute's most popular programme. Sirlute has 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 2021 Sirlute continued to work with music producers such as Da BeatFreakz, and they have joined some of Sirlute's classes alongside other well-known artists in the music industry. Some of Sirlute's young people have even gone on to sell their music online.

We also worked with Ruff Sqwad Arts Foundation, a charity also set up to create meaningful cultural engagement opportunities for young people, and supported them in planning and delivering their own programmes.

## b) Guitar

During the February 2021 half-term break, Sirlute delivered online guitar classes with musician Jay. During these classes, young people were taught about the different parts of the guitar, the strings, notes and how to tune a guitar and also how to play basic rifts.

## c) Styling

During this year, Sirlute delivered three Styling programmes with professional stylist Kareen. The activities covered an introduction to fashion styling. Young people were taught seasonal colours and how fashion trends are started, and how to style for a music video, catwalk show and photoshoot. The young people were really engaged, and all came away feeling like stylists. They created their own looks using clothes, bin bags and toilet rolls.

## d) Songwriting

During this year's four songwriting activities, we saw how much young people really thrive by being able to explore creative writing to music and then be able to record and share with family and friends. Songwriting activities covered learning how to create a concept for a song, free writing, and how to write a chorus and, verse. They also learned the history of "Popular" songs and the key elements behind them.

## e) Filmmaking

We delivered two filmmaking programmes in this year. The first led by industry expert Husky, young people created their very own Big Brother spinoff called Lil Bro. The young people 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 looked like it could all be in one house. The second was led by JR and Finn, the concept was called TikTok Futures, which explores what the future might look like in different walks of life for the YP. The group decided they wanted to explore what fashion would look like in the future. The young people discussed the pros and cons behind the fashion scene as well as explored the impact of fast and slow fashion. They then created videos using TikTok to portray their futures.

## 2.1.Courses

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

Course Title	Date	Attendees	Total hours
Music Production Online Programme	January to February 2021	14 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	8 young people 2 trainees	3 hours
Music Production Half Term Online Programme	February 2021	6 young people 2 trainees	9 hours
Songwriting Half Term Online Programme	February 2021	10 young people 2 trainees	6 hours
Drumming Half Term Online Programme	February 2021	12 young people 2 trainees	6 hours
Filmmaking Half Term Online Programme	February 2021	6 young people 2 trainees	6 hours
Songwriting Half Term	April 2021	8 young people 3 volunteers	6 hours
Music production Half Term	April 2021	12 young people 3 volunteers	6 hours
Styling Half Term	April 2021	6 young people 3 volunteers	4 hours
Styling (Fashion) Summer Programme	July- August 2021	4 young people 4 trainees	6 hours
Music Production Summer Programme	July- August 2021	12 young people	6 hours
Songwriting Summer Programme	July- August 2021	8 young people 4 trainees	6 hours
Filmmaking Summer Programme	July- August 2021	12 young people 4 trainees	6 hours
Fashion Design Summer Programme	July- August 2021	6 young people 4 trainees	4 hours
Music Sessions (Creative Learning)	September – October 2021	16 young people 4 trainees	21 hours
Artist Development	March - December 2021	20 6 trainees	360 hours
Total Impact		<b>164 YP 40 trainees 9 volunteers</b>	<b>490 hours</b>

**Music Sessions:** Founders provide in-house music recording sessions with young people to enable the young artist to gain studio and recording experience and to digitalise and distribute their music.

Music Sessions	Date	Attendees	Total hours
Music Sessions (Studio recording)	Jan 2021 – Jan 2022	306 young people 8 trainees	3440
Total Impact		<b>306 young people 8 trainees</b>	<b>3440 hours</b>

**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.

#### **Number of Young People Mentored 2021/2022: 12**

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
- Luke Ridley, music artist
- Raphael, business starter
- Joshua Mann, musician
- Frank Jinx, musician and filmmaker
- Nylah, musician
- Malachi Johnson, music maker
- Akeem, Safer London
- Harley, Safer London

**Work Experience/Traineeship:** Opportunities for young people to work with Sirlute 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.

#### **Number of Young People in traineeships with Sirlute in 2021/2022: 17**

Young people in traineeships with Sirlute were exposed to a wide range of experiences ranging from:

- Youth Work and Engagement
- Studio Assistant and Management
- Film Making and Content Creating
- Business Management, Admin and Marketing

**Networking:** We share Sirlute's extensive network with Sirlute's YP and teach them how to harness their own. We are proud of Sirlute's 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:** Sirlute works with businesses in the local community by loaning professional equipment and tools as well as provisioning the use of professional spaces at affordable rates. Sirlute has joined with several local businesses, initiatives and charities this period, such as:

- Unity Arts Festival
- Ian Mikardo
- ELAM
- YUCAN
- XConversation
- True Cadence
- Ruff Sqwad Arts Foundation
- Safer London

**Studio Services and Artist Development:** Sirlute has 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.

### 3. Contribution made by Volunteers

Sirlute values and recognises volunteering as critical to the work that we do. Sirlute's 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 about inspiring, empowering and supporting both Sirlute's young people and charity employees. Sirlute's network and community are very diverse, with different creative, educational and corporate professionals who share Sirlute's values and champion Sirlute's 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, Legal and HR Support
- Husky, teaching staff development
- Jon Lloyd, legal support
- Jordan, outreach support
- Lisa, business support
- Jennifer, business support
- Courtney, teaching, staff development, business support
- Natasha, transportation
- Chidi, Business Management and stationery
- 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

## 4. Achievements and Performance

### a) Sirlute's impact

Sirlute has worked with over 540 at-risk young people since its inception, together with over 35 young workers. We know Sirlute making a positive difference. Through monitoring, measuring and evaluation, Sirlute has tracked the progress made by Sirlute's young people.

We have noticed increased confidence in 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 in their life.

Here is a moving example of the real impact the Creative Learning Programme has had on a Young Person's life:

*"I really enjoyed the filmmaking programme where we got to discuss the future of the fashion industry because I learned how to be more thoughtful when I am older and buying clothes for myself. I also really liked making fun videos using TikTok that also had an important message to it."*

As a result of the Sirlute Creative Learning Programmes, mentoring and wrap-around support, Sirlute's 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 Sirlute's 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

Sirlute does not currently have monetary reserves as such since it is a young charity and Sirlute's funding is mostly restricted for projects and organisational development. However, Sirlute's aim is to invest in Sirlute's core team and build reserves for 6-months running costs as part of Sirlute's business planning, income generation and fundraising activities, which will be reviewed at the end of 2022.

### c) Financial Review – Going Concern

Sirlute's organisation is a Black and Ethnic Minority youth-led organisation, we are young leaders with lived experience of the issues that Sirlute's project addresses and together with Sirlute's beneficiaries we have all been severely impacted by the recent cost-of-living crisis and just about overcoming the impact of the COVID-19.

With the cost-of-living crisis and the stressors that come along with that, Sirlute's immediate response has been to create more access to safe spaces and healthy outlets for Sirlute's young people.

We are continuing to focus Sirlute's efforts on how we can ensure the charity is more resilient and adaptable in the future whilst fighting unpredictable day-to-day challenges.



Due to three unsuccessful funding applications during this Reports time frame, there has been a considerable dip in finances and reserves in comparison to the healthier funded previous term.

In the long term, we are continuing to work on strengthening Sirlute's partnerships with support agencies to ensure we are best equipped to help people who need Sirlute's support. We are continually working to secure new corporate partnerships with organisations to fund Sirlute's initiatives, extend Sirlute's reach and provide ongoing stability.

Sirlute's catalogue of remote courses continues to grow and has proven they can run alongside the face-to-face courses, which can be tailored for specific audiences at short notice. Finally, we have strengthened Sirlute's 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 Sirlute's growth. Sirlute is also delighted to have Niki helping on a more regular basis with HR related matters.

## 5. 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. Sirlute's trustees all have their own unique lived experiences of the issues and battles Sirlute's beneficiaries are faced every day. The skills of Sirlute's 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 upon 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 Sirlute, trust Sirlute and enjoy taking part in Sirlute's programmes, we have lived experience of the issues Sirlute's young people face, and we continuously work closely and listen to Sirlute's 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.

This report was approved by the Trustees on **30th March 2023** and signed on their behalf by: **JR Josephs, CEO and founder**

# Independent Examiner's Report

I report to the trustees of Sirlute (Charity No 1188822) on the accounts for the period ended 13<sup>th</sup> January 2022.

## 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 13<sup>th</sup> January 2022

### 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 £	Prior year funds £
Donations and legacies	64,884	500	-	65,384	123,489
Charitable activities	-	-	-	-	12,380
Other trading activities	-	-	-	-	-
Investments	-	-	-	-	-
Separate material item of income	-	-	-	-	-
Other	-	-	-	-	-
<b>Total</b>	<b>64,884</b>	<b>500</b>	<b>-</b>	<b>65,384</b>	<b>135,870</b>
Raising funds	658	2,392	-	3,050	12,794
Charitable activities	19,098	43,667	-	62,765	97,053
Separate material expense item	-	-	-	-	-
Other	2,319	12,374	-	14,693	3,093
<b>Total</b>	<b>22,076</b>	<b>58,433</b>	<b>-</b>	<b>80,508</b>	<b>112,940</b>
Net income/(expenditure) before tax for the reporting period	42,809	- 57,933	-	- 15,124	22,929
Tax payable	-	-	-	-	-
Net income/(expenditure) after tax before investment gains/(losses)	42,809	- 57,933	-	- 15,124	22,929
Net gains/(losses) on investments	-	-	-	-	-
Net income/(expenditure)	42,809	- 57,933	-	- 15,124	22,929
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	42,809	- 57,933	-	- 15,124	22,929
Reconciliation of funds:					
Total funds brought forward	8,322	15,957	-	24,279	1,350
Total funds carried forward	51,131	- 41,976	-	9,155	24,279

## BALANCE SHEET

For the period ended 13<sup>th</sup> January 2022

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £
<b>Fixed assets</b>				
Intangible assets	-	-	-	-
Tangible assets	-	-	-	-
Heritage assets	-	-	-	-
Investments	-	-	-	-
<b>Total fixed assets</b>	-	-	-	-
<b>Current assets</b>				
Stocks	-	-	-	-
Debtors	-	-	-	-
Investments	-	-	-	-
Cash at bank and in hand (Note 3)	51,131	40,626	-	10,505
<b>Total current assets</b>	51,131	40,626	-	10,505
<b>Creditors: amounts falling due within one year</b>	-	-	-	-
<b>Net current assets/(liabilities)</b>	51,131	40,626	-	10,505
<b>Total assets less current liabilities</b>	51,131	40,626	-	10,505
<b>Creditors: amounts falling due after one year</b>	-	-	-	-
<b>Provisions for liabilities</b>	-	-	-	-
<b>Total net assets or liabilities</b>	51,131	40,626	-	10,505
<b>Funds of the Charity</b>				
Endowment funds	-	-	-	-
Restricted income funds (Note 4)	-	41,976	-	41,976
Unrestricted funds	51,131	-	-	51,131
Revaluation reserve	-	-	-	-
Fair value reserve	-	-	-	-
<b>Total funds</b>	51,131	41,976	-	9,155

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

## 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	Total funds £	Prior year £
Donations and gifts			-	-
Gift Aid			-	-
Legacies			-	-
General grants provided by government/other charities	64,884	500	65,384	123,489
Membership subscriptions and sponsorships which are in substance donations			-	-
Donated goods, facilities and services			-	-
Fundraising Activities			-	12,380
<b>Total</b>	<b>64,884</b>	<b>500</b>	<b>65,384</b>	<b>123,489</b>

  

Fundraising Activities	-	-	-	12,380
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>12,380</b>

### 3. Cash in Hand

Cash at bank and on hand

This year £	Last year £
9,155	24,279

### 4. Charity Funds

Fund names	Type	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Fund balances carried forward £
Tower Hamlets	Restricted	Used charitable activities as per objectives	15,957	500	- 58,433	- 41,976
<b>Other funds</b>	<b>N/a</b>	<b>N/a</b>	8,322	64,884	- 22,076	51,131
<b>Total Funds as per balance sheet</b>			24,279	65,384	- 80,508	9,155