



SIRLUTE

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

14 January 2023 - 13 January 2024

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

Trustees	Samantha Williams (CHAIR) Benjamin Robinson, Saba Kia
Charity registered number	1188822
Principal office	15, 24 Botanic Square, Leamouth Peninsula, London, E14 0LH
Accountants	The Veritas Finance Group
Independent Examiner	Jasbir Notay

The Trustees present their annual report together with the financial statements of the Charity for the year commencing from 14 January 2023 to 13 January 2024.

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 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, and fashion. 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

We provide first-time music makers with the skills to create their own original beats using industry-standard software like Logic X and FL Studio. Our programmes teach young people the science of drum patterns, chords, melodies, and song structures, enabling them to craft unique songs. At Sirlute, young people can learn the fundamental tools for songwriting, covering topics such as song structure, creative writing, vocal exercises, and recording techniques.

b) Multimedia

Sirlute's multimedia programmes encompass a broad range of activities including filmmaking, photography, design, and content creation. Young people learn the fundamentals of developing ideas from scratch, including scriptwriting, creating shot lists, scheduling and planning, camera operation, editing, and more. Guided by industry experts, young people bring their creative visions to life and share them with the community. During their time at Sirlute, young people have conducted photoshoots, created social media content, and recorded podcasts.

c) Fashion

Sirlute's fashion activities introduce young people to fashion styling, design, and pattern cutting. Participants learn about seasonal colours, the origins of fashion trends, and styling techniques for music videos, catwalk shows, and photoshoots. They also get creative by crafting their own looks using various materials, including clothes, bin bags, and toilet rolls.

d) Personal Development

Sirlute's Personal Development programme is designed to empower young people by enhancing both their soft and hard skills. The programme focuses on social inclusion, creating improved attitudes and behaviours, and building self-esteem and confidence. Participants engage in activities that develop communication, teamwork, and problem-solving abilities, as well as practical skills relevant to their future careers. Through mentorship and experiential learning, young people are guided to create clear career paths and set achievable goals. By providing a supportive environment, Sirlute helps participants cultivate a positive mindset and the resilience needed to navigate life's challenges and opportunities.

e) Artist Development

The Artist Development program offers personalised development plans for grassroots artists, covering key areas such as songwriting, song structure and vocal arrangement, vocal exercises and breathing techniques, performance development, interview and, media training, release strategies, legal support, and networking opportunities. Each participant receives tailored support to enhance their unique artistic abilities and navigate the music industry successfully.

f) Business Development

Sirlute's Business Development program equips young entrepreneurs with the essential skills and knowledge to start and grow their own businesses. The program covers a wide range of topics, including company incorporation, business development strategies, project planning, human resources management, and legal support. Participants also receive guidance on securing funding, networking opportunities, and marketing techniques. Additionally, they learn about financial management, branding, and customer engagement. Through tailored mentorship and workshops led by industry experts, young entrepreneurs gain the confidence and expertise needed to turn their business ideas into successful ventures.

2.1.Courses

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

Course Title	Date	Attendees	Total hours
Music @ FGYZ	Jan 23 to Jan 24	54 young people	108 hours
Personal Development @ FGYZ	Jan 23 to Jan 24	17 young people	128 hours
Artist Development @ FGYZ	Jan 23 to Jan 24	35 young people	68 hours
Artist Development @ Croydon	Jan 23 to Jan 24	7 young people	25 hours
Artist Development @ Sirlute	Jan 23 to Jan 24	22 Young people	200 hours
Youth Board @ ELAM College	May 23 to Jun 23	10 young people	10 hours
Culture Exchange w/ Social Ark	Mar 23 - Oct 23	20 young people	130 hours
Cuts & Roots June w/ LCF	June 23 - Aug 23	5 young people	26 hours
Great Get Together	July 2023	5 young people	4 hours
Design + Deliver	July 23 - Aug 23	5 young people	16 hours
Sound Fusion w/ ELAM College	Nov 23 - Dec 23	12 young people	24 hours
Total Impact		192 YP	713 hours

Music Sessions	Date	Attendees	Total hours
Music Sessions (Studio recording)	Jan 23 to Jan 24	143 young people	3250
Total Impact		120 young people 5 trainees	1250 hours

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 2023/2024: 24

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

- Youth Work and Engagement
- Studio Assistant and Management
- Filmmaking 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, Social Ark, 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:

- London College of Fashion
- Making For Change
- ELAM College
- University of Arts London
- Social Ark
- Spotlight
- Ian Mikardo
- YUCAN
- Newham College
- arebyte
- Newham Youth Service
- Lewisham Youth Service
- Arc Initiative
- XConversation
- True Cadence
- Ruff Sqwad Arts Foundation
- Safer London

Studio Services and Artist Development: Sirlute has two 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.

4. Achievements and Performance

a) Sirlute's impact

Sirlute has worked with nearly one thousand young people since its inception, together with over 50 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 well-being, along with opening them up to more opportunities in their lives.

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

"I didn't know what I wanted to do when I was leaving college. I was nervous because I didn't want to go to university but I didn't know what I could do. Speaking with the team at Sirlute, I was able to get great advice and support which helped me into my apprenticeship, that I love!"

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 to 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 2023.

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 been severely impacted by not having a permanent base to deliver our activities or work from after leaving our office and studio in March 2022.

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 more unsuccessful funding applications during this Report 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 courses continues to grow and has proven they can run alongside partnership courses, which can be tailored for specific audiences at short notice. We will look to continue strengthening Sirlute's team with legal, accounting, creative and business expert workers. We still 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 **4th July 2024** 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 13th January 2024.

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)
The Veritas Finance Group Ltd

Financial Statements

STATEMENT OF FINANCIAL ACTIVITIES

For the period ended 13th January 2024

	Notes	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Income From:					
Donations & Legacies	2	5,649	50,000	55,649	56,904
Charitable activities	3			0	
Other trading activities		34,133	0	34,133	15,250
Investments				0	
Other				0	
Total Income		39,782	50,000	89,782	72,154
Expenditure on:					
Raising Funds		1,239	40	1,279	4,293
Charitable activities		11,363	56,653	68,015	15,918
Other trading activities		12,665	4,676	17,341	54,162
Other		767		767	
Total Expenditure		26,033	61,369	87,402	74,374
Net Movement in Funds		13,749	(11,369)	2,380	(2,220)
Reconciliation of Funds					
Total funds brought forward		51,131	(41,976)	9,155	9,155
Total Funds carried forward		64,880	(53,344)	11,536	6,935

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities

BALANCE SHEET

For the period ended 13th January 2024

		2024		2023	
	Notes	£	£	£	£
Tangible Fixed Assets					
Current Assets					
Cash at Bank		10,809		6,935	
		<u>10,809</u>		<u>6,935</u>	
Creditors: amounts falling due within one year	4	726			
Net Current Assets			11,536		6,935
Total Net Assets			<u>11,536</u>		<u>6,935</u>
The Funds of the Charity					
Restricted Funds	5		(53,344)		(31,583)
Unrestrcited Funds			<u>64,880</u>		<u>38,518</u>
			<u>11,536</u>		<u>6,935</u>

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:
Samantha Williams
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. Donations & Legacies

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Grants	5,649	50,000	55,649	56,904
Legacies			0	
Total	5,649	50,000	55,649	56,904

Material Restricted funds are broken down as follows

-	Section 106 CIL NBHD Grant	£25,000
-	Foundation Future	£12,000
-	Charities Trust	£10,000

3. Charitable Activities

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Fundraising			0	
Other			0	
Total	0	0	0	0

4. Analysis of Expenditure

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Raising Funds	1,239	40	1,279	4,293
Charitable activities	11,363	56,653	68,015	15,918
Other trading activities	12,665	4,676	17,341	54,162
Other	0	0	0	
Total	25,266	61,369	86,635	74,374

5. Creditors - amounts falling due within one year

	2024	2023
Creditors	(726)	0
	(726)	0

5.Restricted Funds

	Balance as at 14th January 2023	Income	Expenditure	Balance as at 13th January 2024
Restricted	(31,583)	50,000	(61,369)	(42,952)
Unrestricted	38,518	39,782	(26,033)	52,267
	6,935	89,782	(87,402)	9,316