



SIRLUTE

CHARITABLE INCORPORATED ORGANISATION | CHARITY NO. 118822

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

14 January 2024 - 13 January 2025

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

Charity registered number	1188822
Start of Financial Year	14th January 2024
Start of Financial Year	13th January 2025
Trustees	Samantha Williams, <i>Chair</i> Benjamin Robinson Saba Kia
Principal office	arebyte studios, 21 City Island Way Tower Hamlets London E14 0QE
Accountant	Veritas Finance Group Ltd 24 Court Close Maidenhead SL6 2DL
Independent Examiner	Jasbir Notay 24 Court Close Maidenhead SL6 2DL

The Trustees present their annual report together with the financial statements of the Charity for the year commencing from 14 January 2024 to 13 January 2025.

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:

- o Creating opportunities;
- o Furthering equality and support within society,
- o Increasing Respect and Empowerment, and
- o 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 minimum 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 second 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). YP are shown the science behind drum patterns, chords, melodies, and structures that allow them to curate their very own unique songs.

b) Artist Development

Artist Development is now Sirlute's most popular youth activity. Working with grassroots artists in a bespoke development programme for each individual, AD covers songwriting, song structure & vocal arrangement, vocal exercises & breathing techniques, performance development, interview & media training.

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

c) Sound Fusion

Sound Fusion (*in partnership with ELAM College*) is a music-focused programme designed to empower talented 13–16-year-olds with the creative and business skills needed to thrive in the music industry. Through weekly sessions, young people explore music production, songwriting, and live performance, while also learning the business behind the beats, from branding and marketing to royalties and release strategies.

Date: Jan - July 2024

Young People: 25

Sessions: 44

Total Hours: 176

d) Fashion Fusion

Fashion Fusion (*in partnership with London College of Fashion*) is a fashion-based programme designed to equip 13–16-year-olds with the tools to thrive in the fashion industry. In weekly sessions, young people explore fashion trends, create digital portfolios, and learn how to develop marketing campaigns and produce fashion-led events. From concept to catwalk, the programme brings together creativity, strategy and style.

Date: Feb - July 2024

Young People: 8

Sessions: 17

Total Hours: 102

e) It's A Mag Ting

It's a Mag Ting is Sirlute's digital magazine platform, led by young creatives (*aged 16 - 25*) exploring culture through media, storytelling and design. Participants take on roles as editors, presenters, photographers and producers, curating original content across music, fashion, film and community. Through hands-on workshops and real-world deadlines, young people gain skills in journalism, content creation, graphic design and media production, building a magazine that reflects their voice and vision.

Date: Jan 2024- Jan 2025

Young People: 15

Sessions: 126

Total Hours: 630

f) Culture Exchange

Culture Exchange (*in partnership with Social Ark*) is a creative exploration programme delivered in partnership with Foundation for Future London and Westfield Stratford City. Building on the 2023 pilot, this year we're connected young people (*aged 16 - 25 years old*) from Bradford, Nottingham and East London to explore identity, community and culture through collaborative storytelling and creative practice. No qualifications are needed, just energy, curiosity and a willingness to learn.

Date: April - October 2024

Young People: 25

Sessions: 40

Total Hours: 120

g) XYZ - Gaming

XYZ gaming programme (*in partnership with arebyte*), where young people learn how to design and build their own games from the ground up. From character development and world-building to coding and storytelling, participants explore the creative and technical sides of game design.

Date: July 2024

Young People: 4

Sessions: 4

Total Hours: 24

h) Creative Fusion

Creative Fusion (*in partnership with ELAM College*) is a dynamic programme for 13–16-year-olds, blending music, filmmaking and gaming into one creative experience. In weekly sessions, young people explore music production, storytelling through film, and game design, while also learning the essential skills needed to navigate the creative industries. It's a space where ideas come to life and collaboration fuels innovation.

Date: January 2025

Young People: 20

Sessions: 2

Total Hours: 30

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 2024/2025: 32

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 employers and prepare them for their own entrepreneurial ventures.

Number of Young People in Traineeships with Sirlute in 2024/2025: 18

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, Selfridges, Department for Work and Pension (DWP) 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 for one year to past alumni. Sirlute has joined with several local businesses, initiatives and charities this period, such as:

- Arc Initiative
- Ian Mikardo
- ELAM College
- YUCAN
- XConversation
- True Cadence
- Ruff Sqwad Arts Foundation
- DePaul

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
- Jon Lloyd, legal support
- Leon, outreach support
- Lisa, business support
- Michelle, business support
- Courtney, teaching, staff development, business support
- Natasha, logistics
- Rxwntree, Programme Development
- Vanessa, Programme Development
- Chidi, Business Management and stationery
- Jamie Simon, outreach support
- Howard (Ballymore), business development, building development, public outreach
- O1 (Da BeatFreakz), public outreach, youth engagement
- U1 (Da BeatFreakz), public outreach, youth engagement
- Joel J, Young Leader
- Joel O, Young Leader
- Leandrew, Young Leader
- Marshe, Young Leader
- Mariama, Young Leader
- Junior, Young Leader
- Gustavo, Young Leader
- Raheem, Young Leader
- Ranjot, Young Leader
- Asif, Young Leader
- Nicola, Young Leader
- Jawad, Young Leader
- Sachin, Young Leader
- Jayden, Young Leader

4. Achievements and Performance

a) Sirlute's Impact

Over the past year, Sirlute has continued to support hundreds of young people through high-quality creative learning, mentoring and personal development programmes. We've now worked with over 1,000 young people and supported more than 60 youth workers, mentors and facilitators to create lasting impact in our communities.

Through regular monitoring and evaluation, we've seen consistent growth in young people's confidence, communication and creative expression. Many participants have developed professional-level portfolios, performed in front of live audiences for the first time, or released original music and films. We've also seen clear improvements in teamwork, time management, and emotional resilience — key life skills that extend far beyond the creative industries.

One young person reflected on their growth, saying:

"Before this I didn't think I had anything to offer, but now I know I can lead a project, record my music, and help others too. It's changed how I see myself."

Sirlute's programmes have helped young people:

- o Build resilience and self-worth through creativity
- o Gain a sense of purpose and direction
- o Form positive peer relationships
- o See new career possibilities within their reach

Our work continues to show that when young people are given space to create, they begin to believe in what they can become.

b) Key Performance Indicators

This year, Sirlute has made important progress toward becoming a more financially sustainable organisation. While grant funding remains essential to our mission, we have increasingly delivered private studio hire and tailored sessions to youth organisations, enabling us to run more 1:1 training and small group activities that have a deeper impact on young people.

These alternative income streams have helped us expand delivery beyond our core funded activities and improve outcomes for participants through more personalised support. Over the next year, we will focus on growing this area further by exploring new private contracts, expanding private studio hire, and building partnerships that support long-term sustainability.

In line with our business plan, we are working towards establishing reserves that cover six months of operating costs and investing in our core team to strengthen the infrastructure needed to scale.

c) Financial Review – Going Concern

In 2025, Sirlute will undergo a planned transition in governance, with the current three Trustees stepping down to make way for a newly appointed Board, including a new Chair. We anticipate a smooth and positive transition, with no disruption to services. A detailed onboarding and induction process is in place to ensure all incoming Trustees are fully aligned with Sirlute's mission, values, and strategic objectives.

The Trustees and Founder have reviewed forecasts for the year ahead and are confident that there are no material uncertainties affecting the charity's ability to continue its operations. Sirlute is in a strong position and will continue to build its capacity to generate income and strengthen sustainability across all areas of delivery.

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 **14th May 2025** 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 2025.

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)
Veritas Finance Group Ltd

Financial Statements

STATEMENT OF FINANCIAL ACTIVITIES

For the period ended 13th January 2025

	Notes	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Income From:					
Donations & Legacies	2	113,845	55,000	168,845	55,649
Charitable activities	3	1,000	0	1,000	0
Other trading activities		57,864	0	57,864	34,133
Investments				0	
Other				0	
Total Income		172,709	55,000	227,709	89,782
Expenditure on:	4				
Raising Funds				0	1,279
Charitable activities		144,279	43,653	187,932	68,015
Other trading activities		(220)		(220)	17,341
Other				0	767
Total Expenditure		144,059	43,653	187,712	87,402
Net Movement in Funds		28,650	11,347	39,997	2,380
Reconciliation of Funds					
Total funds brought forward		64,880	(53,344)	11,536	9,155
Total Funds carried forward		93,530	(41,997)	51,532	11,536

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

		2025		2024	
	Notes	£	£	£	£
Tangible Fixed Assets					
Current Assets					
Cash at Bank		52,627		10,809	
		<u>52,627</u>		<u>10,809</u>	
Creditors: amounts falling due within one year	5	(1,094)		726	
Net Current Assets			51,533		11,536
Total Net Assets			<u>51,533</u>		<u>11,536</u>
The Funds of the Charity					
Restricted Funds	6	(41,997)		(53,344)	
Unrestricted Funds		93,530		64,880	
		<u>51,532</u>		<u>11,536</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:

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 2025	Total 2024
Grants	113,845	55,000	168,845	55,649
Legacies			0	
Total	113,845	55,000	168,845	55,649

Material Restricted funds are broken down as follows

- The Global Fund	£50,000
- Foundation Future	£33,000
- Main Grants	£20,000
- BBC	£15,000

3. Charitable Activities

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Fundraising	1,000	0	1,000	
Other			0	
Total	1,000	0	1,000	0

4. Analysis of Expenditure

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Raising Funds			0	1,279
Charitable activities	144,279	43,653	187,932	68,015
Other trading activities	(220)	0	(220)	17,341
Other	0	0	0	767
Total	144,059	43,653	187,712	87,402

5. Creditors - amounts falling due within one year

	2025	2024
Creditors	1,094	(726)
	1,094	(726)

5.Restricted Funds

	Balance as at 14th January 2024	Income	Expenditure	Balance as at 13th January 2025
Restricted	(53,344)	55,000	(43,653)	(41,997)
Unrestricted	64,880	172,709	(144,059)	93,530
	11,536	227,709	(187,712)	51,532