

# CLEAN SLATE SOLUTIONS

England & Wales · Charity number 1190630

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2020-07-29

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** The Holy Trinity Centre  
North Ormesby  
Middlesbrough  
TS3 6LD

**Phone** 01642 989669

**Email** [admin@cleanslatesolutions.org.uk](mailto:admin@cleanslatesolutions.org.uk)

**Website** [www.cleanslatesolutions.org.uk](http://www.cleanslatesolutions.org.uk)

## Activities

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**Objects:** TO PROMOTE THE REHABILITATION AND RESETTLEMENT OF OFFENDERS, EX-OFFENDERS AND THE PREVENTION OF CRIME IN PARTICULAR BUT NOT EXCLUSIVELY BY: A)PROVIDING MENTORING SCHEMES TO EX-OFFENDERS; B)PROVIDING EMPLOYMENT SUPPORT OR ASSISTANCE TO THOSE ON PROBATION AND THOSE AT RISK OF RE OFFENDING; C)PROVIDING SUPPORT AND ACTIVITIES WITH A CHRISTIAN ETHOS WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS. D)PROVIDING ADVICE AND GUIDANCE TO THOSE AT RISK OF OFFENDING BY MEANS OF THE DEVELOPMENT AND IMPLEMENTATION OF COMMUNITY PROGRAMMES.

**Activities:** We support people across Teesside and North Yorkshire with a past conviction into paid employment. Our mentored approach ensures we select those who are stable, ready, and committed before referring into our network of socially invested employers.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Other Charitable Purposes
- **Who:** Other Defined Groups

## Geography

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- Darlington
- Durham
- Hartlepool
- Middlesbrough
- Newcastle Upon Tyne City
- North Yorkshire
- Redcar And Cleveland
- South Tyneside
- Stockton-on-tees
- Sunderland

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-08-31	£309,017	£210,260	-	-
2023-08-31	£135,384	£175,823	-	-
2022-08-31	£154,147	£156,990	-	-
2021-08-31	£169,201	£121,777	-	-

## Trustees

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Name	Role	Appointed
<b>Richard Longbottom</b>	Chair	2025-01-16
Benjamin Mark Robinson		2025-01-27
Hugh Welch		2023-06-09
Karen Ayton		2025-01-27

**CLEAN SLATE SOLUTIONS**

England & Wales - Charity number 1190630

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# Accounts

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Charity registration number 1190630

**CLEAN SLATE SOLUTIONS**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

# CLEAN SLATE SOLUTIONS

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Richard Longbottom Warren Harrison Hugh Welch Karen Ayton  Benjamin Robinson  Gbemisola Ogbolu	(Appointed 27 January 2025) (Appointed 27 January 2025) (Appointed 27 January 2025)
<b>Charity number</b>	1190630	
<b>Principal address</b>	The Holy Trinity Centre Market Square North Ormesby Middlesbrough TS3 6LD	
<b>Independent examiner</b>	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle upon Tyne Tyne and Wear England NE2 1TJ	
<b>Bankers</b>	CAF Bank 25 Kings Hill Avenue Kings Hill West Mailing Kent ME19 4JQ	

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# CLEAN SLATE SOLUTIONS

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# CLEAN SLATE SOLUTIONS

## CHAIRMAN'S STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2024

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2023/24 was a significant year in Clean Slate Solution's short but impactful history. We sadly lost Andrew Brice who had supported his son Richard (our founder) in the very early days of Clean Slate Solutions and was incredibly proud of how Richard had used his experience to make a difference for others. Another longstanding member of the team, Lorna Law left to join the probation service, and we wish her well in her new role.

After a challenging autumn when we were waiting for the outcome of several funding applications, we turned the corner in 2024 receiving three significant grants of multi-year funding and holding an incredibly successful and well attended Leap of Faith event on 29<sup>th</sup> February 2024 with over 80 Teesside business leaders. My thanks to Munashe, Rodney, Sam and Michael who bravely spoke about their journeys with Clean Slate Solutions from prison to sustainable employment. Thanks also to Muckle LLP for sponsoring the event and the noteworthy speakers on the day.

With long term funding secured and a growing reputation amongst business partners, we held a successful strategy day with staff and trustees to work out how to capitalise on all this success, plan the future and set some targets for growth. Following this "Future Back" day we moved forward on recruiting both additional staff and new trustees.

We came out of the year with significant growth for Clean Slate Solutions, demonstrating resilience and impact in challenging times. Our team supported over 100 individuals with past convictions into secure employment, helping to break cycles of poverty and reduce reoffending rates in our community. Our success is built on a collaborative approach, connecting businesses with motivated candidates who are ready to re-enter the workforce.

Despite the economic challenges and the difficulties within the criminal justice system, we have strengthened our employer network and increased opportunities for our clients. This year saw a significant expansion in our outreach, with 38 new employers joining our mission, providing a broader range of career paths for our candidates. I extend my deepest gratitude to our dedicated staff, volunteers, trustees, and partners who continue to make this work possible. I'd like to particularly thank Tracey Brittain, a long-standing trustee of Clean Slate Solutions who retired from the board in August.



.....  
Dr Warren Harrison

**Chairman**

Date 17th June 2025

# CLEAN SLATE SOLUTIONS

## CHAIRMAN'S STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### Founder's report

##### **Responding to a Changing Landscape**

The past year has been one of significant developments and growth for our charity. The notification of early release of prisoners in summer 2024 created an even more urgent demand for our services, which we were able to meet thanks to timely funding that allowed us to grow our mentoring team.

This expansion ensured we had the resources to cope with the influx of people needing our support. However, the challenges continue to escalate. National and regional prisons are at capacity, with particularly acute issues arising during the July/August 2024 riots, especially on our doorstep in Middlesbrough.

The relentless volume of people receiving custodial sentences means we always have a need for additional staff to deliver our services effectively.

##### **A Year of Growth and Financial Sustainability**

Despite these challenges, we've had a positive year from a grant funding and donor perspective.

Securing several multi-year funding pots has transformed our financial landscape, positioning us far better for long-term sustainability than we were 12 months ago.

The quality and social impact of our work have attracted the attention of major household names, leading to new and ongoing partnerships. The support from these organisations has been invaluable, and we are deeply appreciative.

We've also seen a shift towards partnering with businesses that align with our mission. Corporate supporters have embraced the social value and ESG components of our initiative, with some partnerships now beginning to generate a regular flow of corporate donations to our cause. This shift has been a key step in reducing our reliance on grant funding, ensuring the longevity of our work.

##### **The Power of Local and National Partnerships**

##### **Building for the Future**

As the organisation has grown, we've been mindful of the need to strengthen our infrastructure. Investing in the charity's operational capacity is vital to sustain this growth and deliver on our long-term goals.

We've also raised the standard of support we provide by recruiting another mentor with lived experience; someone who truly understands the challenges our candidates face.

Generous donations from individual donors have been instrumental in enabling these developments, and we are profoundly thankful for their support.

##### **Staying True to Our Values**

We so far remain a non-contracted provider. Staying independent has allowed us to deliver services in a bespoke way, free from the constraints of contractual obligations.

This flexibility ensures we can respond quickly with agility and compassion to the needs of our beneficiaries. Their stories, resilience, and determination continue to inspire us every day, and they are the reason we persevere in these challenging times.

Finally, a huge thank you to The Centre for Social Justice for their unwavering support for our mission and for the connections they have helped us make. Through their engagement with us and their tireless work we have voice that's heard beyond our region, ensuring those in Westminster are aware of the day-to-day issues we face as we deliver our work in such a tough social and economic landscape.

**Richard Brice**  
**Founder and Head of Operations**

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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The trustees present their annual report and financial statements for the year ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

#### **Objectives and activities**

Our core mission is to support individuals with past convictions into sustainable employment. We take a unique, mentored approach to ensure that our beneficiaries are stable, work-ready, and connected to socially responsible employers who are invested in creating positive social change.

#### **Public benefit**

Our trustees carefully consider the Charity Commission's guidelines on public benefit, ensuring our services make a positive impact on both individuals and society at large.

#### **Achievement and performance**

2023/24 was a year of two halves, with the first half of the year a period of consolidation, getting into place firm operational foundations and building strong relationships with referral partners, the prison estate and supportive employers. Then following Leap of Faith event in February 2024 and the financial sustainability offered through long term, core funding from The Rank Foundation, EQ Foundation and 22 North Foundation we could expand the team and drive forward in securing more placements for clients. The year was capped by receiving the Centre for Social Justice Award for 2024 for Lord James Timpson, the newly appointed Minister for Prisons, Parole & Probation alongside an opportunity for Richard to speak in the House of Lords sharing our vision for the future and the charity's compelling backstory.

#### **Our Impact**

Even during difficult periods, we've seen remarkable successes.

Since 2020, until the end of this accounting period we've supported 320 individuals into work, with 103 of those placements achieved in the last 12 months alone.

Our efforts have also contributed to maintaining a remarkably low reoffending rate of just 2.7%. Meaning 97.3% of beneficiaries haven't returned to the justice system. By way of comparison, the national average reoffending rate is 59.9%.

#### **Working with the Criminal Justice System**

2023/24 was a challenging time for the criminal justice system as police, criminal courts, prisons and probation struggled to cope, with major performance problems and demand growing. The prison system has a severe capacity crisis. Prison expansion efforts have failed to keep pace with growing demand, especially in the male estate, and the Sunak government implemented a range of emergency measures to stay within useable capacity. Overcrowding makes it harder to maintain a functioning regime inside prisons and often hinders access to purposeful activity such as work and education.

In September 2024 as part of the new government's plans increased the numbers being released early with prisoners being released on licence into the community after they have served 40% of their sentence.

Throughout all this period, the Clean Slate Solutions team have maintained and developed strong working relationships with prisons in our core area of activity. Joe is now joined by Paul and Ella and this increased capacity will mean we can support more prisoners "through the gate" into employment.

We continue to maintain an excellent working relationship with HMP Kirklevington Grange pre-release programs. We work closely with individuals who are 12 weeks or less from release, setting up jobs consistently to ensure they have the best start upon their return to society.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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We also have regular visits into HMP Askham Grange (Female) and HMP Low Newton (Female). And we sit on the Holme House quarterly prison employment advisory board meetings.

We also rely on partners who are also working with people with a past conviction to refer their clients to our charity when they are ready to seek work. These partnerships are crucial to us as we know our time and skills are best used supporting people into employment, knowing that our partners help with wider support such as housing, addiction, money management etc.

In this year we have significantly improved our referral process with new information, more regular calls to partners and updated leaflets. As a result of this referral numbers have improved significantly in the last third of the year.

This year, we saw 138 referrals, resulting in 103 individuals securing employment and an additional 13 entering further education. These successes demonstrate the growing impact of our work in providing long-term solutions for people with criminal records. Our comprehensive mentoring and support, which extends beyond job placement, has helped maintain a low reoffending rate of just 2.7%.

#### Addressing Systemic Challenges

We continue to face challenges with the 'through the gate' process. While there have been improvements, such as the elimination of Friday prison releases, much work remains to ensure that individuals transitioning from custody into the community receive the coordinated support they need. We are committed to advocating for systemic improvements that will allow for more efficient and effective collaboration between agencies.

We have expressed our concerns that the housing and general resettlement support is nowhere near what it needs to be. In our view, it is kicking the can down the road to the probation service which is oversubscribed and failing to deliver. We are of course encouraged that James Timpson is the new prisons minister.

We have continued to work closely with The Recruitment Junction (Newcastle based) both in the prisons and the community sharing resource and boundaries to enable us to ensure full coverage from York up to the Scottish Borders. Thank you to Beverley and the team for such an enjoyable relationship between both teams.

Whilst we wait for the new government to act, the team at Clean Slate Solutions have been advising Chris Leech MBE and his team with the development of the Rebuilding Futures Alliance social enterprise – this a not-for-profit will act as a broker between organisations like Clean Slate Solutions and major employers. Through Chris' business networks many major rail and supply chain partners are signed up to working with the Alliance to recruit people with a past conviction.

The benefits of a broker like this are that it gives charities like Clean Slate Solutions opportunities to work with major employers on a scale that it could not achieve on its own. RFA model also works on generating a fee for their services, and much of this fee will go to the partner charities supporting clients into work with the business.

Whilst Clean Slate Solutions have built great and trusted working relationships with local employers, by working with the RFA to access other business, it puts more of our capacity back into what we are good at – supporting people with a past conviction.

#### Expanding Our Employer Network

Our growing network of employers is key to our success. By increasing the diversity of industries and career pathways available to our beneficiaries, we provide more opportunities for them to rebuild their lives. Our partnerships with local businesses, including companies like DWP, Wagamama, Iceland Foods, Barker & Stonehouse, Bettys & Taylor's and Thirteen Group, have been instrumental in driving this growth.

At our Leap of Faith event on 29<sup>th</sup> February 2024 kindly sponsored by Muckle LLP over 80 people from the Teesside business community heard directly from the Clean Slate Team, one of our employers (from the Barker & Stonehouse business) and four people with a past conviction who we had helped get secure jobs. We received incredible feedback on the event and had several successful follow ups with businesses wanting to work with us.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### **Beneficiary story**

Our beneficiaries have shared powerful stories of transformation. For example, 'Sarah,' a client who had struggled to find work after her release, is now employed full-time in hospitality. With our support, she regained her confidence and self-worth, demonstrating the impact of our tailored, compassionate approach.

#### **Employers and the Business Community**

We have deepened relationships with employers who share our values. By working with businesses to refine their recruitment processes, we help ensure they are inclusive and open to hiring people with past convictions. This year, we co-hosted two further separate events with Thirteen Group and Wates Construction to raise awareness about the benefits of hiring ex-offenders.

#### **Local Economic Impact**

Using the government's Social Value Calculator, we estimate that our work this year contributed approximately £2.5million in social value, not only improving the lives of individuals but also benefiting the wider community by reducing reliance on public services.

#### **Referral Partners**

Collaboration remains at the heart of our work. We've partnered with over 60 employers, local charities, and community groups to build a comprehensive support network. By aligning our services with community needs, we ensure that our work remains relevant and responsive. We now send out a regular newsletter to referral partners, so they are better informed and more engaged with Clean Slate Solutions.

#### **Getting our message out and our work recognised**

This has been an incredibly successful year for getting our message out and having our work recognised.

Thanks to the work of Jacob and Richard in working on our messaging and marketing materials, we have redesigned our website to include more stories of impact, our corporate partnerships/case studies and benefits and employer/case studies. We have also produced new brochures highlighting ESG and social value benefits of engaging with CSS.

We have achieved the following awards or recognition for our work

- Endeavour Partnership Charity of the Year
- Tees Business Awards Community Champions Award 2024
- Centre for Social Justice (National) award 2024 (awarded in October 2024 but the visit from judges and decision was in this financial year)
- High Sheriff award for excellence in supporting people our community for our long-term key staff member Joe Clarkson
- Venetia Wrigley Former High Sheriff of North Yorkshire Award
- Walter Thompson (Contractors) Ltd got a prestigious Considerate Constructors award for their work with Clean Slate Solutions.

We also hosted visits by Jo Ropner the Lord Lieutenant of North Yorkshire and the North Yorkshire Police, Fire and Crime Commissioner, where our visitors met staff and candidates we have placed into employment.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### Financial review

Income for the year totalled £309,017 with total expenditure at £210,260, resulting in a surplus of £98,757. The charity's free reserves at year-end stood at £96,807. We have secured multi-year grants that will provide a more stable financial foundation for the coming years.

The trustees review our reserves policy regularly and aim to maintain reserves sufficient to cover three months of operations (agreed 28 October 2024). Our reported reserves are higher than what we aim to hold. This is due to receiving several unrestricted grants which have not been spent before the end of the year but will be spent post year end.

Thanks to funders, many of whom have given us three-year awards for running costs and via the Centre for Social Justice we benefitted from the generosity of donors who believe in our mission.

Funders in this year include:

- The National Lottery Community Fund
- Rank Foundation
- EQ Foundation
- 22 North Foundation
- The Teesside Charity
- Allen Lane Foundation
- Woodsmith Foundation
- The Hospital of God
- Alligator Trust
- Garfield Weston
- Society of the Holy Child Jesus

We are also grateful for funding from Acts435 and the Vicars Relief Fund as well as other direct donations from others. These donations make a direct difference to our candidates as they enable us to respond quickly and effectively to the needs of those we support, reinforcing the value of these relationships.

#### Plans for future periods

While the challenges in terms of the prison population and the issues in the criminal justice system overall are more significant than ever before, the strides we've made this year give us hope for the future.

The dedication of our team, the generosity of our supporters, and, most importantly, the determination of our beneficiaries are the cornerstones of our success.

Together, we'll continue to find light in the darkness and create lasting change in the lives of those who need it most.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### **Structure, governance and management**

The charity is a Charitable Incorporated Organisation, registered with the Charity Commission on 29 July 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Richard Longbottom

Warren Harrison

Tracey Brittain

(Resigned 29 July 2024)

Hugh Welch

Karen Ayton

(Appointed 27 January 2025)

Benjamin Robinson

(Appointed 27 January 2025)

Gbemisola Ogbolu

(Appointed 27 January 2025)

We are grateful to our trustees, staff, volunteers, and partners for their continued support as we work together to transform lives.

The trustees' report was approved by the Board of Trustees.



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Warren Harrison

**Trustee**

Date: 17th June 2025

# CLEAN SLATE SOLUTIONS

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CLEAN SLATE SOLUTIONS

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I report to the trustees on my examination of the financial statements of Clean Slate Solutions (the charity) for the year ended 31 August 2024.

### **Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do 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 no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Nicholas Cunningham FCCA  
Robson Laidler Accountants Limited  
Fernwood House  
Fernwood Road  
Jesmond  
Newcastle upon Tyne  
Tyne and Wear  
NE2 1TJ  
England

Dated: 18.6.2025

# CLEAN SLATE SOLUTIONS

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

Current financial year

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
	Notes				
<b>Income from:</b>					
Donations and legacies	2	261,751	47,200	308,951	135,318
Investments	3	66	-	66	66
<b>Total income</b>		<u>261,817</u>	<u>47,200</u>	<u>309,017</u>	<u>135,384</u>
<b>Expenditure on:</b>					
Charitable activities	4	<u>167,587</u>	<u>42,673</u>	<u>210,260</u>	<u>175,823</u>
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		94,230	4,527	98,757	(40,439)
Fund balances at 1 September 2023		<u>2,577</u>	<u>1,565</u>	<u>4,142</u>	<u>44,581</u>
<b>Fund balances at 31 August 2024</b>		<u><u>96,807</u></u>	<u><u>6,092</u></u>	<u><u>102,899</u></u>	<u><u>4,142</u></u>

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

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

## CLEAN SLATE SOLUTIONS

### STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

Prior financial year

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
<b><u>Income from:</u></b>				
Donations and legacies	2	88,118	47,200	135,318
Investments	3	66	-	66
<b>Total income</b>		<u>88,184</u>	<u>47,200</u>	<u>135,384</u>
<b><u>Expenditure on:</u></b>				
Charitable activities	4	120,048	55,775	175,823
<b>Net incoming/(outgoing) resources before transfers</b>		<u>(31,864)</u>	<u>(8,575)</u>	<u>(40,439)</u>
Gross transfers between funds		8,900	(8,900)	-
<b>Net movement in funds</b>		<u>(22,964)</u>	<u>(17,475)</u>	<u>(40,439)</u>
Fund balances at 1 September 2022		25,541	19,040	44,581
<b>Fund balances at 31 August 2023</b>		<u>2,577</u>	<u>1,565</u>	<u>4,142</u>

# CLEAN SLATE SOLUTIONS

## BALANCE SHEET

AS AT 31 AUGUST 2024

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	Notes	2024 £	£	2023 £	£
<b>Current assets</b>					
Debtors	9	1,251		1,251	
Cash at bank and in hand		107,418		8,024	
		<u>108,669</u>		<u>9,275</u>	
<b>Creditors: amounts falling due within one year</b>	10	<u>(5,770)</u>		<u>(5,133)</u>	
Net current assets			<u>102,899</u>		<u>4,142</u>
<b>Income funds</b>					
Restricted funds	12		6,092		1,565
Unrestricted funds			96,807		2,577
			<u>102,899</u>		<u>4,142</u>

The financial statements were approved by the Trustees on 17th June 2025



.....  
Warren Harrison  
Trustee

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### 1 Accounting policies

##### Charity information

Clean Slate Solutions is a Charitable Incorporated Organisation.

##### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

##### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

##### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

##### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 1 Accounting policies (Continued)

#### 1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.7 Taxation

As a charity, the organisation is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

#### 1.8 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	12,439	-	12,439	25,379	-	25,379
Grants receivable	249,312	47,200	296,512	62,739	47,200	109,939
	<u>261,751</u>	<u>47,200</u>	<u>308,951</u>	<u>88,118</u>	<u>47,200</u>	<u>135,318</u>

### 3 Income from investments

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Interest receivable	<u>66</u>	<u>66</u>

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 4 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
<b>Direct costs</b>		
Staff costs	68,125	52,658
Project Cost	1,408	2,242
Consultancy Fees	107,934	89,585
IT & Equipment	1,894	299
Travel	7,899	5,740
Rent	3,750	3,701
Advertising	-	50
Volunteer Expenses	-	2,127
Candidate costs	6,713	5,317
	<u>197,723</u>	<u>161,719</u>
<b>Share of support and governance costs (see note 5)</b>		
Support	9,290	10,496
Governance	3,247	3,608
	<u>210,260</u>	<u>175,823</u>
<b>Analysis by fund</b>		
Unrestricted funds	167,587	120,048
Restricted funds	42,673	55,775
	<u>210,260</u>	<u>175,823</u>

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

5 Support costs	Support costs	Governance costs	2024 Support costs		Governance costs	2023
	£	£	£	£	£	£
Telephone	2,767	-	2,767	1,718	-	1,718
Marketing	3,094	-	3,094	5,849	-	5,849
Sundry expenses	1,021	-	1,021	209	-	209
Bank charges	66	-	66	60	-	60
Insurance	2,259	-	2,259	2,660	-	2,660
Repair and maintenance	83	-	83	-	-	-
Legal and professional	-	420	420	-	1,088	1,088
Independent examiners fees	-	2,827	2,827	-	2,520	2,520
	<u>9,290</u>	<u>3,247</u>	<u>12,537</u>	<u>10,496</u>	<u>3,608</u>	<u>14,104</u>
Analysed between Charitable activities	<u>9,290</u>	<u>3,247</u>	<u>12,537</u>	<u>10,496</u>	<u>3,608</u>	<u>14,104</u>

### 6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

### 7 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	<u>3</u>	<u>3</u>
<b>Employment costs</b>	<b>2024 £</b>	<b>2023 £</b>
Wages and salaries	66,698	51,592
Social security costs	3	-
Other pension costs	1,424	1,066
	<u>68,125</u>	<u>52,658</u>

During the year, key management remuneration totaled £33,597 (2023 : £32,471)

There were no employees whose annual remuneration was more than £60,000.

## CLEAN SLATE SOLUTIONS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

#### 8 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

#### 9 Debtors

	2024	2023
	£	£
<b>Amounts falling due within one year:</b>		
Prepayments and accrued income	1,251	1,251
	<u>1,251</u>	<u>1,251</u>

#### 10 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	971	-
Trade creditors	203	-
Other creditors	322	285
Accruals and deferred income	4,274	4,848
	<u>5,770</u>	<u>5,133</u>

#### 11 Retirement benefit schemes

	2024	2023
	£	£
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	1,424	1,066
	<u>1,424</u>	<u>1,066</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

#### 12 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			Balance at 31 August 2024
	Balance at 1 September 2023	Incoming resources	Resources expended	
	£	£	£	£
National Lottery Reaching Communities Grant	1,565	47,200	(42,673)	6,092
	<u>1,565</u>	<u>47,200</u>	<u>(42,673)</u>	<u>6,092</u>

#### Purpose of Restricted Funds

##### National Lottery Reaching Communities Grant

A three year grant to promote rehabilitation and resettlement of offenders and the prevention of crime by providing mentoring schemes to ex-offenders.

## CLEAN SLATE SOLUTIONS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 AUGUST 2024

#### 13 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2023	Incoming resources	Resources expended	Transfers	At 31 August 2024
	£	£	£	£	£
General funds	2,577	261,817	(167,587)	-	96,807
	<u>2,577</u>	<u>261,817</u>	<u>(167,587)</u>	<u>-</u>	<u>96,807</u>
<b>Previous year:</b>	<b>At 1 September 2022</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 August 2023</b>
	£	£	£	£	£
General funds	25,541	88,184	(120,048)	8,900	2,577
	<u>25,541</u>	<u>88,184</u>	<u>(120,048)</u>	<u>8,900</u>	<u>2,577</u>

#### 14 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
<b>At 31 August 2024:</b>			
Current assets/(liabilities)	96,807	6,092	102,899
	<u>96,807</u>	<u>6,092</u>	<u>102,899</u>
	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
<b>At 31 August 2023:</b>			
Current assets/(liabilities)	2,577	1,565	4,142
	<u>2,577</u>	<u>1,565</u>	<u>4,142</u>

#### 15 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

**CLEAN SLATE SOLUTIONS**

England & Wales - Charity number 1190630

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# Accounts

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Charity registration number 1190630

**CLEAN SLATE SOLUTIONS**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

# CLEAN SLATE SOLUTIONS

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Richard Longbottom Warren Harrison Tracey Britain Hugh Welch	(Appointed 9 June 2023)
<b>Charity number</b>	1190630	
<b>Principal address</b>	The Holy Trinity Centre Market Square North Ormesby Middlesbrough TS3 6LD	
<b>Independent examiner</b>	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle upon Tyne Tyne and Wear England NE2 1TJ	
<b>Bankers</b>	CAF Bank 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	

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# CLEAN SLATE SOLUTIONS

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# CLEAN SLATE SOLUTIONS

## CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

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I am pleased to be introducing the Trustees annual report for 2022/23. Clean Slate Solutions exists to transform lives of people with past convictions living in Teesside or North Yorkshire through sustainable, paid employment. We aim to change the stigma around hiring someone with a past conviction, providing a new talent pool and at the same time shifting employer mindsets around hiring people with past convictions. It is widely known that employment is the single most effective way to reduce reoffending.

It is hard to believe that Clean Slate Solutions was only established in 2019 when we look at what has been achieved this year. It is testament to the work of the team that it has achieved the transformation in so many people's lives. That most of this work has been done through the pandemic and now through a cost-of-living crisis is incredible.

The demands on the support and services offered by Clean Slate Solutions continue to grow and, in this year, we have supported 122 people with past convictions to find paid work. The work that the charity does is holistic, long-term, and invariably highly practical, whether that is helping to access evidence like birth certificates, food parcels, or tools or washing machines, all is geared up to support that person in whatever way they need help.

Clean Slate Solutions creates the right environment where people with past convictions come to rebuild careers and our network of employers come to find great talent. Combined we create a positive social footprint, breaking cycles of generational poverty. In this year we have built a broader collective of employers, so we offer more choice, genuine hope, and brighter futures for our clients, now and for the long-term, through a legacy of employers open to really acknowledging the potential in employing people with a past conviction.

Our move to the Trinity Centre in North Ormesby has allowed the charity to build its support to clients. With its excellent location and transport links as well as well-equipped rooms available for occasions to suit board meetings, small hosting visitor's presentations and hosting large events it is creating the right conditions for growth. Our thanks and appreciation the Teesside Church Network for their support, especially their outreach work and to the Trinity Centre for the office space and facilities.

Finally, I'd like to record my thanks and appreciation to my board member colleagues, marking our appreciation to Steve McFarlane who stood down as a trustee in July 2023 and welcome Hugh Welch as our newest trustee. Everyone in the Clean Slate Solutions family, trustees, patron, ambassadors, staff, and volunteers have a shared determination to continue to give people with a past conviction a helping hand towards a new future.



Dr Warren Harrison

Chairman

Date: 26/6/24

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their annual report and financial statements for the year ended 31 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

#### **Objectives and activities**

Our charitable purpose is to support people across Teesside and North Yorkshire with a past conviction into paid employment. Our mentored approach ensures we select those who are stable, ready, and committed before referring into our network of socially invested employers.

Clean Slate is unique in the region in the way we work, our uniqueness stems from the lived experience of Richard Brice, the founder of Clean Slate Solutions and others in the team. Their experience of coming out of prison with limited support informs our deep commitment to providing extensive levels of community mentoring that is tailored to the needs and circumstances of the individual. By doing this we make sure people are work ready before referring them into our wide network of employers who are genuinely invested in social value.

#### **Public benefit**

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

#### **Achievement and performance**

Clean Slate Solutions has made a significant difference in the lives of people with criminal records by helping them secure meaningful, sustainable paid employment. We have helped 139 referrals and placed 122 people into paid employment and 21 into further education programmes.

Our unique approach, which includes providing mentored support during the transition into a new job and up to six months afterward, has proven highly effective. As a testament to this, we have seen a lower than ever reoffending rate of just 2.3% within 12 months of engagement with Clean Slate Solutions, starkly contrasting the national reoffending rate of 59.9% and a sadly even higher local rate of over 70%. We do of course acknowledge that both of these rates reflect a much wider range of people with a criminal record, whereas Clean Slate Solutions works with people who want to find work and are clear of any substance misuse issues however given this we are still extremely encouraged at our impact thus far.

Our focus on filling gaps in local services—particularly in securing paid employment for individuals with past convictions—has contributed to the overall well-being of the community. It has reduced the burden on public resources and helped create a more inclusive and compassionate society.

We're becoming the 'go-to' local experts for the community, police, probation, and employers and have already created a legacy of equity in the labour market. Working with employers we've reviewed their HR policies, highlighted inconsistencies, outlined fair practices and potential areas signalling discrimination. These changes now make it more fair for anyone applying for a job with a conviction.

One of the most significant challenges we face is working 'through the gate.' This process involves providing support to individuals as they transition from custody back into the community. However, we've found there's a lack of joined-up thinking in the system that is not improving. This lack of cohesion means different organisations and agencies involved in supporting these individuals often work in silos, leading to inefficiencies and missed opportunities for collaborative action. This disjointed approach can make it difficult to provide comprehensive, seamless support to our beneficiaries as they navigate their journey back into society.

Additionally, while no one is supposed to be released into homelessness, this unfortunate situation does still happen. The reasons for this are complex and multifaceted, ranging from systemic issues to individual circumstances. It's a distressing reality that underscores the importance of our work and the urgent need for more coordinated efforts to support individuals transitioning out of custody.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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There have been improvements in this year. The practice of releasing individuals from prison on Fridays has been discontinued. Previously, when individuals were released on Fridays, they often found themselves without a place to stay over the weekend, as many support services don't operate during this time. Changing this practice has given Clean Slate Solutions more time to ensure that the necessary support mechanisms are in place before an individual's release.

Overall, these experiences have taught us valuable lessons about the complexities of our work and the broader system within which we operate. They have highlighted the need for greater collaboration and coordination among all stakeholders involved in supporting individuals with criminal records. As we continue our work, we remain committed to advocating for these changes and doing our part to ensure that everyone we support has the best possible chance of a successful transition back into the community.

Work has continued in further building our employer network meaning we have a wider range of career pathways for candidates compared with last year. The diverse industries in our employer network reflect the talent pool we're working with showcasing the knowledge, skills, and expertise on our doorstep. With a broader collective of employers, we offer more choice, genuine hope, and brighter futures for our community of beneficiaries, now and for the long-term, through a legacy of employers open to really acknowledging the potential in employing people with a past conviction.

#### Impact

##### Beneficiaries

Our beneficiaries, people with a past conviction, have shared their success stories with partners, funders, and potential employers, underscoring the transformative impact of our work on their lives. They have highlighted how Clean Slate Solutions has not only helped them find employment but also supported them in rebuilding their confidence and self-esteem, enabling them to turn their lives around.

For example, 'Mark' began to struggle with his mental health, which quickly escalated, leaving him homeless and shoplifting for food. This quite literally cost him everything and he ended up in prison. Mark is highly intelligent with a strong office-based CV, with previous successful work experience at the Civil Service. However, upon release from prison he could find no work whatsoever. When we met him, he told us he was so determined to turn his life around, he would 'do literally any job'.

Through Mark's determination and our support, he is now working for the DWP, turning up on time and genuinely impressing his employer. Without our intervention and continued support, it's unlikely Mark would have been given this opportunity in such a well-respected role.

To further highlight Mark's attitude, whilst waiting for his start date at the DWP, he opted to step aside from another job offer whilst he waited not to stand in the way of another person's all important second chance of employment.

Employment is the key to preventing reoffending therefore it is vital we continue to work with this vulnerable, marginalised group offering holistic, wraparound care to help them get settled, stable and into a career.

But Clean Slate Solutions also do the little things like making sure someone has a food parcel, so they don't go hungry, or buy them a cuppa before that first big interview to calm the nerves. We do not underestimate the power of haircut and clean clothes for the first week at work. These are all the little things we do above and beyond, but which collectively make an enormous difference.

##### Employers and the wider business community

DWP, Marston's, Wagamama, Reed Boardall and Iceland are some of our employer partners of Clean Slate Solutions and we are building strong partnerships with corporate partners like Muckle LLP and Thirteen Housing. To raise awareness and change perceptions in the community we successfully trialled joint hosting an event with Thirteen Housing in July 23, 'changing perceptions' raising awareness to the business community on Teesside around employing ex-offenders and adjusting HR policies to unlock more jobs and creating a fairer system for more than CSS referrals in the long run. In February 2024 Clean Slate Solutions are holding an event aimed at showcasing what we do to encourage businesses in the Teesside area. Support can range from taking on people with previous conviction, taking on Clean Slate Solutions as a charity of the year or longer-term corporate partner or using our expertise to upgrade recruitment and HR approaches and policies to be a more inclusive employer.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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For example, when beneficiaries in prison interested in the hospitality industry asked us if an employer would go into the prison to talk to them, we approached Wagamama. They really stepped up to do this and more, they went into the prison and cooked for everyone involving beneficiaries and staff, providing true inspiration and motivation. They regularly employ candidates from prisons and set a high standard for other employers.

#### **The local economy**

We use the government's TOMs (Themes, Outcomes, Measures) Social Value calculator to measure impact (£2.8m) as working with vulnerable, marginalised communities, often long-term unemployed, it's vital we highlight not only quantifiable outputs but the positive economic and social value impact on the region.

For this financial year 1st September 2022 to 31st August 2023 through getting 122 candidates into employment or training we calculate a total social value of £2,992,294 using the Government's National TOMs figures. In addition, reducing reoffending has further benefits beyond the individual in safer communities and less cost to the justice sector e.g. police, courts, probation, and therefore reduced drain on the public purse.

#### **Collaboration**

##### **Referral partners**

We have collaborated with the local church network's outreach service, smaller charities, and over 60 regional employers to build a comprehensive network of support for our participants. By aligning our services with community needs and gathering feedback, we have ensured our work remains locally relevant and responsive.

##### **Employers and the wider business community**

Following employer network expansion, we realised there is an appetite to support our charity through corporate partnerships. Therefore, we began developing corporate support and recruitment partnerships with the business community (where possible). Over the next 12 months we plan to steadily build on these early foundations.

#### **Support**

Our work couldn't take place without our valued grant funders and donors. We are fortunate to have some support us for a second year running which is hugely appreciated and extremely encouraging, particularly given the current challenging times.

Over the past 12 months we have really appreciated support, advice, and funding from the local community foundations in our area, Two Ridings Community Foundation, County Durham Community Foundation, Tyne & Wear and Northumberland Community Foundation, as well as Clinks and the Centre for Social Justice. We were very proud to be shortlisted for the Centre for Social Justice Awards 2023 and we were delighted to be awarded Best New Community Champion in the Tees Business Awards 2023.

Funders who support individuals in need - Acts 435, Vicars Relief fund, Human Need Fund have been a lifeline for beneficiaries where we put a request out for example, to help with rent deposit or for a second-hand washing cooker. Generous private individuals also kindly make donations toward these costs. Our beneficiaries are grateful for this support. A number of other people have made generous and larger donations of unrestricted funds which are always needed and vital for the efficient running of the charity. Our grateful thanks to those individuals.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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For the period 2022/23 we are also incredibly blessed and thankful to have received grants from

- The National Lottery Community Fund\*
- Cleveland Police & Crime Commissioner
- North Yorkshire Police, Crime & Fire Commissioner
- County Durham Community Foundation
- Two Ridings Community Foundation
- Muckle Community Fund at Tyne & Wear & Northumberland Community Foundation
- Darlington Building Society
- Newcastle Building Society
- Hospital of God
- The Foundation – The Leathersellers Company
- The 1989 Willan Charitable Trust

\*In this year we were awarded £141,600 from The National Lottery Community Reaching Communities Fund over the next three years.

#### Trustees

We are incredibly grateful to have the support and guidance from a strong board of trustees who bring a diverse range of knowledge, skills, and expertise. We are delighted to have Dr Warren Harrison, Pro-Vice Chancellor (international) Teesside University as our Chair of Trustees, bringing his knowledge and wealth of experience across the business and voluntary sectors to benefit every aspect of the charity.

Long standing Trustees Steve McFarlane, Director at Three13 (with a wealth of training, enterprise, and voluntary sector knowledge), and Richard Longbottom, an experienced commercial, sales and service leader continues to support and positively challenge the team, helping us reflect on delivery to take the charity forward sustainably. Steve stood down in July 2023 but remains a friend to the charity.

Tracey Brittain joined last financial year and adds important insights and connections from her long history of working within the criminal justice system.

Hugh Welch Senior Partner at Muckle LLP joined the board and brings with him considerable insights and connections across the Northeast. He played a large part in the development of Muckle's responsible business strategy.

Our Patron, David Kerfoot Esq CBE DL is the Deputy Lieutenant of North Yorkshire and previously the High Sheriff for North Yorkshire. David is a strong presence in the organisation, with vast array of business experience and a willingness to offer help across any aspect for which we are hugely appreciative.

We also benefit from Steve Cowie and Femi Waters-Ajisafe as advisers to the board, who bring their unique perspectives to bear on relevant matters.

#### People

We have benefited from strengthening the team in less front facing roles to allow the core team to focussed on working with more clients, partners, and employers. We are supported by volunteers, some were former beneficiaries of Clean Slate Solutions but now are in work and others are employers who have benefited from good people to work for them via Clean Slate Solutions. All volunteer their time and often their stories to help us evidence our impact. We appreciate their openness and willingness to do this.

We are benefitting from support from Jan Garrill DL former Chief Executive of Two Ridings Community Foundation. Jan is helping us create the best possible conditions for growth, with a focus on enhancing our governance, financial procedures, and long-term strategic development.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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As a team we undertake regular Safeguarding training, DBS and Enhanced DBS checks as necessary, organisational specific refresher courses and have regular reviews to see what else we can do to invest in staff health and wellbeing.

#### Marketing

In July 2023 we welcomed Jacob Harwood to the team as our marketing and communications manager. Jacob has refreshed our website, bringing to life the work of Clean Slate Solutions, and helped produce impactful presentations and marketing material. We've started changing perceptions through events, video case studies, and awareness campaigns. Encouraged by our success and employer appetite, we are planning more business engagement events.

We continue to be well received on LinkedIn with the profile and posts gaining traction, proving a valuable tool for organisational growth, business community connectivity and raising awareness of our work.

The work we have done on our website this year is to create the right groundwork for us being able to offer accessible and easy to navigate ways to donate either one off sums of money or smaller, regular donations. We are mindful of the due diligence and financial systems that must operate quietly in the background to make this effective for donors and ourselves, but we see it as a way for people to be able to pledge their support to Clean Slate Solutions.

#### Challenges

We have two key challenges, both shared by many of the equivalent charities across the UK. The first is the current state of the criminal justice system where there is a lack of a coherent and joined up approach to prisoner education, employment support and post release support. And the second is how we use our strong links with local employers and businesses to keep the charity on a sustainable financial footing.

On the first challenge, the Centre for Social Justice' report 'Unlocking Aspiration' published in May 2023 (1) evidence the critical state of the criminal justice system. Key points of relevance here are

- There are 85,000 men and women serving time in our prison estate, of whom 47,000 re-enter the community every year.
- Being in work has a statistically significant effect on reducing reoffending rates.
- The cost of reoffending is c £18bn.
- 16% of prison leavers are in jobs six weeks after they left custody and those employed six months after release is 23%.
- A recent review of the pre-release element of the Offender Management in Custody model from Her Majesty's Inspectorate of Probation reveals that the eight out of ten of the core elements of the model are not working in practice, and that delivery is 'falling well short of expectations.'

*'People in prison are being released ill-equipped for life on release. This can put individuals back significantly in their journey of resettlement and make finding work on release significantly more challenging.'* Unlocking Aspiration, CSJ May 2023

What this means for Clean Slate Solutions is that it is extremely time consuming and energy sapping, but essential, to keep track of personnel changes in the prisons in the area, in the probation service and in the contracted support organisations never mind maintaining any trusted relations to ensure we can offer a holistic through the gate service working alongside statutory partners.

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(1) <https://www.centreforsocialjustice.org.uk/library/unlocking-aspiration>

## CLEAN SLATE SOLUTIONS

### TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2023*

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Our second challenge is how do we build and develop the charity so we can help more people. Our aim is to have a long-term and sustainable business model where income from partner businesses supplements and adds value to our grant funding. We get financial support from some of the businesses who employ our clients but to direct a link between funding and client placement can risk compromising our drive to secure meaningful employment for people with criminal records. For this reason, we are seeking to evidence our impact and understand which elements of the support we provide to clients has the biggest impact for clients, businesses, and society. Having this independently verified data will be used to build longer term relationships with businesses who recognise the wider impacts of our work and want to support us to achieve both business goals and deliver meaningful impact as a responsible business. We already align our work closely with the principles of social value, Environmental, Social, and Governance (ESG) criteria, and Corporate Social Responsibility (CSR). We want to use this to become an attractive partner for corporations looking to enhance their own ESG and CSR profiles.

For example, Muckle LLP are corporate supporters of Clean Slate Solutions. They value our work and support us to evidence their commitment to their communities.

#### **Financial review**

Income for the year totalled £135,384 with expenditure of £175,823, leading to a deficit of £40,439. At the year end the charity had total reserves of £4,142 of which £2,577 were classed as free reserves (unrestricted reserves not tied up in fixed assets). Since the end of the financial year we are pleased to announce Clean Slate Solutions has received several multi year grants for core costs for the organisation, giving us a strong financial base for the next three years.

The trustees regularly review reserve levels to ensure they are appropriate and the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund. The trustees have agreed a policy and aim to hold unrestricted reserves equivalent to between three- and six-months expenditure.

## CLEAN SLATE SOLUTIONS

### TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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#### Plans for future periods

We are set to be working with specialists to get an independent review of our work with clients to provide verifiable data on performance and to understand what elements of our support makes the biggest difference. This will inform our future work with clients, allowing us to tailor our initiatives more effectively, ensuring we reach those who need our services the most. And it will also give a robust evidence base for our engagement with funders, businesses, and donors. By leveraging this data, we also aim to create comprehensive case studies that delve into the specific circumstances and outcomes of our interventions. These case studies will not only serve as a resource for our team but also provide valuable insights for our stakeholders, showcasing the tangible impact of our work.

Our strategy for growth is to:

- Evidence our impact and use it to both influence our work and to work with others to make the case for more systemic improvements to the criminal justice system.
- Grow our core of corporate supporters who value our work for the social value impact it delivers.
- Build a strong team of donors who give either one off larger donation or regular smaller donations.
- Develop an improved donations model to make it easier for anyone to donate to us (individuals as well as businesses).

Through this strategy, we hope to secure additional financial input, enabling us to expand our operations and increase our impact. By demonstrating the social value of our work, we aim to attract more corporate partners who share our commitment to creating positive societal change. By generating income independently, we reduce our reliance on grant funding. This not only ensures the sustainability of our programmes but also enhances our capacity to create a greater impact.

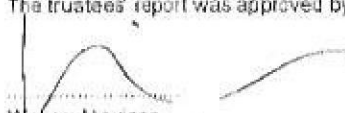
#### Structure, governance and management

The charity is a Charitable Incorporated Organisation, registered with the Charity Commission on 29 July 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Steven McFarlane (Resigned 15 June 2023)  
Richard Longbottom  
Warren Harrison  
Tracey Brittain  
Hugh Welch (Appointed 9 June 2023)

The trustees' report was approved by the Board of Trustees.

  
Warren Harrison  
Trustee

Date: 26/8/24

# CLEAN SLATE SOLUTIONS

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CLEAN SLATE SOLUTIONS

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I report to the trustees on my examination of the financial statements of Clean Slate Solutions (the charity) for the year ended 31 August 2023.

### **Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act, or
2. the financial statements do not accord with those records, or
3. the financial statements do 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 no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Nicholas Cunningham FCCA  
Robson Laidler Accountants Limited  
Fernwood House  
Fernwood Road  
Jesmond  
Newcastle upon Tyne  
Tyne and Wear  
NE2 1TJ  
England

Dated: 27-6-2024

## CLEAN SLATE SOLUTIONS

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

#### Current financial year

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
<b>Income from:</b>					
Donations and legacies	2	88,118	47,200	135,318	154,147
Investments	3	66	-	66	-
<b>Total income</b>		<u>88,184</u>	<u>47,200</u>	<u>135,384</u>	<u>154,147</u>
<b>Expenditure on:</b>					
Charitable activities	4	120,048	55,775	175,823	158,990
<b>Net outgoing resources before transfers</b>		<u>(31,864)</u>	<u>(8,575)</u>	<u>(40,439)</u>	<u>(2,843)</u>
Gross transfers between funds		<u>8,900</u>	<u>(8,900)</u>	<u>-</u>	<u>-</u>
<b>Net expenditure for the year/ Net movement in funds</b>		<u>(22,964)</u>	<u>(17,475)</u>	<u>(40,439)</u>	<u>(2,843)</u>
Fund balances at 1 September 2022		<u>25,541</u>	<u>19,040</u>	<u>44,581</u>	<u>47,424</u>
<b>Fund balances at 31 August 2023</b>		<u><u>2,577</u></u>	<u><u>1,565</u></u>	<u><u>4,142</u></u>	<u><u>44,581</u></u>

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

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

## CLEAN SLATE SOLUTIONS

### STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2023

Prior financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes			
<b>Income from:</b>				
Donations and legacies	2	94,338	59,809	154,147
<b>Total income</b>		<u>94,338</u>	<u>59,809</u>	<u>154,147</u>
<b>Expenditure on:</b>				
Charitable activities	4	76,738	80,252	156,990
<b>Net outgoing resources before transfers</b>		<u>17,600</u>	<u>(20,443)</u>	<u>(2,843)</u>
<b>Net expenditure for the year/ Net movement in funds</b>		17,600	(20,443)	(2,843)
Fund balances at 1 September 2021		7,941	39,483	47,424
<b>Fund balances at 31 August 2022</b>		<u>25,541</u>	<u>19,040</u>	<u>44,581</u>

# CLEAN SLATE SOLUTIONS


## BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023		2022	
		£	£	£	£
<b>Current assets</b>					
Debtors	9	1,251		9,755	
Cash at bank and in hand		8,024		40,139	
		<u>9,275</u>		<u>49,894</u>	
<b>Creditors: amounts falling due within one year</b>	10	<u>(5,133)</u>		<u>(5,312)</u>	
<b>Net current assets</b>			<u>4,142</u>		<u>44,581</u>
<b>Income funds</b>					
Restricted funds	11		1,565		19,040
Unrestricted funds			2,577		25,541
			<u>4,142</u>		<u>44,581</u>

The financial statements were approved by the Trustees on

26/6/24

  
Warren Harrison  
Trustee

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2023

---

#### 1 Accounting policies

##### Charity information

Clean Slate Solutions is a Charitable Incorporated Organisation.

##### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' ('FRS 102') and the Charities SORP 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)' (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

##### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

##### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

##### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 1 Accounting policies (Continued)

#### 1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.7 Taxation

As a charity, the organisation is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

#### 1.8 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Donations and gifts	25,379	-	25,379	10,688	-	10,688
Grants receivable	62,739	47,200	109,939	83,650	59,809	143,459
	<u>88,118</u>	<u>47,200</u>	<u>135,318</u>	<u>94,338</u>	<u>59,809</u>	<u>154,147</u>
<b>Grants receivable for core activities</b>						
County Durham Community Foundation	10,000	-	10,000	-	-	-
The National Lottery James Thornton Newcastle Building Society Community Foundation	-	47,200	47,200	-	9,984	9,984
Darling Building Society Community Foundation	5,000	-	5,000	-	-	-
The 1989 Wilian Trust	9,990	-	9,990	-	-	-
Two Ridings Community Foundation	-	-	-	10,000	-	10,000
Other	25,249	-	25,249	5,000	-	5,000
	<u>62,739</u>	<u>47,200</u>	<u>109,939</u>	<u>83,650</u>	<u>59,809</u>	<u>143,459</u>

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 3 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	56	-

### 4 Expenditure on charitable activities

	Charitable activities 2023 £	Charitable activities 2022 £
<b>Direct costs</b>		
Staff costs	52,858	13,087
Project costs	2,242	7,146
Consultancy fees	89,585	120,488
IT & equipment	299	537
Travel and subsistence	5,740	4,418
Rent	3,701	2,500
Advertising	50	183
Volunteer expenses	2,127	-
	<u>156,402</u>	<u>148,359</u>
<b>Share of support and governance costs (see note 5)</b>		
Support	15,813	6,231
Governance	3,608	2,400
	<u>175,823</u>	<u>156,990</u>
<b>Analysis by fund</b>		
Unrestricted funds	120,048	76,738
Restricted funds	55,775	80,252
	<u>175,823</u>	<u>156,990</u>

## CLEAN SLATE SOLUTIONS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

#### 5 Support costs

	Support costs	Governance costs	2023 Support costs	Governance costs	2022
	£	£	£	£	£
Telephone	1,718	-	1,718	1,907	1,907
Marketing	5,849	-	5,849	1,645	1,645
Sundry expenses	5,526	-	5,526	1,364	1,364
Bank charges	60	-	60	94	94
Insurance	2,660	-	2,660	1,221	1,221
Legal and professional	-	1,088	1,088	-	-
Independent examiners fees	-	2,520	2,520	-	2,400
	<u>15,813</u>	<u>3,608</u>	<u>19,421</u>	<u>6,231</u>	<u>8,631</u>
Analysed between					
Charitable activities	<u>15,813</u>	<u>3,608</u>	<u>19,421</u>	<u>6,231</u>	<u>8,631</u>

#### 6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

#### 7 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	<u>3</u>	<u>2</u>
<b>Employment costs</b>	<b>2023</b>	<b>2022</b>
	£	£
Wages and salaries	51,592	12,827
Other pension costs	1,066	260
	<u>52,658</u>	<u>13,087</u>

During the year, key management remuneration totalled £32,471 (2022: £9,712).

There were no employees whose annual remuneration was more than £60,000.

#### 8 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

## CLEAN SLATE SOLUTIONS

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

<b>9</b>	<b>Debtors</b>	<b>2023</b>	<b>2022</b>
		£	£
	Amounts falling due within one year:		
	Prepayments and accrued income	1,251	9,755
		<u>          </u>	<u>          </u>
<b>10</b>	<b>Creditors: amounts falling due within one year</b>	<b>2023</b>	<b>2022</b>
		£	£
	Other creditors	285	152
	Accruals and deferred income	4,848	5,160
		<u>5,133</u>	<u>5,312</u>
<b>11</b>	<b>Restricted funds</b>		

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				
	Balance at 1 September 2022	Incoming resources	Resources expended	Transfers	Balance at 31 August 2023
	£	£	£	£	£
European Structural & Investment Fund	9,754	-	(10,140)	386	-
Intervention Funding	9,286	-	-	(9,286)	-
National Lottery	-	47,200	(45,635)	-	1,565
	<u>19,040</u>	<u>47,200</u>	<u>(55,775)</u>	<u>(8,900)</u>	<u>1,565</u>

#### Purpose of Restricted Funds

##### European Structural & Investment Funds

Funding received towards 'A Clean Slate' project costs.

##### Intervention Funding

In respect of the Woodsmith Project's Social and Economic Development Plan.

##### National Lottery Awards for All

A three year grant to promote rehabilitation and resettlement of offenders and the prevention of crime by providing mentoring schemes to ex-offenders.

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 12 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2022	Incoming resources	Resources expended	Transfers	At 31 August 2023
	£	£	£	£	£
General funds	25,541	88,184	(120,048)	8,900	2,577
Previous year:	At 1 September 2021	Incoming resources	Resources expended	Transfers	At 31 August 2022
	£	£	£	£	£
General funds	7,941	94,339	(76,738)	-	25,541

#### 13 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
<b>Fund balances at 31 August 2023 are represented by:</b>			
Current assets/(liabilities)	2,577	1,565	4,142
	2,577	1,565	4,142
	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<b>Fund balances at 31 August 2022 are represented by:</b>			
Current assets/(liabilities)	25,541	19,040	44,581
	25,541	19,040	44,581

#### 14 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).



**CLEAN SLATE SOLUTIONS**

England & Wales - Charity number 1190630

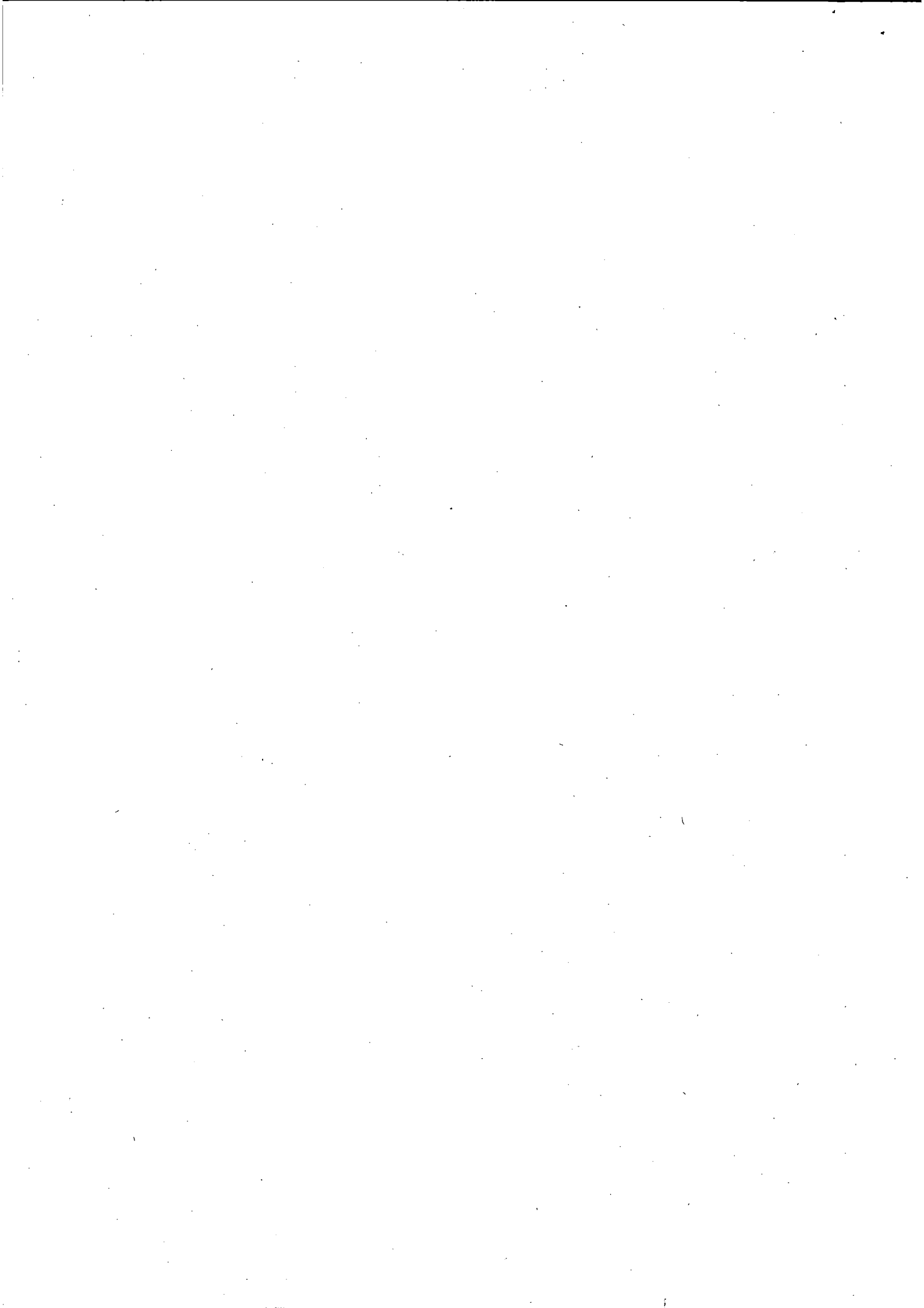
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# Accounts

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Charity registration number 1190630

**CLEAN SLATE SOLUTIONS**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**



# CLEAN SLATE SOLUTIONS

## LEGAL AND ADMINISTRATIVE INFORMATION

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**Trustees**

Steven McFarlane  
Richard Longbottom  
Warren Harrison  
Tracey Brittain

(Appointed 20 June 2022)

**Charity number**

1190630

**Principal address**

The Holy Trinity Centre  
Market Square  
North Ormesby  
Middlesbrough  
TS3 6LD

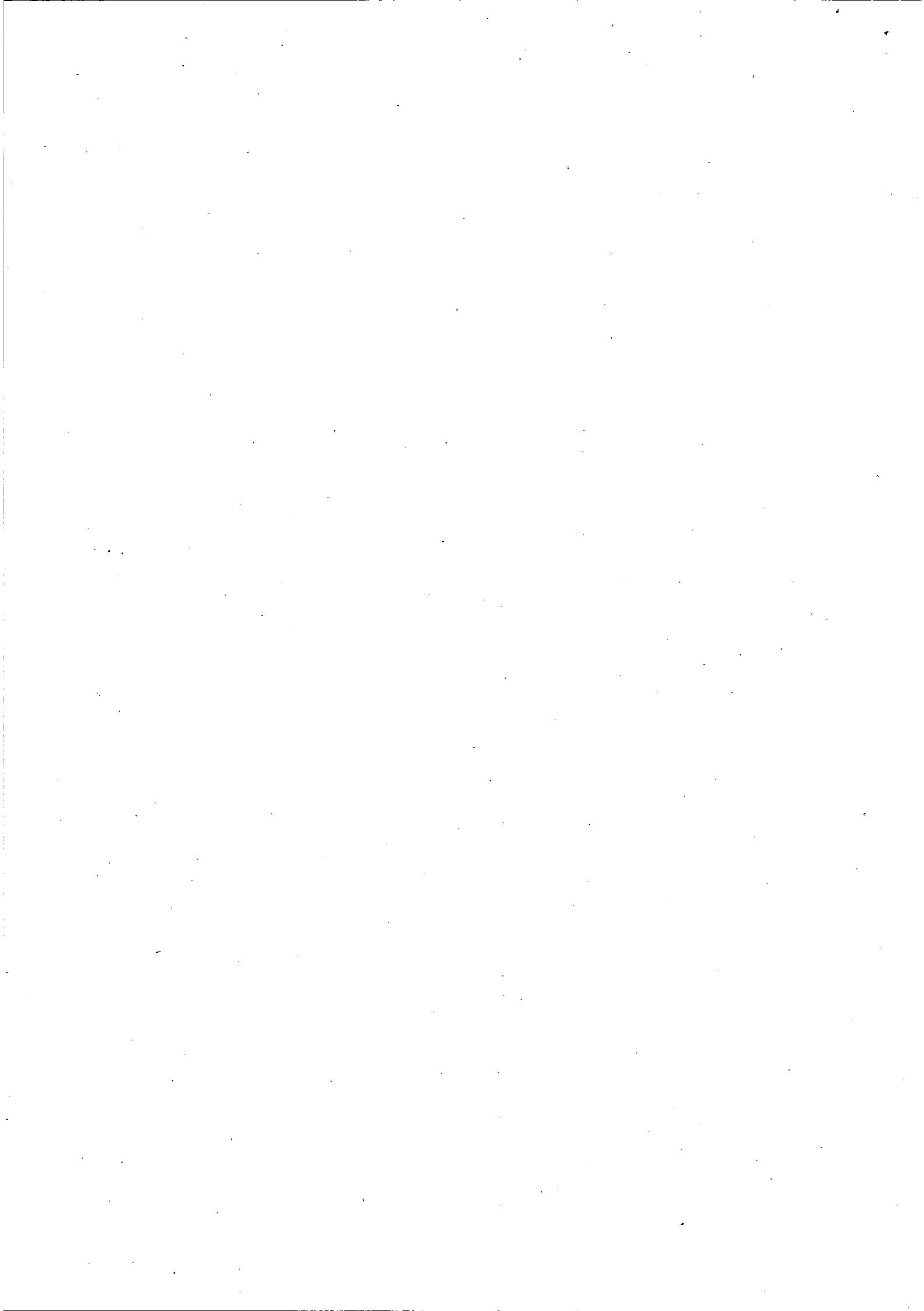
**Independent examiner**

Robson Laidler Accountants Limited  
Fernwood House  
Fernwood Road  
Jesmond  
Newcastle Upon Tyne  
Tyne and Wear  
England  
NE2 1TJ

**Bankers**

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Mailing  
Kent  
ME19 4JQ

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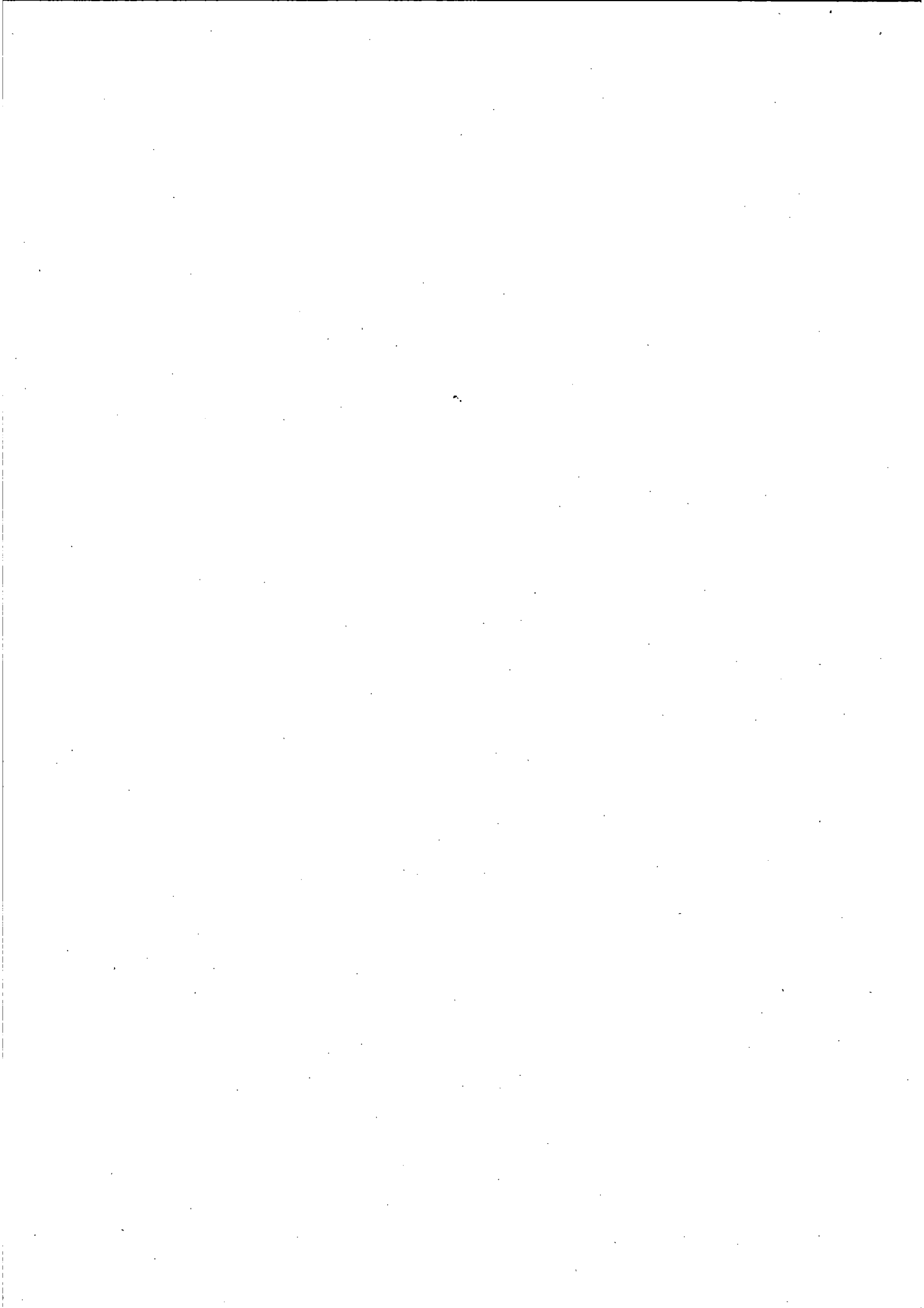
# CLEAN SLATE SOLUTIONS

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Statement of financial activities	6 - 7
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Notes to the financial statements	9 - 14

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# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2022

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The trustees present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

#### **Objectives and activities**

Clean Slate Solutions (CSS) is the only such provider across Teesside and North Yorkshire region, helping people with a past conviction move into meaningful, sustainable paid employment. Providing extensive levels of community mentoring tailored to the individual, we make sure people are work ready before referring them into our wide network of employers who are genuinely invested in social value.

#### **Public benefit**

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

#### **Achievements and performance**

##### **Introduction (What / Where / When)**

Clean Slate Solutions has been blessed in seeing a year of continued growth despite the uncertainties after emerging from the pandemic.

As face to face delivery was allowed once more, long awaited work started taking place in prisons, particularly with HMP Kirkclevington Grange allowing us to collaborate on a plan for supporting people before being released into the region. Our work continues across Teesside and North Yorkshire helping people with past convictions find meaningful, sustainable employment pre-release and once in the community.

Work has continued in further building our employer network meaning we have a wider range of career pathways for candidates compared with last year. The diverse industries in our employer network reflect the talent pool we're working with showcasing the knowledge, skills and expertise on our doorstep. By creating a broader collective of employers we offer more choice, genuine hope, and brighter futures for our community of beneficiaries, now and for the long-term, through a legacy of employers open to really acknowledging the potential in employing this group.

##### **Impact (Why / How)**

By the end of August 2022 we had received 231 referrals (with 2000+ convictions combined), placed 171 into employment and 17 into further education programmes spanning men, women and young adults.

Employment is the key to preventing reoffending therefore it is vital we continue to work with this vulnerable, marginalised group offering holistic, wraparound care to help them get settled, stable and into a career.

We use the government's TOMs (Themes, Outcomes, Measures) Social Value calculator to measure impact (£2.8m) as working with vulnerable, marginalised communities, often long-term unemployed, it's vital we highlight not only quantifiable outputs but the positive economic and social value impact on the region.

For this period we calculate a total social value evaluation of £2,835,655 including local economic value of £498,649 as follows;

- NT3 Long term unemployed into work (145) = £2,187,462
- NT5 Rehabilitating young offenders into work (26) = £412,279
- NT7 Hours dedicated to support into work (mentoring, workshops etc) = £188,628
- NT9 Training opportunities = £41,886
- NT24 initiatives aimed at reducing crime = £1,800
- NT25 initiatives aimed at reducing homelessness = £1,800
- NT26 initiatives taken to engage people in health interventions = £1,800

Reducing reoffending has further benefits beyond the individual in safer communities and less cost to the justice sector e.g. police, courts, probation and therefore reduced drain on the public purse.

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# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2022

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As a social enterprise we are a significant part of the local change we want to see, and an important aspect is making sure we stay aligned with our objectives and not trying to fix every social issue we see, tempting though it is.

#### **Collaboration/referrals**

Staying focused on the original mission of the charity; getting people with past convictions into paid jobs, and not diversifying means we listened to beneficiaries, delivering what they need and staying on mission, working closely with referral partners to intersect with participants at the right point in their journey back to society.

Collaborating with the voluntary sectors across Teesside and North Yorkshire has allowed us to focus on enhancing referral routes (both from the prison estates and voluntary sector partners, and then into our network of employers).

*A key element of provision is promoting awareness of services and enhancing visibility, as well as sharing good practice across networks with others in different regions, continually striving for excellence.*

Following employer network expansion, we realised there is an appetite to support our charity through corporate partnerships. Therefore we began developing corporate support and recruitment partnerships with the business community (where possible). Over the next 12 months we plan to steadily build on these early foundations.

#### **Support**

Our work couldn't take place without our valued grant funders. We are fortunate to have some support us for a second year running which is hugely appreciated and extremely encouraging, particularly given the current challenging times.

For the period 2021/22 we are incredibly blessed and thankful to have received grants from North Yorkshire Police, Muckle Fund, the 1989 Willan Foundation, National Lottery Awards for All, the Postcode Neighbourhood Trust, Sirius Minerals, the Bernicia Foundation, Bettys & Taylors Fund, Allen Lane Foundation and the Worshipful Weavers.

Over the past 12 months we have really appreciated support, advice, and funding from the local community foundations, Two Ridings Community Foundation, County Durham Community Foundation, Tyne & Wear and Northumberland Community Foundation, as well as Clinks and the CSJ (Centre for Social Justice).

We also have to thank our corporate supporters including Groundworks Direct Limited, The Marshall Robertson Group Ltd, MAP Group, Muckle LLP, also Nigel Wright Group and their generous donation of pre-loved laptops which we used to help beneficiaries get online, apply for jobs and all of the other things which can now only be done digitally.

Acts 435, Vicars Relief fund and personal donations have been a lifeline for beneficiaries where we put a request out for example, to help with rent deposit or for a second-hand washing cooker and generous private individuals kindly make donations toward these costs. Our beneficiaries are really grateful for this support.

Day to day running costs and client support make up 17% of our expenditure including help for candidates to attend training, interviews and travel costs until their first pay packet. The remainder of outgoings relate to salaries and staff costs. Other costs remain low including the serviced office based in North Ormesby with rent paid monthly.

#### **Contract**

Securing delivery of our first European Structural and Investment Funds (ESIF) project commissioned contract for 18 months further elevated our local standing, enabling us to provide specialist support for people with past convictions in Scarborough, North Yorkshire. Our part in this Community-Led Local Development programme was kindly match funded by the Sirius Minerals Foundation.

As a consequence of this funding, the full amount was declared in the previous year's accounts therefore resulting in a slight downturn in this year's income.

#### **Trustees (Who)**

We are incredibly grateful to have the support and guidance from a strong board of trustees who bring a diverse range of knowledge, skills and expertise. We are delighted to have Dr Warren Harrison, Dean of Teesside University International Business School as our Chair of Trustees, bringing his knowledge and wealth of experience across the business and voluntary sectors to benefit every aspect of the charity.



# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2022

---

Long standing Trustees Steve McFarlane, Director at Three13 (with a wealth of training, enterprise and voluntary sector knowledge), and Richard Longbottom, Director of Unity Life (and experienced commercial, sales and service leader) continue to support and positively challenge the team, helping us reflect on delivery to take the charity forward sustainably.

Alistair Fulton retired and left with our blessing, he's still a strong supporter of ours. We now have Tracey Britain with her wealth of experience and acute understanding of this sector work we undertake, has kindly agreed to join our board.

Our Patron, David Kerfoot Esq CBE DL is the Deputy Lieutenant of North Yorkshire and previously the High Sheriff for North Yorkshire. David is a strong presence in the organisation, with vast array of business experience and a willingness to offer help across any aspect for which we are hugely appreciative.

#### **People (Who)**

We are blessed to have retained the same team, two of whom have lived experience of the criminal justice system. We are supported by ten new volunteers, some were former beneficiaries, since progressing into other work. As we are in the early phases of developing it's been really helpful to have a team combined of salaried staff and a great pool of sessional workers/consultants/advisers all flexible and available ad hoc to the needs of the charity. Without this team we would not have achieved the goals we set out for our first few years.

Investing in our people continues to be the cornerstone of operations, developing their skillset to add value to the Clean Slate Solutions offering. One of the mentors is currently studying at University part-time for a Level 6 Certificate of Higher Education Counselling Skills and Therapeutic Communication, whilst another is studying for a BSc (Hons) in Criminology.

As a team we undertake regular Safeguarding training, DBS and Enhanced DBS checks as necessary, organizational specific refresher courses, quarterly clinical supervision and have regular reviews to see what else we can do to invest in staff health and wellbeing.

#### **Marketing**

We constantly look to improve all aspects of our marketing and communications which included producing a suite of videos (to be released 2023) and individual case studies which are on our website and available for funders, supporters and stakeholders to look at. Bringing in expertise as and when required to help with marketing has brought a really polished feel to this year's communications across the website and all promotional materials.

We continue to be well received on LinkedIn with the profile and posts gaining traction, proving a valuable tool for organisational growth, business community connectivity and raising awareness of our work.

#### **Challenges**

Like many charities the challenge to cover core costs is ongoing and we aim to consistently have around three months' operating costs available. Going forward this continues to be a priority.

The board acknowledge commissioned service contracts would provide income however this type of delivery rarely aligns completely with the organisation's mission, vision or operational style. There are various commissioned routes available but we have found nothing which aligns perfectly with our mission and values to date. We are keen not to experience mission drift ensuring we tailor support according to beneficiary needs.

#### **Financial review**

Income for the year totaled £154,147 with expenditure of £156,990, leading to an overall deficit of £2,843. At the year end the charity had total reserves of £44,581 of which £25,541 were classed as free reserves (unrestricted reserves not tied up in fixed assets).

The trustees regularly review reserve levels to ensure they are appropriate and the charity's assets in each fund are available and adequate to fulfil it's obligations in respect of each fund. The trustees have agreed a policy and aim to hold unrestricted reserves equivalent to between three and six months expenditure.



# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2022**

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### Plans for future periods

#### What's Next

Moving into a new office at the start of 2022 was a real highlight for the staff and volunteers; it's been a great way to bring everyone together in a fantastic environment. Having a larger office to operate from feels like we've moved another step forward and we aim to stay in this office for the foreseeable future.

Our new office in North Ormesby has better transport links and is therefore more accessible for clients on foot than the previous office at The Oakwood Centre in Eaglescliffe. We are really grateful to the team at The Oakwood (Tees Valley Community Church providing amazing support to nurture and help us grow in the early days. We will always recognize and be thankful for the part they played in this journey.

Making this move together with officially filing our first accounts with the Charity Commission felt like another significant moment in our organisation's growth.

Going forward our aims are to develop stronger corporate partnerships which is an area we will be focusing on for the medium to long-term sustainability of the charity. Moving away from a main reliance on grant funding is a vital part of our ongoing strategy for long-term success including developing a donations model to make it easier for anyone to donate to us (individuals, and corporate supporters).

### Structure, governance and management

The charity is a Charitable Incorporated Organisation, registered with the Charity Commission on 29 July 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Steven McFarlane

Richard Longbottom

Warren Harrison

Tracey Brittain

(Appointed 20 June 2022)

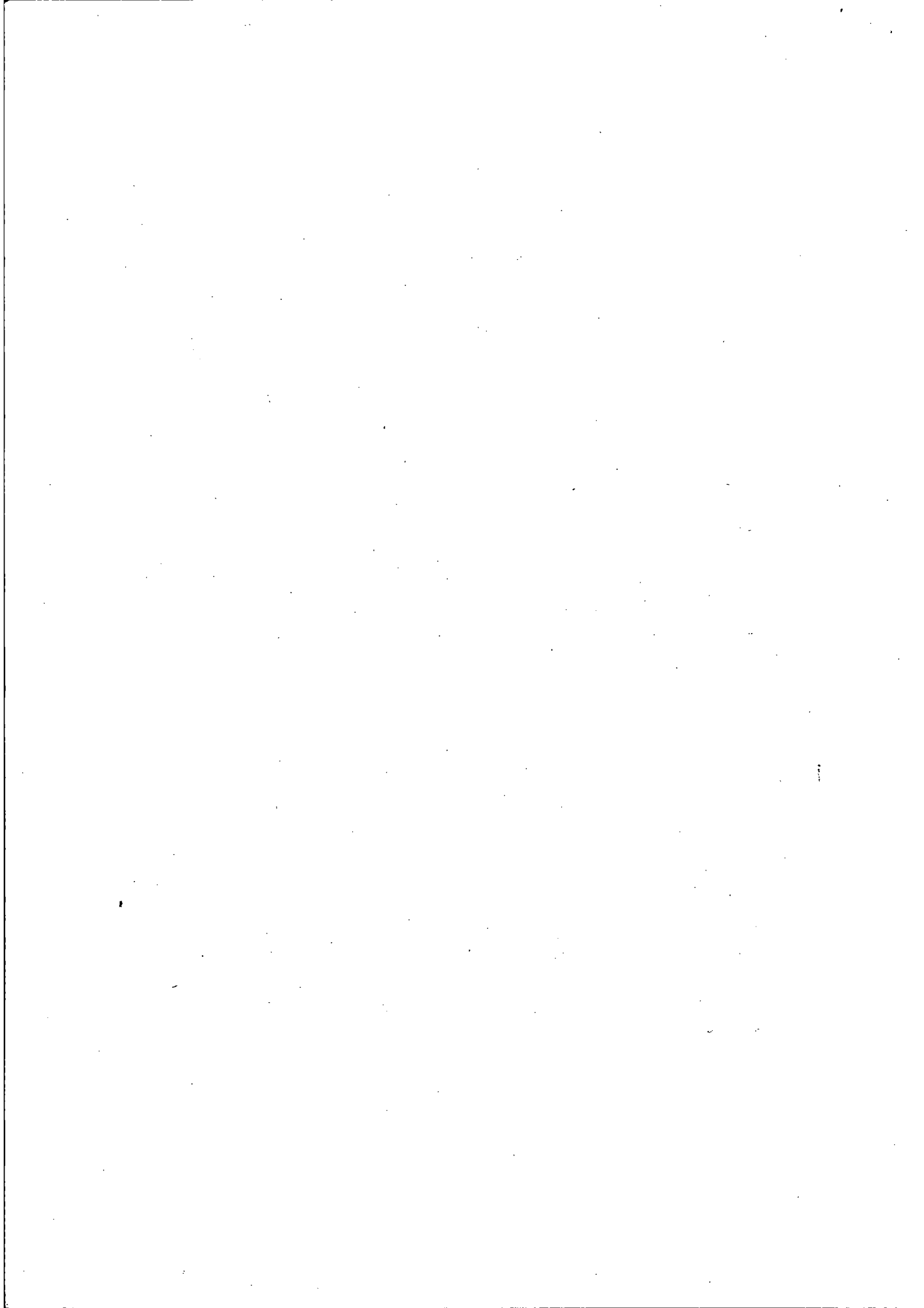
The trustees' report was approved by the Board of Trustees.



Warren Harrison

Trustee

Date: 27/4/23



# CLEAN SLATE SOLUTIONS

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF CLEAN SLATE SOLUTIONS

---

I report to the trustees on my examination of the financial statements of Clean Slate Solutions (the charity) for the year ended 31 August 2022.

#### **Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do 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.

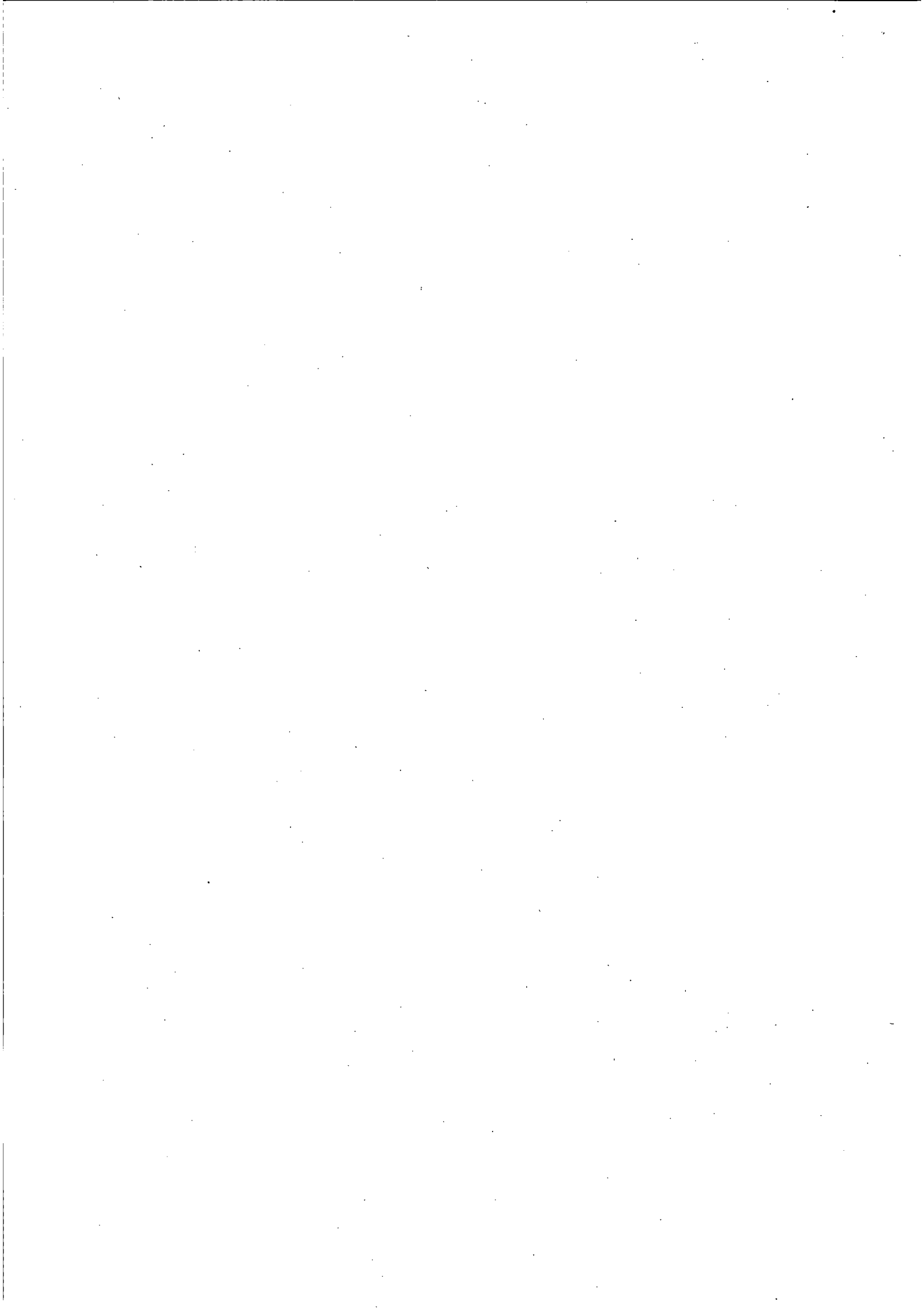
I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



**Nicholas Cunningham FCCA**  
**Robson Laidler Accountants Limited**

Fernwood House  
Fernwood Road  
Jesmond  
Newcastle Upon Tyne  
Tyne and Wear  
NE2 1TJ  
England

Dated: 10.5.2023.....



# CLEAN SLATE SOLUTIONS

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Current financial year

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
<b><u>Income from:</u></b>					
Donations and legacies	2	94,338	59,809	154,147	169,201
<b><u>Expenditure on:</u></b>					
Charitable activities	3	76,738	80,252	156,990	121,777
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		17,600	(20,443)	(2,843)	47,424
Fund balances at 1 September 2021		7,941	39,483	47,424	-
<b>Fund balances at 31 August 2022</b>		<u>25,541</u>	<u>19,040</u>	<u>44,581</u>	<u>47,424</u>

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

All income and expenditure derive from continuing activities.



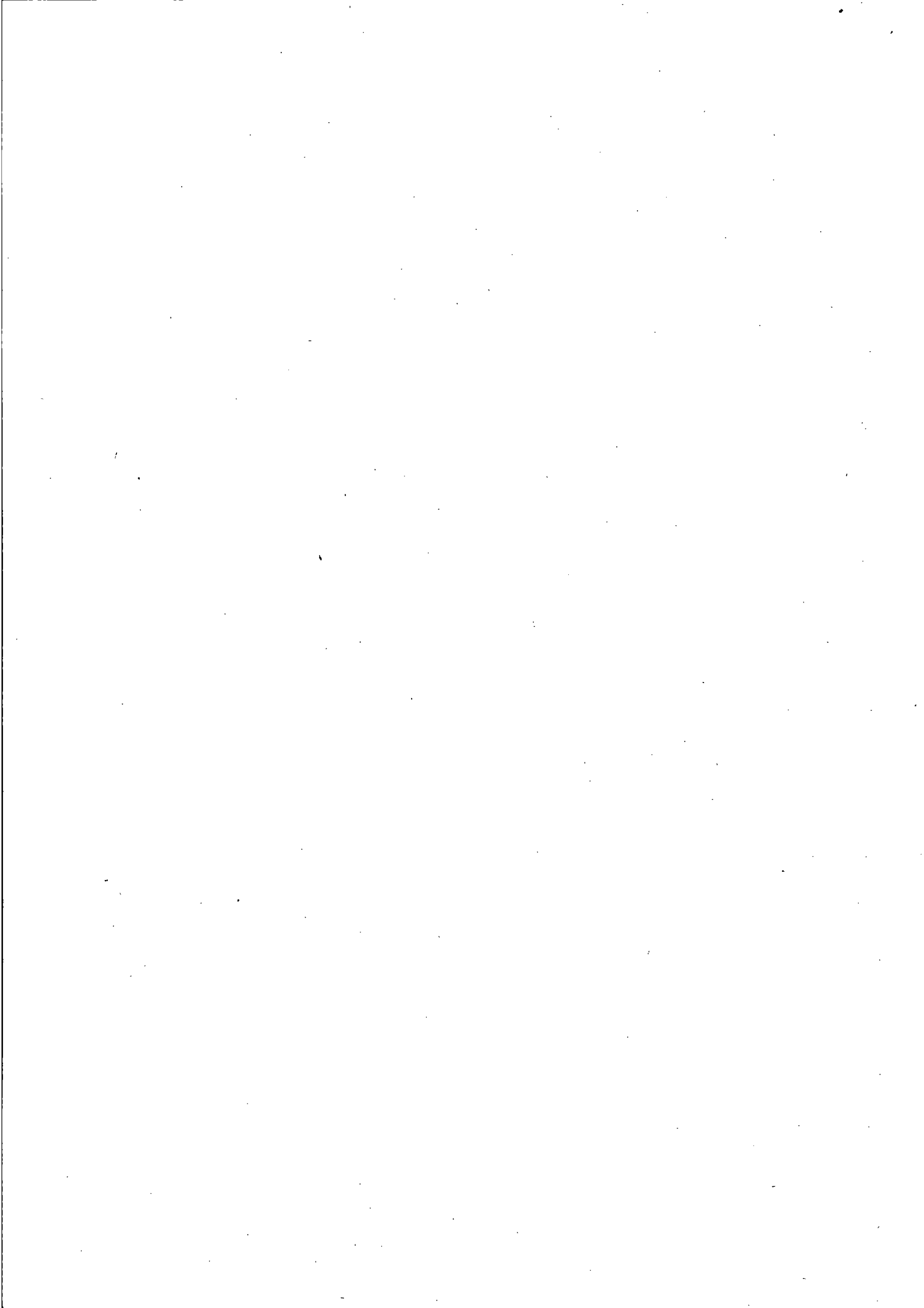
# CLEAN SLATE SOLUTIONS

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Prior financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<b><u>Income from:</u></b>				
Donations and legacies	2	117,411	51,790	169,201
<b><u>Expenditure on:</u></b>				
Charitable activities	3	109,470	12,307	121,777
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		7,941	39,483	47,424
Fund balances at 29 July 2020		-	-	-
<b>Fund balances at 31 August 2021</b>		<u>7,941</u>	<u>39,483</u>	<u>47,424</u>



# CLEAN SLATE SOLUTIONS

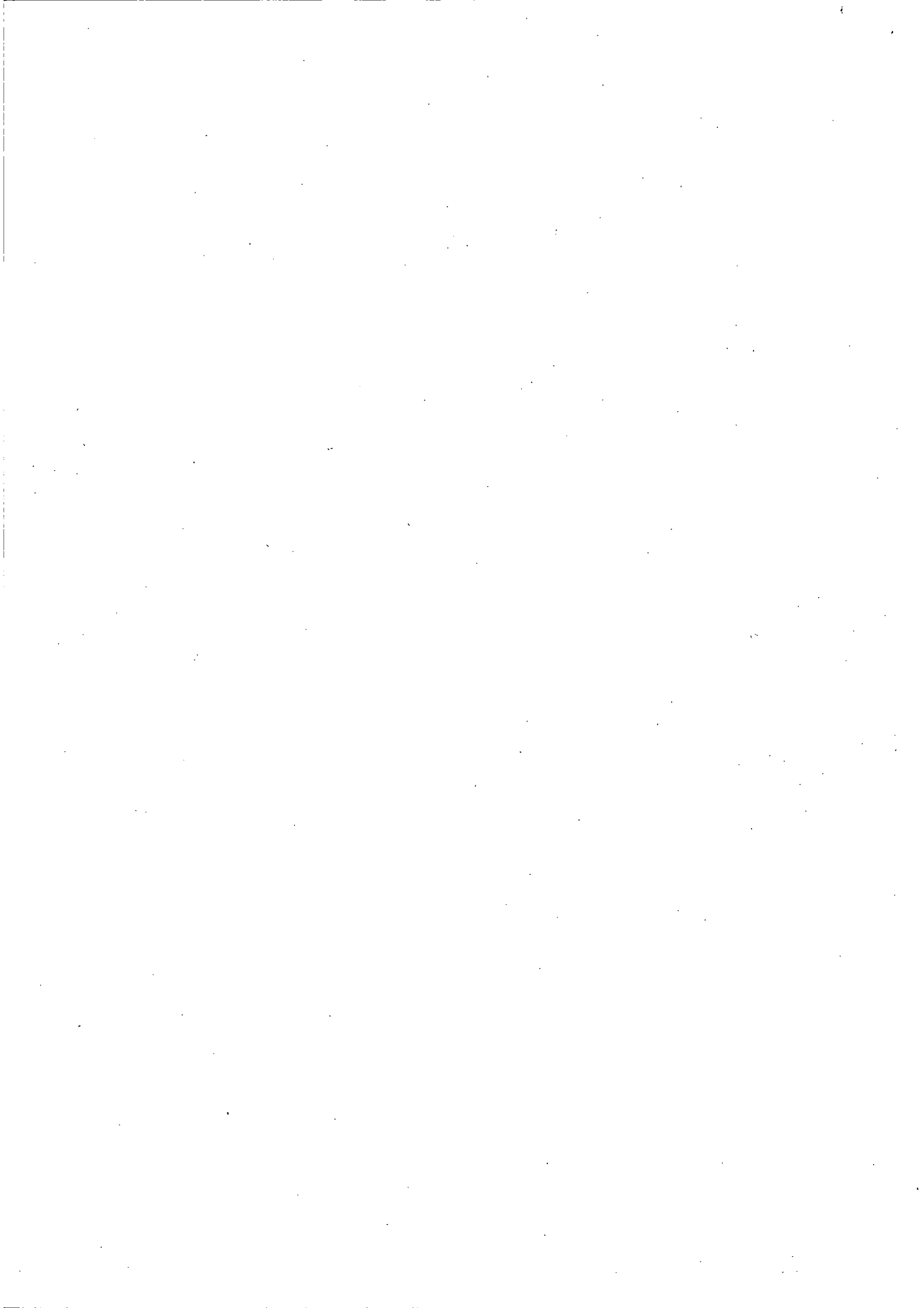
## BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
<b>Current assets</b>					
Debtors	7	9,755		39,483	
Cash at bank and in hand		40,138		10,701	
		<u>49,893</u>		<u>50,184</u>	
<b>Creditors: amounts falling due within one year</b>	8	<u>(5,312)</u>		<u>(2,760)</u>	
Net current assets			<u>44,581</u>		<u>47,424</u>
<b>Income funds</b>					
Restricted funds	9		19,040		39,483
Unrestricted funds			25,541		7,941
			<u>44,581</u>		<u>47,424</u>

The financial statements were approved by the Trustees on 27.4.2023

  
.....  
Warren Harrison  
Trustee



# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2022

---

#### 1 Accounting policies

##### Charity information

Clean Slate Solutions is a Charitable Incorporated Organisation.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

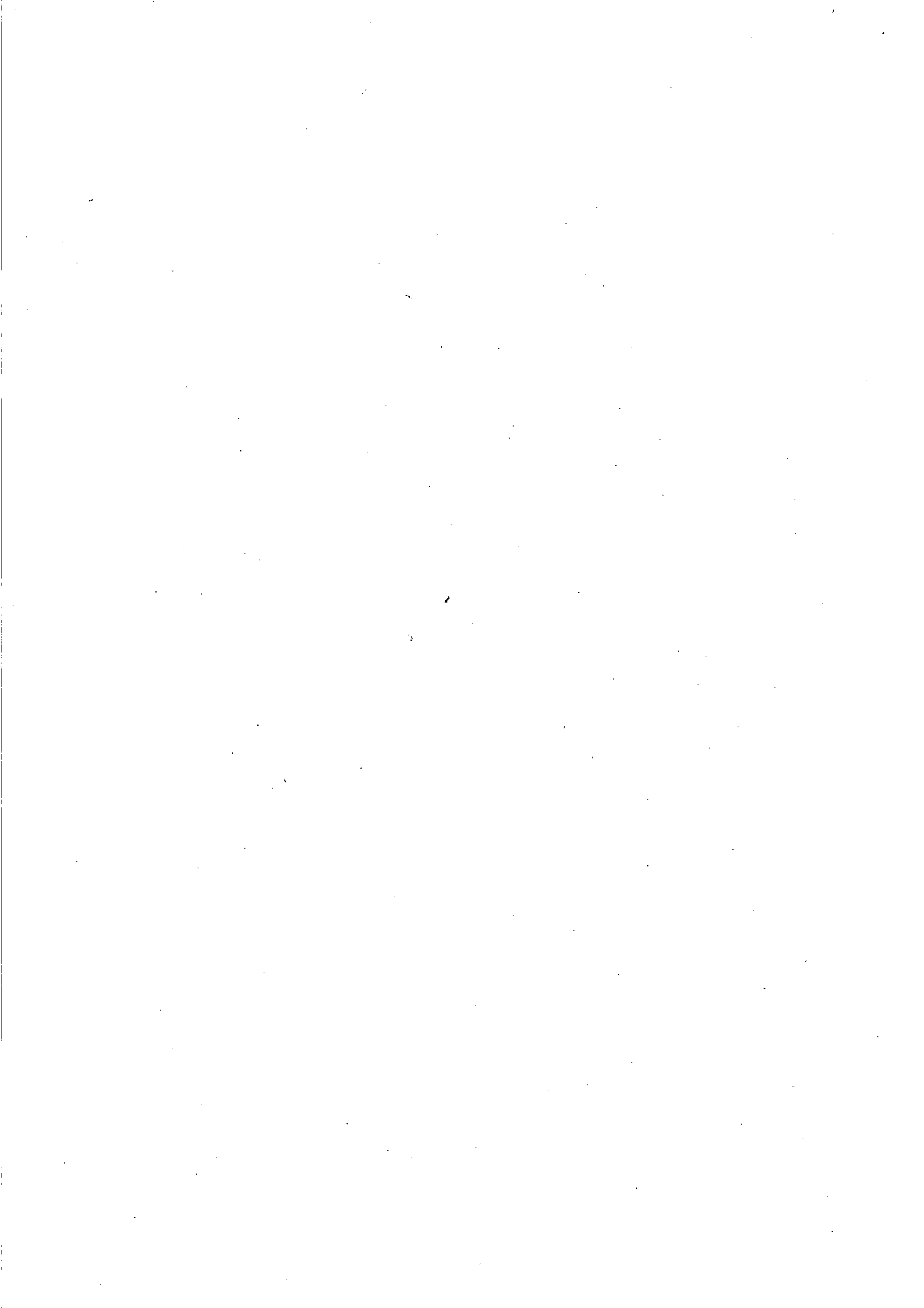
Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.



# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

### 1 Accounting policies (Continued)

#### 1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.7 Taxation

As a charity, the organisation is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

#### 1.8 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations and gifts	10,688	-	10,688	2,140	-	2,140
Grants receivable	83,650	59,809	143,459	115,271	51,790	167,061
	<u>94,338</u>	<u>59,809</u>	<u>154,147</u>	<u>117,411</u>	<u>51,790</u>	<u>169,201</u>
<b>Grants receivable for core activities</b>						
Clinks	-	-	-	9,500	-	9,500
Community Mentor Support Costs	-	9,984	9,984	-	10,000	10,000
European Structural and Investment Fund (ESIF)	-	-	-	-	41,790	41,790
Police, Fire & Crime Commissioners for North Yorkshire	-	-	-	18,600	-	18,600
County Durham Community Foundation	-	-	-	15,240	-	15,240
Community Foundation The 1989 Willan Charitable Trust	10,000	-	10,000	10,000	-	10,000
Two Ridings Community Foundation	5,000	-	5,000	20,000	-	20,000
Sirius Minerals Foundation	-	-	-	5,000	-	5,000
Allen Lane Foundation	-	-	-	6,616	-	6,616
Other	68,650	49,825	118,475	25,315	-	25,315
	<u>83,650</u>	<u>59,809</u>	<u>143,459</u>	<u>115,271</u>	<u>51,790</u>	<u>167,061</u>



# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2022

#### 2 Donations and legacies

(Continued)

##### Other unanalysed grants

##### **Restricted Funds**

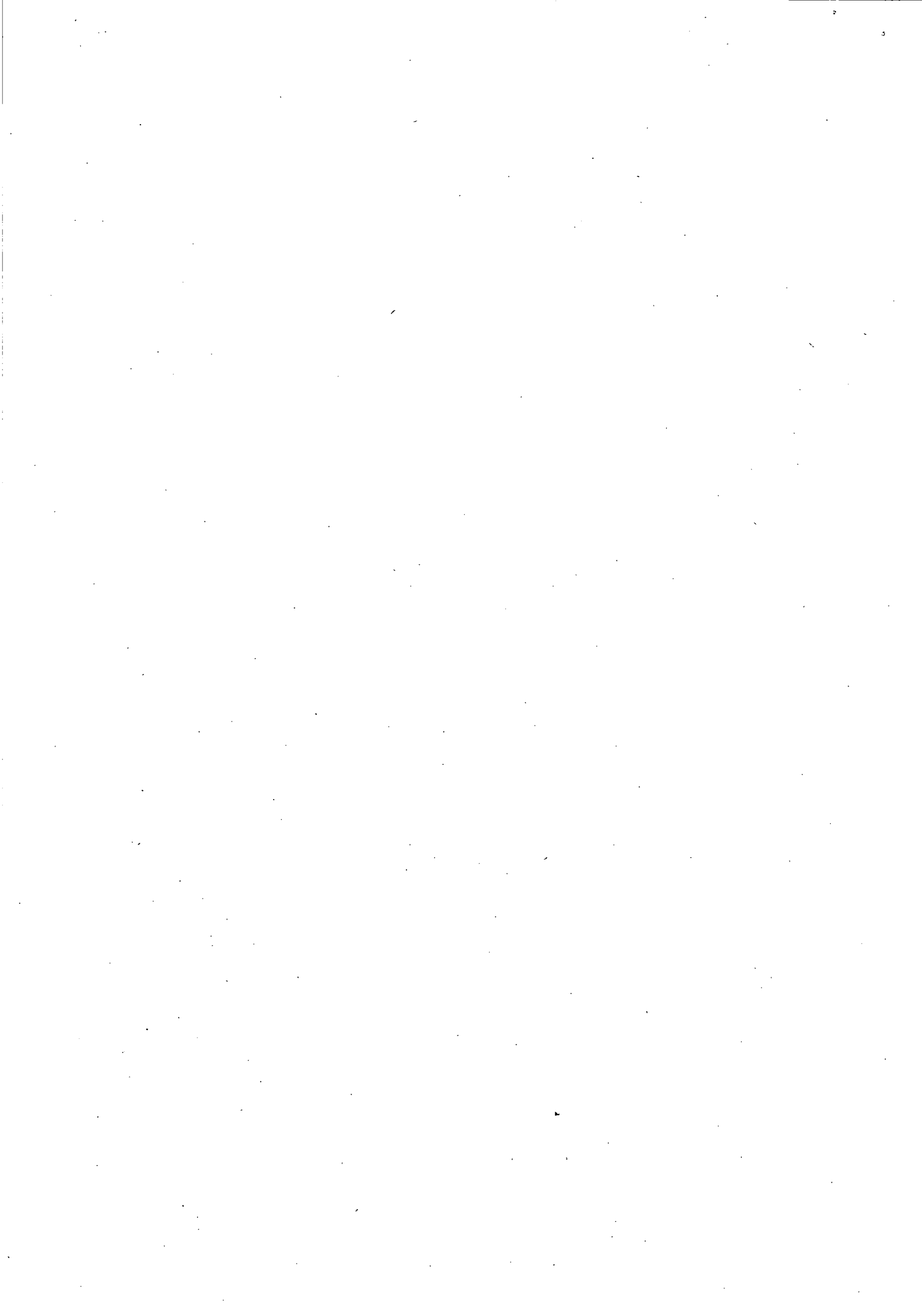
York Potash Limited £34,825 (2021: nil) and Workshipful Foundation £15,000 (2021:£nil)

##### **Unrestricted Funds**

Postcode Neighbourhood Trust £25,000 (2021: £nil), Muckle Solicitors £3,000 (2021:£nil), North Yorks PCC 2021 £10,650 (2021: £nil) and North Yorks PCC 2022 (Women Project) £20,000 (2021: £nil), Bernicia Foundation £10,000 (2021: £nil), Project transfer £nil (2021: £5,150), CSS £nil (2021: £8,200), Redcar and Cleveland £nil (2021: £5,000) and York Potash Limited £nil (2021: £6,965)

#### 3 Charitable activities

	Charitable activities 2022 £	Charitable activities 2021 £
Staff costs	13,087	-
Project costs	7,146	34,447
Consultancy fees	120,488	74,439
IT & equipment	537	3,483
Travel and subsistence	4,418	2,034
Rent	2,500	-
Advertising	183	-
	<hr/>	<hr/>
	148,359	114,403
	<hr/>	<hr/>
Share of support costs (see note 4)	6,231	4,614
Share of governance costs (see note 4)	2,400	2,760
	<hr/>	<hr/>
	156,990	121,777
	<hr/>	<hr/>
<b>Analysis by fund</b>		
Unrestricted funds	76,738	109,470
Restricted funds	80,252	12,307
	<hr/>	<hr/>
	156,990	121,777
	<hr/>	<hr/>



# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

### 4 Support costs

	Support costs £	Governance costs £	2022 Support costs £	Governance costs £	2021 £
Telephone	1,907	-	1,907	1,890	1,890
Marketing	1,645	-	1,645	1,879	1,879
Sundry expenses	1,364	-	1,364	789	789
Bank charges	94	-	94	56	56
Insurance	1,221	-	1,221	-	-
Independent examiners fees	-	2,400	2,400	-	2,760
	<u>6,231</u>	<u>2,400</u>	<u>8,631</u>	<u>4,614</u>	<u>7,374</u>
Analysed between Charitable activities	<u>6,231</u>	<u>2,400</u>	<u>8,631</u>	<u>4,614</u>	<u>7,374</u>

### 5 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

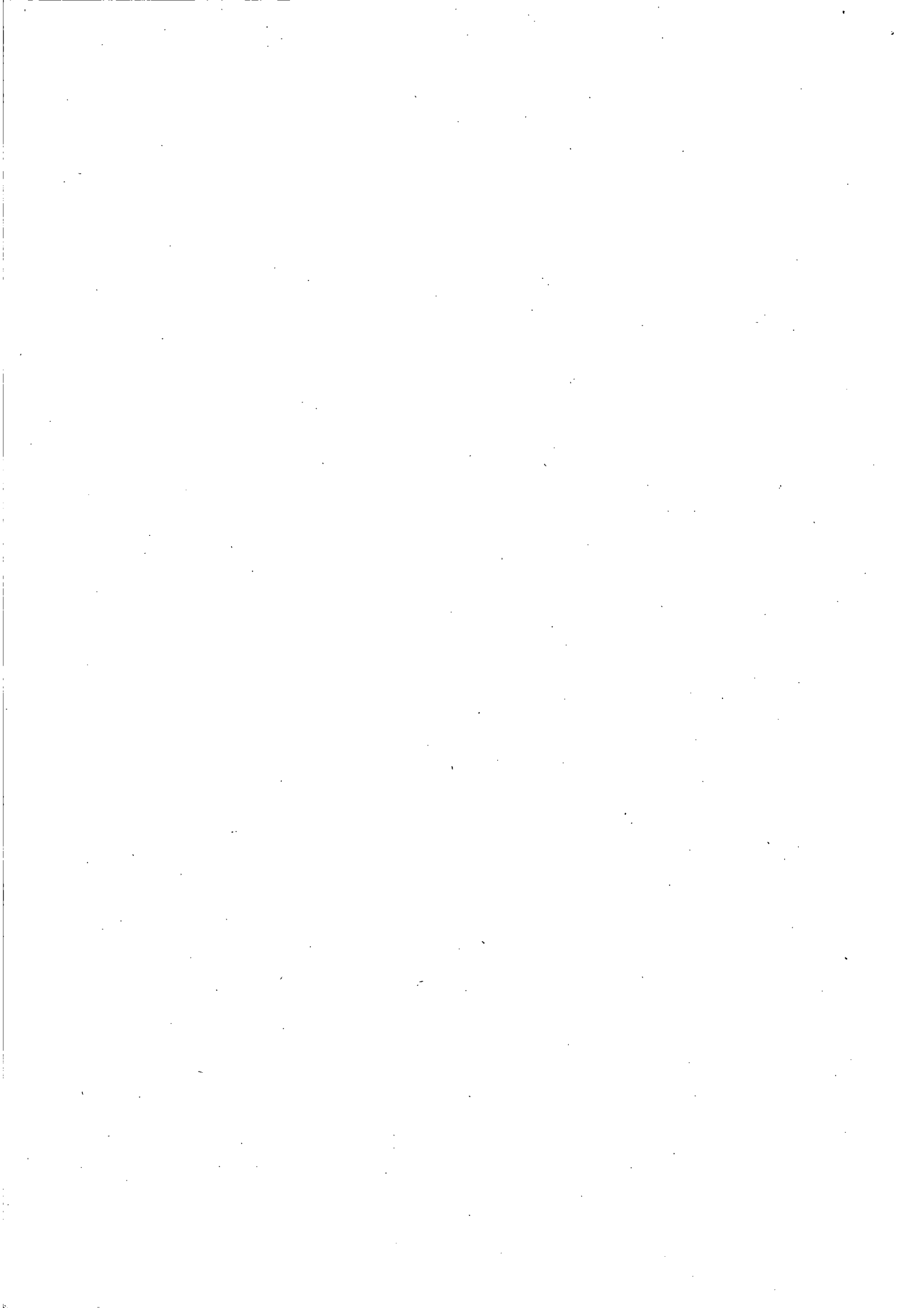
### 6 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	<u>2</u>	<u>-</u>
<b>Employment costs</b>	<b>2022 £</b>	<b>2021 £</b>
Wages and salaries	12,827	-
Other pension costs	260	-
	<u>13,087</u>	<u>-</u>

During the year, key management remuneration totalled £9,712 (2021: £Nil)

There were no employees whose annual remuneration was more than £60,000.



# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

<b>7</b>	<b>Debtors</b>	<b>2022</b>	<b>2021</b>
		£	£
	<b>Amounts falling due within one year:</b>		
	Prepayments and accrued income	9,755	39,483
		<u>          </u>	<u>          </u>
<b>8</b>	<b>Creditors: amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
		£	£
	Other creditors	152	-
	Accruals and deferred income	5,160	2,760
		<u>          </u>	<u>          </u>
		<u>5,312</u>	<u>2,760</u>

### 9 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	<b>Movement in funds</b>			
	Balance at 1 September 2021	Incoming resources	Resources expended	Balance at 31 August 2022
	£	£	£	£
European Structural & Investment Fund	39,483	-	(29,729)	9,754
Intervention Funding	-	34,825	(25,539)	9,286
Workshopful Weavers Foundation	-	15,000	(15,000)	-
National Lottery Awards for All	-	9,984	(9,984)	-
	<u>39,483</u>	<u>59,809</u>	<u>(80,252)</u>	<u>19,040</u>

#### Purpose of Restricted Funds

##### European Structural & Investment Funds

Funding received towards 'A Clean Slate' project costs.

##### Intervention Funding

In respect of the Woodsmith Project's Social and Economic Development Plan.

##### Workshop Weavers Foundation

A one year grant to cover salary costs to enable Clean Slate to extend mentor support to more beneficiaries.

##### National Lottery Awards for All

A one year grant for community mentor support costs.

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

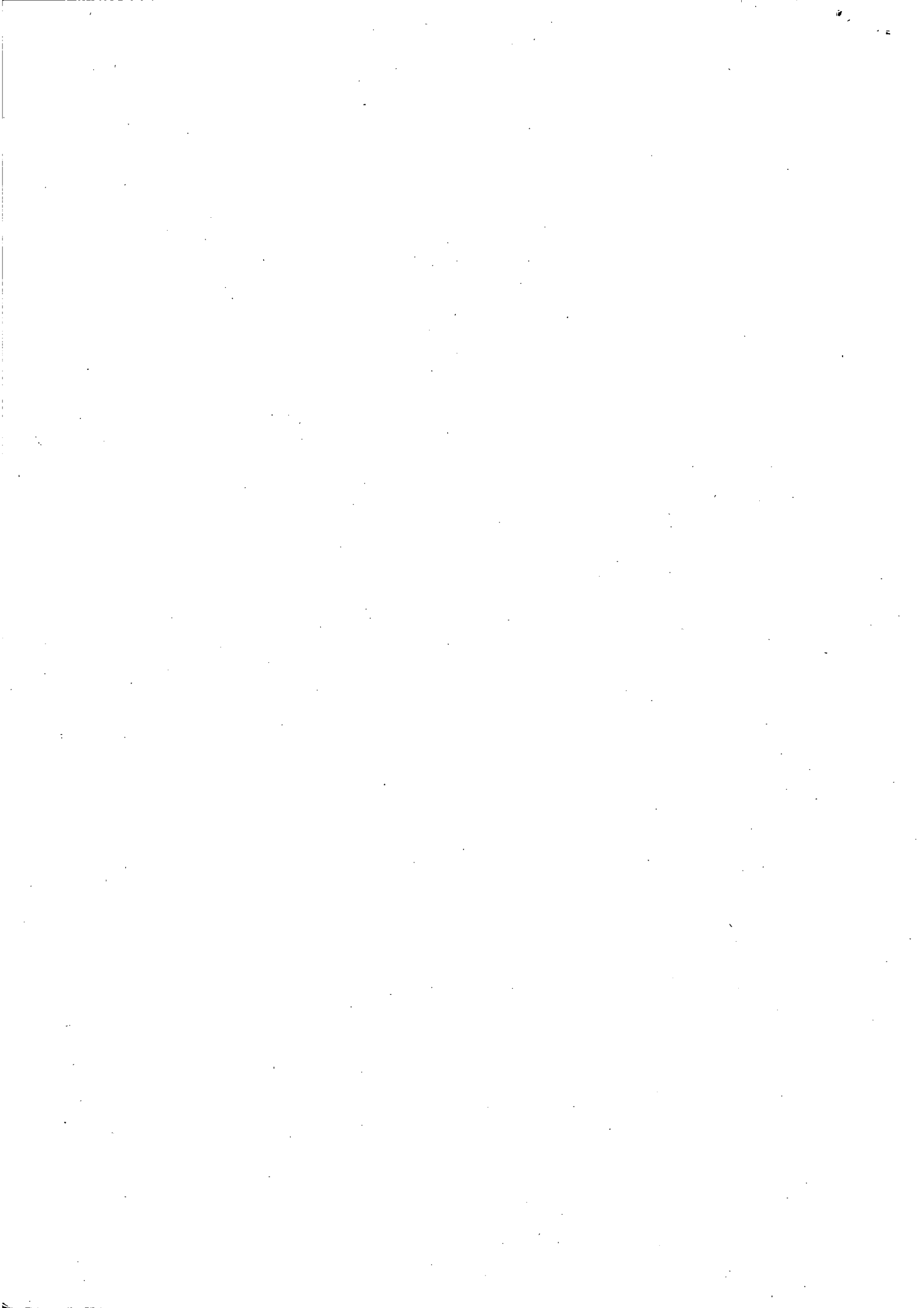
### FOR THE YEAR ENDED 31 AUGUST 2022

#### 10 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 August 2022 are represented by:						
Current assets/(liabilities)	25,541	19,040	44,581	7,941	39,483	47,424
	<u>25,541</u>	<u>19,040</u>	<u>44,581</u>	<u>7,941</u>	<u>39,483</u>	<u>47,424</u>

#### 11 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).



**CLEAN SLATE SOLUTIONS**

England & Wales - Charity number 1190630

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# Accounts

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Charity registration number 1190630

**CLEAN SLATE SOLUTIONS**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

# CLEAN SLATE SOLUTIONS

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Steven McFarlane	(Appointed 7 September 2020)
	Richard Longbottom	(Appointed 7 September 2020)
	Warren Harrison	(Appointed 7 September 2020)
<b>Charity number</b>	1190630	
<b>Principal address</b>	The Trinity Centre Market Square North Ormesby Middlesbrough TS3 6LD	
<b>Independent examiner</b>	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle Upon Tyne Tyne and Wear England NE2 1TJ	
<b>Bankers</b>	CAF Bank 25 Kings Hill Avenue Kings Hill West Mailing Kent ME19 4JQ	

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# CLEAN SLATE SOLUTIONS

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Trustees' report	1 - 2
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Statement of financial activities	4
Balance sheet	5
Notes to the financial statements	6 - 9

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# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2021

---

The trustees present their annual report and financial statements for the year ended 31 August 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

#### **Objectives and activities**

Clean Slate Solutions (CSS) is the only such provider across Teesside and North Yorkshire region, helping people with a past conviction move into meaningful, sustainable paid employment. Providing extensive levels of community mentoring tailored to the individual, we make sure people are work ready before referring them into our wide network of employers who are genuinely invested in social value.

#### **Public benefit**

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

#### **Achievements and performance**

We began operating early in 2019 as a pilot project under the wing of established charity Tees Valley Community Projects (TVCP) working closely on early development of the charity with their training provider Three13. After significant early successes and establishing the proof of concept, CSS progressed to independent charitable status as a CIO in July 2020 in the early days of the first pandemic waves.

Despite the challenges of the global pandemic, the board of trustees, management team and staff steered the charity from strength to strength during this difficult period of repeated lockdowns and unemployment reaching unprecedented levels. During this intense period our focus was realigned to supporting participants in the community where feasible, and for those emerging from prison into the new landscape.

Our network of support remained available despite many statutory services not operating or furloughed. We continued operating throughout with none of our staff furloughed, instead providing increased levels of pre-employment support online and through doorstep visits ensuring food parcels reached those in food poverty and participants knew we were keeping in touch.

As the pandemic continued, we adapted grant funding requests to incorporate ongoing remote delivery and online learning, allowing us to provide participants with loan IT equipment, basic smart phones and a small amount of credit supporting enabling us to check in frequently. Participants told us they relied on our contact otherwise they would have felt very lonely and isolated.

We made over 2,300 video and telephone calls in 16 months maintaining vital contact links with many living alone and struggling with the new landscape. Although jobs were available in new sectors temporarily, they were few and far between resulting in longer support periods for each individual, compared with pre-pandemic anticipated levels of participants moving into jobs and training.

The loan IT equipment was crucial in supporting participants to keep in touch and complete online learning courses during this extended period before moving into employment.

Several original volunteers are now staff bringing their skills, knowledge and expertise to benefit the charity and most importantly, our participants. As of May 2022 we have supported over 220 referrals with over 2,000 convictions between them, helped 170 into employment and 17 currently into training and further education.

# CLEAN SLATE SOLUTIONS

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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We welcomed our first Patron, David Kerfoot Esq MBE DL, High Sheriff of North Yorkshire 2020/21 who has a huge heart for our work, and has been involved for many years across prisoner rehabilitation. The management committee all bring real world experience from business and charity sectors, positively challenging and monitoring performance, bringing their leadership experience to benefit CSS. We are also pleased to have established several key local partnerships and collaborative funded projects especially with the Police and Crime Commissioners in both North Yorkshire and Cleveland. So far we have received funding from over 20 funders which have ranged from local foundations to national providers for which we are extremely grateful for.

In 2021 we were fortunate to secure ESF funding to deliver an 18 month project in Scarborough through the Yorkshire Coast Community Led Local Development programme, supporting people with past convictions into work.

Have had solid support from over 40 employers local and national accessing our service in a variety of industries and response has been extremely positive.

### **Financial review**

Income for the year totaled £169,201 with expenditure of £121,777, leading to an overall surplus of £47,424. At the year end the charity had total reserves of £47,424 of which £7,941 were classed as free reserves (unrestricted reserves not tied up in fixed assets).

The trustees regularly review reserve levels to ensure they are appropriate and the charity's assets in each fund are available and adequate to fulfil it's obligations in respect of each fund. The trustees have agreed a policy and aim to hold unrestricted reserves equivalent to between three and six months expenditure.

### **Plans for future periods**

Going forward we have a solid platform with board, staff and volunteers, growing referral network and continually increasing employer base providing a robust framework for continued future delivery.

We have developed close working relationships with local prisons, remaining in the proof of concept phase at present, and with a view to increasing this offering if we can secure funding to provide delivery on a more formal basis. Activities currently include regular visits to meet men due for release into our region, establishing career plans for release, and discussing ways to engage and benefit participants prior to release with staff.

We intend to unearth more corporate support for our work as part of our gradual shift to a more blended income approach and reduced reliance on grants over the next three years. Through a structured fundraising strategy there will also be more emphasis to securing more solid regular donations.

### **Structure, governance and management**

The charity is a Charitable Incorporated Organisation, registered with the Charity Commission on 29 July 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Steven McFarlane	(Appointed 7 September 2020)
Richard Longbottom	(Appointed 7 September 2020)
Warren Harrison	(Appointed 7 September 2020)

The trustees' report was approved by the Board of Trustees.



Warren Harrison  
**Trustee**

20 June 2022

# CLEAN SLATE SOLUTIONS

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF CLEAN SLATE SOLUTIONS

---

I report to the trustees on my examination of the financial statements of Clean Slate Solutions (the charity) for the year ended 31 August 2021.

#### **Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do 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 no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

*Robson Laidler Accountants Limited*

**Robson Laidler Accountants Limited**

Fernwood House  
Fernwood Road  
Jesmond  
Newcastle Upon Tyne  
Tyne and Wear  
NE2 1TJ  
England

Dated: 27-6-2022

# CLEAN SLATE SOLUTIONS

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

---

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<b><u>Income from:</u></b>	<b>Notes</b>			
Donations and legacies	2	117,411	51,790	169,201
		<hr/>	<hr/>	<hr/>
<b><u>Expenditure on:</u></b>				
Charitable activities	3	109,470	12,307	121,777
		<hr/>	<hr/>	<hr/>
<b>Net Income for the year/ Net movement in funds</b>		7,941	39,483	47,424
Fund balances at 29 July 2020		-	-	-
		<hr/>	<hr/>	<hr/>
<b>Fund balances at 31 August 2021</b>		7,941	39,483	47,424
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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

All income and expenditure derive from continuing activities.

# CLEAN SLATE SOLUTIONS

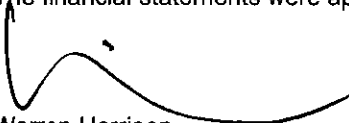
## BALANCE SHEET

AS AT 31 AUGUST 2021

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	Notes	2021 £	£
<b>Current assets</b>			
Debtors	6	39,483	
Cash at bank and in hand		10,701	
		<u>50,184</u>	
<b>Creditors: amounts falling due within one year</b>	7	<u>(2,760)</u>	
Net current assets			<u>47,424</u>
<b>Income funds</b>			
Restricted funds	8		39,483
Unrestricted funds			7,941
			<u>47,424</u>

The financial statements were approved by the Trustees on 20 June 2022



Warren Harrison  
Trustee

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 1 Accounting policies

##### Charity information

Clean Slate Solutions is a Charitable Incorporated Organisation.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 1 Accounting policies

(Continued)

#### 1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.7 Taxation

As a charity, the organisation is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total
	2021 £	2021 £	2021 £
Donations and gifts	2,140	-	2,140
Grants receivable	115,271	51,790	167,061
	<u>117,411</u>	<u>51,790</u>	<u>169,201</u>
<b>Grants receivable for core activities</b>			
Clinks	9,500	-	9,500
National Lottery Awards for All	-	10,000	10,000
European Structural and Investment Fund (ESIF)	-	41,790	41,790
Police, Fire & Crime Commissioners for North Yorkshire	18,600	-	18,600
County Durham Community Foundation	15,240	-	15,240
Community Foundation	5,000	-	5,000
The 1989 Willan Charitable Trust	10,000	-	10,000
Two Ridings Community Foundation	20,000	-	20,000
Sirius Minerals Foundation	5,000	-	5,000
Allen Lane Foundation	6,616	-	6,616
Other	25,315	-	25,315
	<u>115,271</u>	<u>51,790</u>	<u>167,061</u>

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

#### 3 Charitable activities

	Charitable activities 2021 £
Project costs	34,447
Consultancy fees	74,439
IT & equipment	3,483
Travel and subsistence	2,034
	<u>114,403</u>
Share of support costs (see note 4)	4,614
Share of governance costs (see note 4)	2,760
	<u>121,777</u>
<b>Analysis by fund</b>	
Unrestricted funds	109,470
Restricted funds	12,307
	<u>121,777</u>

#### 4 Support costs

	Support costs £	Governance costs £	2021 £
Telephone	1,890	-	1,890
Marketing	1,879	-	1,879
Sundry expenses	789	-	789
Bank charges	56	-	56
Independent examiners fees	-	2,760	2,760
	<u>4,614</u>	<u>2,760</u>	<u>7,374</u>
Analysed between Charitable activities	<u>4,614</u>	<u>2,760</u>	<u>7,374</u>

#### 5 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

# CLEAN SLATE SOLUTIONS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

<b>6 Debtors</b>	<b>2021</b>
<b>Amounts falling due within one year:</b>	<b>£</b>
Prepayments and accrued income	39,483
	<u>39,483</u>

<b>7 Creditors: amounts falling due within one year</b>	<b>2021</b>
	<b>£</b>
Accruals and deferred income	2,760
	<u>2,760</u>

### 8 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	<b>Movement in funds</b>			<b>Balance at 31 August 2021</b>
	<b>Balance at 29 July 2020</b>	<b>Incoming resources</b>	<b>Resources expended</b>	
	£	£	£	£
National Lottery Awards For All	-	10,000	(10,000)	-
European Structural & Investment Fund	-	41,790	(2,307)	39,483
	<u>-</u>	<u>51,790</u>	<u>(12,307)</u>	<u>39,483</u>
	<u>-</u>	<u>51,790</u>	<u>(12,307)</u>	<u>39,483</u>

#### Restricted funds

National Lottery Awards For All - Grant funding received to support ex-offenders into employment.

European Structural and Investment Funds - Funding received towards 'A Clean Slate' project costs.

### 9 Analysis of net assets between funds

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>2021</b>	<b>2021</b>	<b>2021</b>
	£	£	£
Fund balances at 31 August 2021 are represented by:			
Current assets/(liabilities)	7,941	39,483	47,424
	<u>7,941</u>	<u>39,483</u>	<u>47,424</u>
	<u>7,941</u>	<u>39,483</u>	<u>47,424</u>

### 10 Related party transactions

There were no disclosable related party transactions during the year ( - none).