



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/09/2023 to 31/08/2024

Charity name: Creative Opps CIO

Charity registration number: 1190916

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The object of the CIO is to advance in life and relieve the needs of young people aged 6-30, with a focus on young people who are socially and/or economically disadvantaged, through:</p> <p>(a) facilitating their access to knowledge, learning opportunities and experience;</p> <p>(b) providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as responsible individuals.</p>

<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>Para 1.17 and 1.19</p>	<p>Through our 2024 Mentoring Programme, we matched 16 young people from underrepresented communities with creative professionals to work together on the next steps for their creative industry and academic goals. Mentors and mentees met for two hours a month either remotely or in person, over a six-month period. We provided both parties with training and ongoing support, as well as food and travel costs for those who met in-person. We also held a mid-programme mixer event in June 2024, which featured a panel discussion from industry professionals and networking opportunities for mentees.</p> <p>We also brokered paid creative industry work placements for nine young people facing barriers to participation in the creative industries. We partnered with organisations including DRIFT Studio, Voices Radio, Off The Kerb, the Finsbury Park Trust, Whitefox Publishing, and Sound Without Sight. We secured an expansion of the DRIFT internship offer for one young person on the placement and worked with Islington Giving to provide 200-hour long placements for young people from the borough.</p> <p>Building upon our strategic aim to deliver user-led programmes, designed by and for young people, our staff team, Trustees and Youth Board engaged in sociocracy training, and we have continued to work with our five Youth Board members on developing our strategic vision, working across areas such as communications, our mission vision and values, partnerships, fundraising, and</p>
<p>Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit.</p>	<p>Para 1.18</p>	<p>The Trustees have had regard to the guidance issued by the Charity Commission on public benefit.</p>

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>Through our 2024 mentoring programme, young people gained valuable industry insights, built professional networks, and developed skills aligned with their career goals. End-of-programme feedback showed that most participants made meaningful progress, with recurring themes including increased confidence, sharper industry knowledge, and a clearer sense of their strengths and development areas. Many mentees also took part in work experience and placements, reinforcing their learning through hands-on opportunities.</p> <p>Our work placements have primarily been offered to young people living in Islington, which ranks as the 6th most deprived out of 32 London boroughs. We have also been able to expand outside of Islington this year, reaching more young people across London. The programme's personalised support and emphasis on meaningful relationships have consistently delivered strong outcomes, with mentees reporting lasting improvements in confidence, skills, and career readiness.</p>

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>The remaining funds for this reporting period are designated for completion of our 2024 Mentoring Programme, funding of the CEO's salary and to sustain our reserves.</p> <p>We actively seek to diversify our income streams and have a robust strategy in place to ensure that we are financially sustainable. The key areas we consider in this regard are grants from trusts and foundations, partnerships with creative industry employers to generate charitable income and regular donations.</p> <p>The Trustees are confident that we can continue to maximise our impact and deliver sustainable programmes that serve the young people we work with.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>The Trustees have established a reserves policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be kept at the equivalent of three months running costs. At this level, the Trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding. If this happens, it would then be necessary to consider how the funding would be replaced or activities changed.</p>
Amount of reserves held	Para 1.22	£10,925
Reasons for holding zero reserves	Para 1.22	N/a
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	<p>The Trustees are confident that there are no ongoing concerns and will be able to sustain the organisation.</p>

Additional information (optional)

Additional information (optional)
You may choose to include further statements where relevant about:

<p>The charity's principal sources of funds (including any fundraising)</p>	<p>Para 1.47</p>	<p>We're incredibly grateful for the support from the following funders who have enabled us to grow our work over this reporting period: The Blgrave Trust, National Lottery Awards for All England, Islington Young Jobs, the Postcode Society Trust, Zing, The Lovington Foundation, Islington Community Chest, Islington</p>
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Structure, Governance and Management

Description of charity's		
Type of governing document	Para 1.25	Constitution
How is the charity constituted?	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>The charity trustees may at any time decide to appoint a new charity trustee, whether in place of a charity trustee who has retired or been removed.</p> <p>A new trustee is selected via an open recruitment process, whereby a specific role (for example, Chair) is advertised. Applicants take part in an interview, and one person is selected provided there is a quorum of the sitting Board.</p> <p>The charity trustees will make available to each new charity trustee, on or before their first appointment:</p> <p>(a) A copy of the constitution and any amendments made to it.</p> <p>(b) A copy of the CIO's latest trustees' annual report and statement of accounts.</p>

Reference and Administrative details

Charity name	Creative Opps CIO
Other name the charity uses	Creative Opps
Registered charity number	1190916
Charity's principal address	MILDMAY COMMUNITY CENTRE WOODVILLE ROAD LONDON N16 8NA

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Lucy Rolington	Co-Chair		
2	Edi Whitehead	Co-Chair		
3	Joshua Pugh	Trustee		
4	Emer May Morris	Trustee		
5	Tavannah Hutchinson	Trustee		
6	Stefanos Dimulovic	Trustee		
7	David Kennedy	Trustee		
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
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Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/a
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/a

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/a

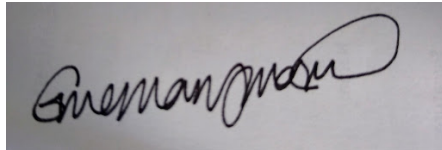
Other optional information

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Emer Morris

Joshua Pugh

Position (eg
Secretary,
Chair, etc)

Trustee

Trustee

Date

23/04/2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Creative Opps CIO

No (if any)

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	1/9/2023		31/8/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	16666	79,223	-	95,889	65,287
Charitable Activities		700	-	700	3,000
Access to Work Payments	22,940		-	22,940	16,978
Donations and Legacies	1,925		-	1,925	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
AR)	41,531	79,923	-	121,454	85,265
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	41,531	79,923	-	121,454	85,265
A3 Payments					
Salaries and Employer's costs	50945	24,432	-	75,377	47,747
Dues and subscriptions		-	-	-	1,396
Other expenses	1087	1,700	-	2,787	96
Small Equipment		-	-	-	300
Other professional services	632	361	-	993	6,739
Interms	-	16,506	-	16,506	-

	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	52,664	42,999	-	95,664	56,278
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	52,664	42,999	-	95,664	56,278
Net of receipts/(payments)	(11,133)	36,924	-	25,790	28,987
A5 Transfers between funds	0	-	-	-	-
A6 Cash funds last year end	22,058	6,930	-	28,988	-
Cash funds this year end	10,925	43,854	-	54,779	28,987

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Funds to nearest £	Funds to nearest £	Funds to nearest £
B1 Cash funds	Cash at Bank	60,914	-	-
		-	-	-
		-	-	-
	Total cash funds	60,914	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets		-	-	-

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	

Signed by one or two trustees on
behalf of all the trustees

		-	
		-	
		-	

Signature	Print Name	Date of approval



Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Creative Opps CIO

On accounts for the year
ended

31st August 2024

**Charity no
(if any)**

1190916

Set out on pages

(remember to include the page numbers of additional sheets)

**Respective
responsibilities of
trustees and examiner**

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

It is my responsibility to:

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

**Basis of independent
examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent
examiner's statement**

In connection with my examination, no matter has come to my attention (other than that disclosed below *)

1. which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

Date: 05/03/2025

Name:

Genevieve Jones

**Relevant professional
qualification(s) or body
(if any):**

Association of Accounting Technicians

Address:

71 St Marks Avenue

Gravesend Kent

DA11 9LN

Section B

Disclosure

Only complete if the examiner needs to highlight material problems.

Give here brief details of any items that the examiner wishes to disclose.

N/A