

HILLEL BRIGHT FUTURES TRUST

England & Wales · Charity number 1191049

Details

Status Registered

Legal form CIO

Registered 2020-08-27

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

Contact

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Activities

Objects: THE OBJECT OF THE CIO IS: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 18 LIVING IN CROYDON AND THE SURROUNDING LONDON BOROUGHES BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF: A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS; B) ADVANCING EDUCATION; C) RELIEVING UNEMPLOYMENT; D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS.

Activities: To advance the education and well-being of children, young adults and parents, by the provision of a education & health provision that seeks to develop "professional pupils", according to British values of: faith, love, service and resilience.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People

Geography

- Croydon

Finances

Period end	Income	Expenditure	Assets	Employees
2025-10-31	£13,197	£12,132	-	-
2024-10-31	£6,110	£6,008	-	-
2023-10-31	£9,525	£10,429	-	-
2022-10-31	£25,220	£25,292	-	-
2021-10-31	£1,012	£42	-	-

Trustees

Name	Role	Appointed
Anthony Richard Neal		2020-06-01
Claudette Merinda Miller		2025-03-10
Karen Bryson		2020-06-01
Richard Ough		2025-07-08

HILLEL BRIGHT FUTURES TRUST

England & Wales - Charity number 1191049

Accounts



HILLEL BRIGHT FUTURES TRUST
ANNUAL REPORT AND ACCOUNTS
For the year ended 31st October 2025



Registered Charitable Incorporated Organisation 1191049

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Hillel Bright Futures Trust

Welcome from the Trustees

We are pleased to present the Annual Report of Hillel Bright Futures Trust (HBFT) for the period 2024–2025. This year has been one of continued growth, deepened impact, and strengthened community partnerships across Croydon and surrounding London boroughs.

HBFT remains committed to supporting children, young people, and families—particularly those facing barriers to education, wellbeing, and opportunity. Through our holistic and inclusive approach, we have expanded our reach and strengthened the quality of our services, ensuring that every individual we support is seen, heard, and empowered.

Charitable Objects:

THE OBJECT OF THE CIO IS: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 18 LIVING IN CROYDON AND THE SURROUNDING LONDON BOROUGHES BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:

- A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;
- B) ADVANCING EDUCATION;
- C) RELIEVING UNEMPLOYMENT;
- D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF SUCH PERSONS.

Our Aims:

The Trust operates under a Declaration of Trust dated 11th June 2020 and a scheme which was sealed by the Charity Commissioners for England and Wales on 27th August 2020, which included the regulations for appointment of trustees. The objects of the Charity are the advancement of education (including social and physical training) of boys and girls, and to maintain day schools at or near Croydon.

We aim, through our programmes and partnerships, to provide inclusive, high-quality education and well-being services for children, young people, and their families, with a particular focus on those who are neurodivergent or have Special Educational Needs and Disabilities (SEND). We create safe, nurturing, and trauma-informed environments, whether in our Homeschooling Hub, SEND After-School Club, integrated Holiday Clubs, or community projects, that support each individual’s learning, creativity, confidence, and well-being. Our approach promotes academic progress, social and emotional growth, and personal resilience through a blend of structured learning, creative enrichment, mentoring, and family support. Every participant is encouraged to recognise their strengths, explore their interests, and feel a genuine sense of belonging. In doing so, we help children, young people, and families to thrive within a supportive and connected community.

Our Vision:

To create a future where every child and young person, regardless of background or need, has access to equitable opportunities, education, and wellbeing support.



Our Mission:

To provide inclusive, community-led programmes that support education, personal development, mental health, and family well-being.

Core Values:

- Inclusion and accessibility
- Empowerment and participation
- Community and collaboration
- Safeguarding and wellbeing
- Equity and opportunity

Our Objectives:

Our objectives are set to reflect our educational aims and the ethos of the Charity. It is important to us that we maintain and enhance the academic success of the Charity. This objective is, however, set in the context of the broader goals we set for the Charity and its pupils. In setting our objectives and planning our activities the Trustees have considered the Charity Commission's public benefit guidance.

Our key objectives are:

To create a culturally rich and safe space, we fortify and strengthen the minds and hearts of the next generation of diverse leaders. To ensure that parents are at the forefront of the Trust's development (e.g.) working with a range of family units, the best outcome for ALL diverse children, regardless of their economic circumstances.

To use technology to allow isolated children to start to consider returning to school with a phased return in a small, compassionate, caring learning environment.

To promote education based on the FOREST school initiative (outdoor learning based on Kinesthetic methods of learning) to support SEND learners.

To employ staff who are leaders in providing pastoral care and education in the UK Trauma-Informed school movement. To train governors and children on how to support the most vulnerable and often disadvantaged in our community.

Who we Support

HBFT supports:

- Children and young people aged 11–25
- Families, including parents and carers
- Young people with Special Educational Needs and Disabilities (SEND)
- Autistic girls and young women through targeted provision
- Home-educating families
- Communities experiencing social and economic disadvantage

We continue to work across Croydon and neighbouring boroughs, building a strong and responsive support network.



Our Services and Impact:

1. Free Homeschooling Hub

Provision:

- Three days per week, 9:00am–2:00pm (term time)
- Core curriculum subjects for Key Stage 3 and 4



Overview:

Our Homeschooling Hub remains a cornerstone of HBFT’s educational provision. It provides a structured, supportive, and inclusive learning environment for young people who are home educated or unable to access mainstream schooling.

Impact:

- Improved engagement with core subjects
- Increased confidence and social interaction among learners
- Strong relationships built between staff, students, and families

Key Outcomes (2024–2025):

- 85% of students demonstrated improved engagement in at least one core subject
- 78% showed increased confidence in group learning environments
- 90% attendance rate across the academic year

2. SEND Weekly After-School Club



Provision:

- Weekly inclusive after-school sessions
- Food pantry access
- Free hot meal for families
- “Stay and Play” space for parents and carers

**Overview:**

This safe and nurturing space supports children with SEND while also addressing wider family needs. The inclusion of a food pantry and shared meals foster community connection and reduces isolation.

Impact:

- Enhanced social development for children
- Reduced financial pressure on families
- Strengthened peer support among parents

Key Outcomes (2024–2025):

- 120+ families supported across the year
- 1,500+ meals provided to children and parents
- 82% of parents reported reduced feelings of isolation



3. HAF Holiday Programme

Provision:

Delivered during Easter, Summer, and Winter (Christmas) holidays

Programme Features:

Four structured play zones:

- Food Science & Nutrition
- Arts and Crafts
- Sports and Fitness
- Kinesthetic Games (including board games, building activities, water and sand sensory play)

Overview:

Our Holiday Activities and Food (HAF) programme provides enriching, healthy, and engaging experiences during school holidays, ensuring children remain active, nourished, and socially connected.

Impact:

- Improved physical and emotional wellbeing
- Increased access to nutritious meals
- Opportunities for creativity, play, and learning

Key Outcomes (2024–2025):

- 300+ children participated across all holiday programmes
- 2,000+ nutritious meals provided
- 88% of participants engaged in all four activity zones



4. Youth Development and Leadership Programme



Components:

- Youth Council
- Youth volunteering opportunities
- Youth empowerment workshops
- Cultural trips and residential experiences (including Hindleap in Ashdown Forest)
- **Odd Girl In (OGI) peer engagement and leadership pathways**

Overview:

This programme empowers young people to develop leadership skills, confidence, and a sense of civic responsibility. Through meaningful participation, including the integration of Odd Girl In (OGI) participants into leadership pathways, young people shape the services they receive and contribute to their communities.

Impact:

- Increased youth voice and participation
- Development of leadership and teamwork skills
- Broadened horizons through cultural and residential experiences

Key Outcomes (2024–2025):

- 60+ young people actively engaged in leadership activities
- 25 youth volunteers contributed over 1,000 hours collectively
- 70% of participants reported increased confidence and leadership skills





5. Parent Workshops

Provision:

- NHS Women's Health workshops for parents and young women
- "Odd Girl In" (OGI) social therapy group for autistic girls and young women
- Parenting support and guided discussions

Overview:

Our Parent Workshops provide a vital space for learning, support, and community connection. Through NHS-informed sessions and the Odd Girl In (OGI) programme, parents and young women gain access to tailored guidance on health, wellbeing, and navigating the challenges associated with SEND and autism.

Impact:

- Increased awareness of women's health and wellbeing
- Strengthened parent confidence in supporting their children
- Reduced isolation among families

Key Outcomes (2024–2025):

- 95 parents and young women attended workshops
- 85% reported increased knowledge of health and wellbeing topics
- 80% of OGI participants reported improved social confidence





6. Therapeutic Mentoring, Counselling and Family Support



Provision:

- Free therapeutic mentoring for Homeschooling Hub students
- Counselling support
- Signposting to specialist services

Overview:

Recognising the complex needs of our community, HBFT provides early intervention and ongoing support for mental health and wellbeing. Where needs extend beyond our expertise, we ensure families are connected to appropriate services.

Impact:

- Improved emotional wellbeing among young people
- Early identification and support of mental health needs
- Increased access to external specialist services

Key Outcomes (2024–2025)

- 75+ young people received one-to-one mentoring support
- 65% showed measurable improvements in emotional wellbeing
- 40+ families successfully signposted to specialist services





Partnerships and Community Engagement



HBFT continues to work collaboratively with:

- Local authorities
- Schools and alternative provision settings
- NHS services
- Community organisations and charities

Our strong network across Croydon and surrounding boroughs enables us to respond effectively to emerging needs and deliver integrated support.

Highlights from 2024–2025

- Expansion of core programmes and increased participation
- Continued delivery of year-round support, including holiday provision
- Strengthening of youth leadership pathways, including OGI integration
- Enhanced focus on mental health and therapeutic services
- Growth in partnerships and community reach



Looking Ahead to 2025–2026

We aim to:

- Expand capacity within the Homeschooling Hub
- Develop additional targeted SEND provision
- Increase access to therapeutic and counselling services
- Strengthen youth-led initiatives and leadership opportunities
- Build sustainable partnerships to support long-term growth



Strategic Priorities and Targets 2025–2026

HBFT aims to build on current growth by increasing overall reach by 20–25%, including a 15–20% rise in Homeschooling Hub enrolment and a 20% increase in SEND participation.

Access to therapeutic support will expand by 25%, with 70–75% of young people demonstrating improved emotional wellbeing.

Youth leadership and volunteering will grow by 30%, alongside stronger partnerships (up 20%) to enhance early intervention support (up 25%).

To support this growth, HBFT will seek a 30% increase in funding and ensure that 90% of programmes demonstrate measurable outcomes.

Creating pathways for involvement offering more volunteering and skills-building opportunities for young people, including those with SEND, to take active roles in shaping and delivering our programmes.

Securing sustainable funding working towards longer-term financial stability through grant applications, fundraising campaigns, and local business engagement.

Our focus for the period ahead is simple but ambitious: to provide more families with safe, inclusive spaces where children and young people can learn, grow, and feel a genuine sense of belonging.

Everything we do will be guided by the belief that no family should face the journey alone.

Our Finances:

For the year ended 31 October 2025, the Trust recorded total income of £13,197 and total expenditure of £12,132 resulting in a net surplus of £1,065. Income was primarily from fees/funding (including rent funding) of £13,171 with a further £26 from other income. Expenditure was focused on direct charitable activity, chiefly premises costs (HFPS rent of £12,122) and postage expenses of £10.

At the balance sheet date, the Trust held cash at a bank of £1,172. Prepayments of £2,421 were matched by creditors of £2,421 reflecting timing differences on operating costs. Provision for accruals of £10 was recognised at year end. Total funds carried forward were £1,162 (unrestricted); there were no restricted funds.

Compared with the prior year comparator (2024 within these statements), the Trust's financial position improved from reserves of £96 to £1,162 reflecting continued tight cost control and improved incoming income flows.

Tax and status

As a Charitable Incorporated Organisation (CIO), the Trust applies all income to its charitable purposes. Educational charitable activity is generally exempt from direct taxation, and the Trust benefits from mandatory rate relief where applicable; however, the Trust cannot reclaim input VAT on most costs and incurs employer National Insurance where relevant.

Reserves and financial health

The Trustees recognise the need to build free reserves to support stability and cash flow. With closing unrestricted funds of £1,162 the Board intends to prioritise the growth of free reserves during the next period through a mix of grant funding, donations, and partnership income, while maintaining careful cost management.



Investment policy

The Trust held no investments during the year. Any future investment activity will be undertaken in accordance with the Trustee Act 2000 and the Trust's risk management approach.

Trust Ethos, Strategies and Policies

Our Trustees are responsible for setting up a strategy for achieving the objectives they have set. The focus of our strategy is on the development of our pupils, their continued high levels of academic and co-curricular achievement and to further widen access to the education our partner schools provide. In taking forward our strategy we:

- review and benchmark the Homeschooling Hub's academic syllabi, teaching practices and examination results
- ensure the range of co-curricular activities available to our pupils is stimulating and challenging
- invest in technology and the infrastructure of the schools
- co-operate and share resources with local schools
- continue to review and develop our methods for awarding bursaries and scholarships to ensure wider access to pupils from all backgrounds

Our ethos: a caring Trust serving our local community and society

HBFT is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our partner schools' fees are set at a level to ensure financial viability of and at a level that is consistent with our aim of providing a first-class education to boys and girls.

Our Trust aims to welcome pupils from all backgrounds. To admit a prospective pupil, we need to be satisfied that our partner schools will be able to educate and develop a prospective pupil to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential pupils can cope with.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.

Our Trust is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

Parent evenings in addition to the traditional end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts and through our newsletter. Older pupils will have a Form Tutor and House Tutor responsible for pastoral care and academic development.

We also have a system of student champions who are involved in assisting senior teaching staff in enforcing our very vigorous no bullying policy.

Structure, Governance and Management:

The Trustees are responsible for the overall management and control of HBFT and meet a minimum of six times a year. The work of implementing most of their policies is carried out by the members of the Board of Trustees. The PA to the CEO is responsible for coordinating the work of the Trustees, preparation of papers and management accounts, and the review of matters arising.



All trustees give their time freely, and no remuneration or expenses were paid in the year. No Trustee or person connected with a Trustee received any benefit from either means tested bursaries or scholarships awarded to our pupils.

Key management personnel

The Trustees consider that they, together with the Chief Executive, comprise the Key Management Personnel (see page 14). The Trustees give their time freely, and the pay and remuneration of the Head and senior staff is set by the Board of Trustees and is kept under annual review. Several criteria are used in setting pay:

- Nature of the role and responsibilities
- Competitor salaries in the region
- The sector average salary for comparable positions
- Trends in pay

In recent years, flexible pay in the academy school sector has affected the ease of recruitment to certain roles. We intend to be in the median quartile to pay senior roles in the independent school sector.

The Trustees have given delegated authority to the Chief Executive to pay higher salaries for exceptional candidates where this is in the interest of the Trust.

Organisational Management

The Trustees determine the general policy of the Trust. The day-to-day running of the Trust is delegated to the Chief Executive, supported by senior staff. The Chief Executive undertakes the key leadership role overseeing educational, pastoral, and administrative functions in consultation with the senior staff. The day-to-day administration of the Trust is undertaken within the policies and procedures approved by the Trustees which provide only significant expenditure decisions and major capital projects to be referred to the Trustees for prior approval.

The Chief Executive oversees the recruitment of all educational staff, whilst under delegated authority overseeing the recruitment of administrative and non-teaching support staff. The Chief Executive and Executive Assistant are invited to attend Trustee meetings.

Other Relationships

Risk Management

The Trustees are responsible for overseeing the risks faced by the partner Bright Futures 4 All C.I.C. Risks are identified, assessed and controls established throughout the year. Management processes are undertaken on an annual basis. Risk is managed under the headings of financial sustainability, school safety, student welfare, employment, school trips and events and community access.

The main risks that the Trustees have identified and the plans to manage those risks are:

- Reputation. The Trust's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff, and active identification and resolution of health and safety related issues.
- Money. Our ability to continue is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management including access to an adequate short-term credit facility for the Trust.
- Curriculum. Academic excellence requires the most able teachers with state-of-the-art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with additional allowances paid for mathematics, science



and foreign languages staff, on-going investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a bursary scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the Trust, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustee Recruitment and Training

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new trustees, the important attribute is a passion for the work of the Trust and an understanding of education as a holistic and rounded experience of personal growth. We advertise locally for new trustees and through our newsletter to parents. We also invite senior local businesspeople to consider joining our Board. Where possible, the Trustees consider that the skills and experience of the Board should comprise the following:

- A Trustee with a legal background
- A Trustee with a financial/accounting background
- A Trustee with education experience
- A Trustee with senior managerial or business experience
- A Trustee with experience of equal opportunities or disability needs
- At least one female Trustee and at least one male Trustee
- One Trustee may have one or more of these skills.



Trustees and Charity Trustees:

The Trustees are the charity trustees of HBFT. New trustees are appointed by the existing Board of Trustees. All Trustees have served throughout the year except where stated.

Trustees

K Bryson	Appointed 1 June 2020
P Clarke	Resigned 10 March 2025
C Miller	Appointed 10 March 2025
R Ough	Appointed 8 July 2025
A Neal	Appointed 1 June 2020

Chief Executive K Bryson **Executive Assistant** TBA

CONTACT DETAILS

Address: Heavers Farm Primary School,
58 Dinsdale Gardens, SE25 6LT

Website hillelbrightfuturestrust.com

Contact info@brightfutures4all.com

Registered Charitable Incorporated Organisation No. 1191049

Professional Advisors

Bankers:	Lloyds Bank Plc 137 North End Croydon CR0 1TN
Solicitors:	To be appointed
Auditors:	To be appointed
Investment Advisors:	To be appointed
Surveyors:	To be appointed
Insurance Brokers:	To be appointed



Financial Statements for the year ended 31 October 2025

Statement of Financial Activities

	2025			2024		
	Total Restricted Funds	Total Unrestricted Funds	Total Funds	Total Restricted Funds	Total Unrestricted Funds	Total Funds
<u>Income</u>	£	£	£	£	£	£
Charitable activities	0	0	0	0	575	575
Fees / funding	0	13,171	13,171	0	5,310	5,310
Other	0	26	26	0	225	225
Total income	0	13,197	13,197	0	6,110	6,110
<u>Expenditure</u>	£	£	£	£	£	£
Fundraising	0	0	0	0	0	0
Charitable activities	0	12,132	12,132	0	6,008	6,008
Total expenditure	0	12,132	12,132	0	6,008	6,008
Net income / (expenditure) for the year	0	1,066	1,066	0	102	102
<u>Reconciliation of funds</u>						
Total fund balance brought forward	0	96	96	0	(5)	(5)
Total fund balance carried forward	0	1,162	1,162	0	96	96



Balance Sheet

	2025		2024	
	£	£	£	£
<u>Fixed assets</u>				
Land	0		0	
Buildings	0		0	
Equipment	0		0	
Fixtures and fittings	0		0	
Total fixed assets		0		0
<u>Current assets</u>				
Prepayments	2,421		2,395	
Cash at bank and in hand	1,172		96	
Debtors	0		0	
Total current assets	3,593		2,491	
<u>Current liabilities</u>				
Creditors: sums due within one year	2,421		2,395	
Provision for accruals	0		0	
Net current assets		1,162		96
Total Net Assets		1,162		96
<u>Charitable Funds</u>		£		£
Restricted Funds		0		0
Unrestricted Funds		1,162		96
Total Charitable Funds		1,162		96

The Financial Statements were confirmed by the Trustees on 1 May 2026.

Richard Ough  Trustee

KAREN BRYSON



Chief Executive

The notes on pages 19 to 21 form part of these financial statements.



Notes to the Financial Statements

1. Accounting Policies

a. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) published on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

b. Statement of Cash Flows

The Trustees have opted to take advantage of the amendment to Charities SORP FRS 102, where only larger charities are required to prepare a Statement of Cash Flow.

c. Income

This is recognised in the period in which the Trust is entitled to its receipt and the amount can be measured with reasonable certainty. No income is stated in net of any associated expenditure.

d. Expenditure

All expenditure is accounted for on an accrual basis. Charitable expenditure comprises those costs incurred by the Trust in the delivery of its activities and services to beneficiaries. Governance costs include costs associated with meeting the constitutional and statutory requirements of the Trust and are part of its activities. Expenditure is allocated to expense headings on a direct cost basis.



2. Income from Others

	Total Unrestricted 2025	Total Unrestricted 2024
	£	£
Croydon 773001	0	200
Lloyds Bank complaint response	0	25
Nadine Eweck donation	<u>26</u>	<u>0</u>
Total income	<u>26</u>	<u>225</u>

3. Expenditure on Fundraising

	Total Unrestricted 2025	Total Unrestricted 2024
	£	£
Total expenditure	0	0

4. Expenditure on Charitable Activities

	Total Unrestricted 2025	Total Unrestricted 2024
	£	£
Bank charges	0	0

5. Staff Costs

No remuneration was paid to any of the Trustees in the year, nor were any expenses reimbursed to them.

	2025	£	2024	£
Salaries and wages		0		0
Employers pension		0		0
Total		0		0

The average number of employees during the year was: 3.31

No member of staff earned more than £60,000.

The key management personnel of the Trust comprise the Board of Trustees who give their time freely.



6. Debtors and Prepayments

	2025	2024
	£	£
Debtors	0	0
Prepayments	<u>2,421</u>	<u>2,395</u>
	<u>2,421</u>	<u>2,395</u>

7. Creditors

	2025	2024
	£	£
Trade creditors	0	0
Taxation and social security	0	0
Accruals	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>

8. Accumulated Funds

Year ended 31 October 2025	Balance at 1 November 2024	Income	Expenditure	Balance at 31 October 2025
	£	£	£	£
Unrestricted funds	96	13,197	12,132	1,162
Year ended 31 October 2024	Balance at 1 November 2023	Income	Expenditure	Balance at 31 October 2024
	£	£	£	£
Unrestricted funds	(5)	6,110	6,008	96



9. Statement of Related Party Transactions

Name of Related Party	Nature of Relationship	Type of Transaction	Value of Transactions (£)	Nature of Transactions
None	None	None	0	None

No balances were outstanding with related parties at the accounting date, and no provision for doubtful debts has become necessary. No sums have been written off during the accounting period.

Acknowledgements

We would like to thank:

- Our dedicated staff and volunteers
- Our partner organisations
- The families and young people we serve
- Our supporters and funders

Your continued commitment makes our work possible.

Contact Information

Hillel Bright Futures Trust (HBFT)

Address: Heavers Farm Primary School 58 Dinsdale Gardens, London SE25 6LT, West Wing Anex

Contact Number: 02070627123

Website: [Bright Futures 4 All](#)

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Accounts



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Hillel Bright Futures Trust

Report of the Trustees for the year ending 31st October 2024

The Trustees of Hillel Bright Futures Trust present the annual report and accounts for the year ended 31st October 2024 and confirm they comply with the requirements of the Charities Act 2011, the trust deed and the Charities SORP (FRS 102).

Charitable Objects:

THE OBJECT OF THE CIO IS: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 18 LIVING IN CROYDON AND THE SURROUNDING LONDON BOROUGHS BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:

- A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;
- B) ADVANCING EDUCATION;
- C) RELIEVING UNEMPLOYMENT;
- D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF SUCH PERSONS.

Our Aims:

The Trust operates under a Declaration of Trust dated 11th June 2020 and a scheme which was sealed by the Charity Commissioners for England and Wales on 27th August 2020, which included the regulations for appointment of trustees. The objects of the Charity are the advancement of education (including social and physical training) of boys and girls, and in particular to maintain day schools at or near Croydon.

We aim, through our programmes and partnerships, to provide inclusive, high-quality education and well-being services for children, young people, and their families, with a particular focus on those who are neurodivergent or have Special Educational Needs and Disabilities (SEND). We create safe, nurturing, and trauma-informed environments, whether in our Homeschooling Hub, SEND After-School Club, integrated Holiday Clubs, or community projects, that support each individual's learning, creativity, confidence, and well-being. Our approach promotes academic progress, social and emotional growth, and personal resilience through a blend of structured learning, creative enrichment, mentoring, and family support. Every participant is encouraged to recognise their strengths, explore their interests, and feel a genuine sense of belonging. In doing so, we help children, young people, and families to thrive within a supportive and connected community.

Our Objectives:

Our objectives are set to reflect our educational aims and the ethos of the Charity. It is important to us that we maintain and enhance the academic success of the Charity.

This objective is, however, set in the context of the broader goals we set for the Charity and its pupils.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's public benefit guidance.



Our key objectives are:

- To create a culturally rich and safe space, where we fortify and strengthen the minds and hearts of the next generation of diverse leaders.
- To work with a range of family units, for the best outcome for ALL diverse children, regardless of their economic circumstances.
- To ensure that parents are at the forefront of the trust's development (e.g.) parent education and well-being classes.
- To use technology to allow isolated children to start to consider returning to school with a phased return in a small, compassionate, caring learning environment.
- To promote education based on the FOREST school initiative (outdoor learning based on Kinaesthetic methods of learning) to support SEN learners.
- To employ staff who are leaders in providing pastoral care and education in the UK Trauma-Informed school movement. To train governors and children on how to support the most vulnerable and often disadvantaged in our community.

Review of Activities and Achievements:

The Trust has worked in partnership with Bright Futures 4 All to deliver a broad range of inclusive, trauma-informed educational and well-being services for children, young people, and families in Croydon and the surrounding South London boroughs. This has included running our Homeschooling Hub, SEND After-School Club, and integrated Holiday Clubs; providing tailored tuition and mentoring in subjects such as maths, science, English, and creative writing; supporting smooth transitions into secondary education; and offering opportunities for personal growth through cultural enrichment, arts-based projects, and skills-building workshops. Throughout the year, we also encouraged SEND participants to take an active role in the charity through volunteering, helping to run activities, and developing practical and interpersonal skills in a supportive environment.

Cultural Trips

We made the effort to take our children on cultural trips that they might not otherwise get the chance to go on. Our Homeschooling Hub students enjoyed a trip to the Hilton Hotel for a Christmas Dinner and our SEND After-School Club visited the Tooting Lido for an International Picnic.





SEND After-School Club

Our SEND After-School Club was launched in October 2023 in response to a critical and long-standing gap in Croydon's local offer: the lack of consistent, inclusive after-school support for neurodivergent children and those with SEND (Special Educational Needs and Disabilities).

For years, parents across Croydon had shared the same concern, mainstream



after-school clubs weren't accessible or equipped to support their children's needs. Many young people were left isolated after school hours, missing out on vital opportunities for structured socialisation, learning, and joy. This left parents struggling to balance work, caregiving, and their child's emotional wellbeing. Recognising this unmet need, Bright Futures 4 All stepped in.

In autumn 2023, we proudly opened Croydon's First After-School Club exclusively designed for neurodivergent learners, situated at our Sydenham Road base. The club was built on the same trauma-informed, child-centred principles that underpin our Homeschooling Hub and Holiday Clubs. We started with a small group of students, offering:

- Safe, low-stimulation learning spaces
- Activities tailored to SEND profiles (e.g., sensory play, crafts, structured group games)
- 1:1 or small-group support
- Gentle routines with clear visuals and emotional regulation tools
- A focus on life skills, social connection, and emotional resilience



Parents report that children who previously struggled in mainstream settings are now more confident, engaged, and happy to attend regularly. Several children have built their first real friendships through the club.

What makes our club different is not just the staffing ratio or the SEND expertise, it's the culture of belonging. Every child is met where they are, with the patience, tools, and consistency they need to thrive beyond the school day.



Seasonal Holiday Clubs (Easter, Summer, Christmas)

Our integrated Holiday Clubs continue to be a standout feature of our work providing a joyful, safe, and enriching space where children with and without additional needs can play, learn, and grow side by side. These are not just clubs, they are living examples of inclusive education in action.



What makes our model unique is the way we intentionally bring together children from a wide range of backgrounds and experiences:

- Children with and without diagnosed SEND
- Children from different socio-economic and cultural communities
- Neurodivergent and neurotypical peers
- Siblings, including those with very different support needs
- Looked-after children and young carers
- Children with English as an additional language



By sharing the same space, these children naturally learn empathy, communication, and cooperation. We see daily how this mixed environment encourages social bridges to form—friendships that may not happen in more segregated or need-specific settings.

For many children, this is the first time they've been in a space that truly celebrates difference—not just accommodates it. Children with complex support needs are not just “included” but are active and valued participants. Children without SEND grow in understanding, patience, and leadership through organic peer modelling.

Each holiday club includes a rich mix of activities tailored to different needs and interests, such as:

- STEM-based learning and sensory play
- Outdoor games and sports
- Creative arts, dance, and music



- Well-being sessions, storytelling, and quiet zones

To ensure full access for all, we provide dedicated 1:1 support where needed, including for children with high communication needs, emotional regulation challenges, or personal care needs.

Parents frequently share that the Holiday Club is the first time their child has been truly welcomed into a group setting, and many tell us that their children excitedly talk about coming back.

In a world where many services remain fragmented or exclusive, our Holiday Clubs offer a hopeful model: a space where children of all kinds grow together, building a shared culture of inclusion, acceptance, and joy.



Engaging with Families and Partners

In 2023–2024, Bright Futures 4 All actively strengthened its presence at local events and conferences



to build connections, raise awareness about our work, and engage with families, partners, and potential collaborators. We attended the Croydon Inclusion Conference, the NeuroUnity Youth Conference, and the Neurodiversity Expo hosted by the BME Forum, where our founder, Karen Bryson, spoke on neurodiversity. We also took part in a parent coffee morning at Broadmead School, providing a more informal opportunity to connect directly with families in our local community.



These events enabled us to:

- Reach new families in need of support services, especially those who may not be aware of the local offer or feel excluded from mainstream pathways
- Engage with professionals across education, health, and social care to share our trauma-informed approach and collaborative working model
- Recruit new staff, volunteers, and community supporters aligned with our values of inclusion, empathy, and excellence
- Showcase our core services including the Homeschooling Hub, After-School Club, and integrated Holiday Clubs to potential referrers and supporters
- Strengthen relationships with organisations that share our mission around equity, neurodiversity, and inclusive education

We view these engagements not just as opportunities to promote our work, but as valuable spaces to listen, learn, and collaborate. By showing up and contributing to local conversations, we have been able to highlight gaps in provision for SEND families, share good practice, and explore new ways to meet the evolving needs of the communities we serve.



Generous Partnerships

In 2023–2024, we were deeply encouraged by the generosity and collaboration shown by our partners and supporters, whose contributions directly enhanced the experiences and well-being of the families we serve.

Life City Church kindly donated over £250 in food vouchers, enabling us to host a free parents' breakfast and provide much-needed shopping support via Sainsbury's and Aldi.

Through our continued collaboration with Santa Stork, we were able to give Christmas bundles and personalised gifts to children in our community, ensuring that every child felt valued during the festive season. Stripey Stork also extended their support through their School Days campaign, providing essential school supplies to help children start the academic year with confidence and readiness.

Kooth, the mental health charity, delivered multiple workshops to our families, offering practical tools and open conversations about emotional well-being. Croydon Vision enriched our community learning by delivering a visual awareness presentation, and our Holiday Clubs benefitted from Eat Well for Less workshops, promoting healthy and budget-friendly meal choices.



We are also grateful for the vital food donations from The Felix Project and Morrisons, which supported our events and reduced food insecurity for the families we work with.

These partnerships are more than contributions, they are acts of solidarity that reinforce the power of community. Together, they have helped us create moments of joy, meet practical needs, and provide learning experiences that extend far beyond our core programmes.

Reflections:

The 2023–2024 period was one of connection, resilience, and shared purpose. We continued to strengthen our core services while deepening relationships with families, local organisations, and community partners. Our participation in events such as the Croydon Inclusion Conference, NeuroUnity Youth Conference, and the BME Forum’s Neurodiversity Expo allowed us to both share our trauma-informed, inclusive approach and learn from others shaping the future of SEND provision. Smaller but equally meaningful engagements, such as the parents’ coffee morning at Broadmead School, reaffirmed the value of meeting families where they are, in spaces that feel safe and familiar.

This year also highlighted the transformative impact of generous partnerships. From festive gifts provided through Santa Stork to essential school supplies from Stripey Stork, from food donations by The Felix Project and Morrisons to workshops by Kooth, Croydon Vision, and Eat Well for Less, these collaborations ensured that our families experienced not only practical support, but also a tangible sense of care from the wider community.

Challenges remain as demand for SEND support continues to grow, and many families still face barriers to accessing the help they need. Yet, this period reaffirmed our belief that sustained change is built through trust, collaboration, and a consistent presence in the lives of those we serve. As we move forward, the lessons of this year will guide us: to listen deeply, to act with empathy, and to keep building a community where every family feels they belong.

Future Plans:

Building on the relationships, learning, and growth achieved in 2023–2024, we will continue to strengthen our role as a trusted hub for SEND families in Croydon and the surrounding boroughs. In the coming year, our priorities include:

- **Enhancing our core services** – expanding the capacity of our Homeschooling Hub, After-School Club, and Holiday Clubs to meet rising demand, while maintaining the personalised, trauma-informed approach that families value.
- **Deepening community engagement** – hosting more targeted workshops, coffee mornings, and parent forums to ensure our services reflect the needs and voices of those we support.
- **Strengthening partnerships** – building on the generosity of existing partners and seeking new collaborations that bring practical resources, expertise, and enrichment opportunities to our families.



- **Creating pathways for involvement** – offering more volunteering and skills-building opportunities for young people, including those with SEND, to take active roles in shaping and delivering our programmes.
- **Securing sustainable funding** – working towards longer-term financial stability through grant applications, fundraising campaigns, and local business engagement.

Our focus for the period ahead is simple but ambitious: to provide more families with safe, inclusive spaces where children and young people can learn, grow, and feel a genuine sense of belonging. Everything we do will be guided by the belief that no family should face the journey alone.

Our Finances:

For the year ended 31 October 2024, the Trust recorded total income of £6,110 and total expenditure of £6,008, resulting in a net surplus of £102. Income was primarily from fees/funding (including rent funding) of £5,310, with a further £575 from charitable activities and £225 from other income. Expenditure was focused on direct charitable activity, chiefly premises costs (Charis House rent of £5,850) and advertising/marketing of £158 (a Wix recharge net of a prior-year accrual reversal).

At the balance-sheet date, the Trust held cash at bank of £96. Prepayments of £2,395 were matched by creditors of £2,395, reflecting timing differences on operating costs; no fixed assets or accruals were recognised at year end. Total funds carried forward were £96 (unrestricted); there were no restricted funds.

Compared with the prior year comparator (2023 within these statements), the Trust moved from a deficit of £904 to a small surplus, reflecting tighter cost control and a clearer focus on essential delivery costs.

Tax and status

As a Charitable Incorporated Organisation (CIO), the Trust applies all income to its charitable purposes. Educational charitable activity is generally exempt from direct taxation, and the Trust benefits from mandatory rate relief where applicable; however, the Trust is not able to reclaim input VAT on most costs and incurs employer National Insurance where relevant.

Reserves and financial health

The Trustees recognise the need to build free reserves to support stability and cash flow. With closing unrestricted funds of £96, the Board intends to prioritise the growth of free reserves during the next period through a mix of grant funding, donations, and partnership income, while maintaining careful cost management.

Investment policy

The Trust held no investments during the year. Any future investment activity will be undertaken in accordance with the Trustee Act 2000 and the Trust's risk management approach.



Trust Ethos, Strategies and Policies

Our Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus of our strategy is on the development of our pupils, their continued high levels of academic and co-curricular achievement and to further widen access to the education our partner schools provide. In taking forward our strategy we:

- review and benchmark the Homeschooling Hub's academic syllabi, teaching practices and examination results
- ensure the range of co-curricular activities available to our pupils is stimulating and challenging
- invest in technology and the infrastructure of the schools
- co-operate and share resources with local schools
- continue to review and develop our methods for awarding bursaries and scholarships to ensure wider access to pupils from all backgrounds

Our ethos: a caring Trust serving our local community and society

HBFT is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our partner schools fees are set at a level to ensure financial viability of and at a level that is consistent with our aim of providing a first-class education to boys and girls.

Our Trust aims to welcome pupils from all backgrounds. To admit a prospective pupil, we need to be satisfied that our partner schools will be able to educate and develop a prospective pupil to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential pupils can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.

Our Trust is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

Parents are given regular information about their children's social and academic progress through parent evenings in addition to the traditional end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts and through our newsletter. Older pupils will have a Form Tutor and House Tutor responsible for pastoral care and academic development.

We also have a system of student champions who are involved in assisting senior teaching staff in enforcing our very vigorous no bullying policy.



Access Policy:

It is important to us that access to the education our partner schools offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

Bursary policy

The Trustees view our bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees can access the education we offer. Our bursary awards are available (from 2023-2024) to all who meet our general entry requirements and are made solely on the basis of parental means or to relieve hardship where a pupil's education and future prospects would otherwise be at risk for example in the case of redundancy.

In assessing means we take a number of factors into consideration including family income, investments and savings and family circumstances for example dependant relatives and the number of siblings. However, our partner schools do not have a large endowment and in funding our awards we have to be mindful that we must ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards.

We also will establish a hardship fund that supplements bursary awards to pay for co-curricular activities, equipment and school trips. Information about fee assistance through bursaries is provided to all applying to the partner schools in 2023-2024. We will also advertise the awards each summer in the local press and at local libraries. Further details of our bursary policy and how to apply will be available on our website in due course.

Other Policies on Assistance:

Financial planning policy

Timely financial planning is often the key for many parents who are hoping to send their children to Croydon, and a school fees plan is available to help those who wish to fund educational costs through regular contributions. The Trust's Family discount policy underlines the value we place on continuity for families, by offering discounts where parents have more than one child at the Trust's schooling partners.

Promoting High Academic Standards:

Scholarship policy

The purpose of our scholarship awards is to recognise high academic potential or the ability to excel in our co-curricular activities. Our scholarships are awarded on the basis of the individual's academic potential or evidence of exceptional abilities which will contribute to our co-curricular activities. In addition, awards may be subject to conditions imposed by the original donor.



Assistance for our staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme where staff members choose to educate their children at the Trust's partner schools.

Structure, Governance and Management:

The Trustees are responsible for the overall management and control of HBFT and meet nine times a year. The work of implementing most of their policies is carried out by the members of the Board of Trustees which normally meets monthly. The Secretariat is responsible for co-ordinating the work of the Trustees, preparation of papers and management accounts and the review of matters arising.

All trustees give of their time freely and no remuneration or expenses were paid in the year. No Trustee or person connected with a Trustee received any benefit from either means tested bursaries or scholarships awarded to our pupils.

Key management personnel

The Trustees consider that they, together with the Chief Executive, comprise the Key Management Personnel (see page 14). The Trustees give of their time freely and the pay and remuneration of the Head and senior staff is set by the Board of Trustees and is kept under annual review. Several criteria are used in setting pay:

- Nature of the role and responsibilities
- Competitor salaries in the region
- The sector average salary for comparable positions
- Trends in pay

In recent years, flexible pay in the academy school sector has affected the ease of recruitment to certain roles. We intend to be in the median quartile for pay for senior roles in the independent school sector.

The Trustees have given delegated authority to the Chief Executive to pay higher salaries for exceptional candidates where this is in the interest of the Trust.

Organisational Management

The Trustees determine the general policy of the Trust. The day to day running of the Trust is delegated to the Chief Executive, supported by senior staff. The Chief Executive undertakes the key leadership role overseeing educational, pastoral and administrative functions in consultation with the senior staff. The day to day administration of the Trust is undertaken within the policies and procedures approved by the Trustees which provide for only significant expenditure decisions and major capital projects to be referred to the Trustees for prior approval.

The Chief Executive oversees the recruitment of all educational staff, whilst under delegated authority overseeing the recruitment of administrative and non-teaching support staff. The Chief Executive and Executive Assistant are invited to attend Trustees' meetings.



Other Relationships

The Chief Executive is a member of the Head Masters' and Mistresses' Conference which is an opportunity to share expertise, knowledge and experience across the independent school sector. The Conference also permits appropriate representation to Government and regulators of the views of the sector.

Risk Management

The Trustees are responsible for the overseeing of the risks faced by the partner schools. Risks are identified, assessed and controls established throughout the year. A formal review of the Trust's risk management processes is undertaken on an annual basis. Risk is managed under the headings of financial sustainability, school safety, student welfare, employment, school trips and events and community access.

The main risks that the Trustees have identified and the plans to manage those risks are:

- **Reputation.** The Trust's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.
- **Money.** Our ability to continue is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management including access to an adequate short-term credit facility for the Trust.
- **Curriculum.** Academic excellence requires the most able teachers with state-of-the-art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with additional allowances paid for mathematics, science and foreign languages staff, on-going investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a bursary scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the Trust, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustee Recruitment and Training

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new trustees, the important attribute is a passion for the work of the Trust and an understanding of education as a holistic and rounded experience of personal growth. We advertise locally for new trustees and through our newsletter to parents. We also invite senior local businesspeople to consider joining our Board. Where possible the Trustees consider that the skills and experience of the Board should comprise the following:

- A Trustee with a legal background
- A Trustee with a financial/accounting background
- A Trustee with education experience
- A Trustee with senior managerial or business experience
- A Trustee with experience of equal opportunities or disability needs
- At least one female Trustee and at least one male Trustee
- One Trustee may have one or more of these skills.





Trustees and Charity Trustees:

The Trustees are the charity trustees of HBFT. New trustees are appointed by the existing Board of Trustees. All Trustees have served throughout the year except where stated.

Trustees

K Bryson Appointed 1 June 2020
P Clarke Appointed 1 June 2020
B Myers-Reid Appointed 1 June 2020
A Neal Appointed 1 June 2020

Chief Executive K Bryson

Executive Assistant TBA

CONTACT DETAILS

Address: Heavers Farm Primary School,
 58 Dinsdale Gardens,
 SE25 6LT

Website hillelbrightfuturetrust.com

Contact enquiries@hillelbrightfuturetrust.com

Registered Charitable Incorporated Organisation No. 1191049

Professional Advisors

Bankers: Lloyds Bank Plc
 137 North End
 Croydon
 CR0 1TN

Solicitors: To be appointed

Auditors: To be appointed

Investment Advisors: To be appointed

Surveyors: To be appointed

Insurance Brokers: To be appointed



Financial Statements for the year ended 31 October 2024

Statement of Financial Activities

	2024		2023			
	Total Restricted Funds	Total Unrestricted Funds	Total Funds	Total Restricted Funds	Total Unrestricted Funds	Total Funds
<u>Income</u>	£	£	£	£	£	£
Charitable activities	0	575	575	0	0	0
Fees / funding	0	5,310	5,310	0	9,350	9,350
Other	0	225	225	0	175	175
Total income	0	6,110	6,110	0	9,525	9,525
<u>Expenditure</u>	£	£	£	£	£	£
Fundraising	0	0	0	0	0	0
Charitable activities	0	6,008	6,008	0	10,429	10,429
Total expenditure	0	6,008	6,008	0	10,429	10,429
Net income / (expenditure) for the year	0	102	102	0	(904)	(904)
<u>Reconciliation of funds</u>						
Total fund balance brought forward	0	(5)	(5)	0	899	899
Total fund balance carried forward	0	96	96	0	(5)	(5)



Balance Sheet

	2024		2023	
	£	£	£	£
<u>Fixed assets</u>				
Land	0		0	
Buildings	0		0	
Equipment	0		0	
Fixtures and fittings	0		0	
Total fixed assets		0		0
<u>Current assets</u>	£	£	£	£
Prepayments	2,395		2,395	
Cash at bank and in hand	96		74	
Debtors	0		0	
Total current assets	2,491		2,469	
<u>Current liabilities</u>				
Creditors: sums due within one year	2,395		2,395	
Provision for accruals	0		79	
Net current assets		96		(5)
Total Net Assets		96		(5)
<u>Charitable Funds</u>		£		£
Restricted Funds		0		0
Unrestricted Funds		96		(5)
Total Charitable Funds		96		(5)

The Financial Statements were confirmed by the Trustees on 21 August 2025.

Anthony Neal Trustee

KAREN BRYSON Chief Executive

The notes on pages 20 to 23 form part of these financial statements.



Notes to the Financial Statements

1. Accounting Policies

a. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) published on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

b. Statement of Cash Flows

The Trustees have opted to take advantage of the amendment to Charities SORP FRS 102, where only larger charities are required to prepare a Statement of Cash Flow.

c. Income

Income represents the amount derived from the Trust's ordinary activities. Income is recognised in the period in which the Trust is entitled to receipt and the amount can be measured with reasonable certainty. No income is stated net of any associated expenditure.

d. Expenditure

All expenditure is accounted for on an accrual basis. Charitable expenditure comprises those costs incurred by the Trust in the delivery of its activities and services to beneficiaries. Governance costs include costs associated with meeting the constitutional and statutory requirements of the Trust and are part of its activities. Expenditure is allocated to expense headings on a direct cost basis.



Notes to the Financial Statements

2. Income from Others

	Total Unrestricted 2024 £	Total Unrestricted 2023 £
Croydon 773001	200	0
Lloyds Bank complaint response	25	0
Weir de Norma donation	0	150
Sundry donations	0	25
Total income	<u>225</u>	<u>175</u>

3. Expenditure on Fundraising

	Total Unrestricted 2024 £	Total Unrestricted 2023 £
Total expenditure	0	0

4. Expenditure on Charitable Activities

	Total Unrestricted 2024 £	Total Unrestricted 2023 £
Bank charges	0	0

5. Staff Costs

No remuneration was paid to any of the Trustees in the year, nor were any expenses reimbursed to them.

	2024 £	2023 £
Salaries and wages	0	0
Employers pension	0	0
Total	0	0

The average number of employees during the year was: 3.36

No member of staff earned more than £60,000.

The key management personnel of the Trust comprise the Board of Trustees who give their time freely.

6. Debtors and Prepayments

	2024 £	2023 £
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Debtors	0	0
Prepayments	2,395	2,395
	2,395	2,395

7. Creditors

	2024	2023
	£	£
Trade creditors	0	0
Taxation and social security	0	0
Accruals	0	(79)
	0	(79)

8. Accumulated Funds

	Balance at 1 November 2023	Income	Expenditure	Balance at 31 October 2024
Year ended 31 October 2024	£	£	£	£
Unrestricted funds	(5)	6,110	6,008	96
	Balance at 1 November 2022	Income	Expenditure	Balance at 31 October 2023
Year ended 31 October 2023	£	£	£	£
Unrestricted funds	899	9,525	10,429	(5)

9. Statement of Related Party Transactions

Name of Related Party	Nature of Relationship	Type of Transaction	Value of Transactions (£)	Nature of Transactions
None	None	None	0	None

No balances were outstanding with related parties at the accounting date and no provision for doubtful debts has become necessary. No sums have been written off during the accounting period.

HILLEL BRIGHT FUTURES TRUST

England & Wales - Charity number 1191049

Accounts



HILLEL BRIGHT FUTURES TRUST
ANNUAL REPORT AND ACCOUNTS
For the year ended 31st October 2023



Hillel Bright Futures Trust

Annual Report and Accounts for the year ended 31st October 2023

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Hillel Bright Futures Trust

Report of the Trustees for the year ended 31st October 2023

The Trustees of Hillel Bright Futures Trust present the annual report and accounts for the year ended 31st October 2023 and confirm that they comply with the requirements of the Charities Act 2011, the trust deed and the Charities SORP (FRS 102).

Charitable Objects:

THE OBJECT OF THE CIO IS: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 18 LIVING IN CROYDON AND THE SURROUNDING LONDON BOROUGHS BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:

- A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;
- B) ADVANCING EDUCATION;
- C) RELIEVING UNEMPLOYMENT;
- D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF SUCH PERSONS.



OUR AIMS



The Trust operates under a Declaration of Trust dated 11th June 2020 and a scheme which was sealed by the Charity Commissioners for England and Wales on 27th August 2020, which included the regulations for appointment of trustees. The objects of the Trust are the advancement of education (including social and physical training) of boys and girls, and in or near Croydon.

The Trust aims to provide a first-class education to boys and girls from the ages of 4 to 18. It seeks to provide a structured educational environment that develops our pupils' capabilities, competences and skills. It promotes the academic, moral and physical development of pupils through the academic curriculum, pastoral care, sporting and other activities. It provides an educational environment where each student can develop and fulfil his or her potential, building their self-confidence and inculcating a desire to contribute to the wider community. In doing so, it prepares students for the opportunities, responsibilities and experiences of later life.



AIMS AND OBJECTIVES OF THE TRUST

The Trust's objectives are set out to reflect its educational aims and its ethos. It is important to maintain and enhance the academic success of the Trust's work.

This objective is however set in the context of the broader goals set for the Trust and its students.

In setting these objectives and planning our activities, the Trustees have given careful consideration to the Charity Commissioner's public benefit guidance.

Our key objectives are:

- To create a culturally rich and safe space, where we fortify and strengthen the minds and hearts of the next generation of diverse leaders.
- To work with a range of family units, for the best outcome for all diverse children regardless of their economic circumstances.
- To ensure that parents are at the forefront of the Trust's development (e.g. parent education and well-being classes).
- To use technology to allow isolated children to start to consider returning to school with a phased return in a small, compassionate and caring learning environment.
- To promote education based on the FOREST school initiative (outdoor learning based on kinaesthetic methods of learning) to support SEND learners.
- To employ staff who are leaders in providing pastoral care and education in the UK Trauma-Informed school movement. To train governors and children on how to support the most vulnerable and often disadvantaged in our community.

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

The Trust has worked in partnership with an associated not-for-profit organisation Bright Futures 4 All, to focus on supporting the educational needs of vulnerable young people and their families in Croydon and the surrounding boroughs in south London. This has ranged from tuition provided in maths, science, English and creative writing; guidance on a successful transition for students to secondary school; spiritual development to deepen awareness of identity and faith and the confidence to articulate it; exploring arts and cultures in a series of away-days, and understanding the present through learning about history.

Science and Nutrition

In support of Bright Futures 4 All, a science-themed programme providing nutritional activities combined with sporting enrichment was delivered by the HAF Christmas Club in December 2022 at Grace Tabernacle Church for all families in Croydon. This was sponsored by Kiwanis, Morrisons, Imperial College London, White Label, the Mayor of London and Croydon Borough Council.



Outreach to parents and carers followed this in January 2023, to identify homeschooling needs and develop effective solutions to address and enhance the quality of learning and opportunities created as a result.

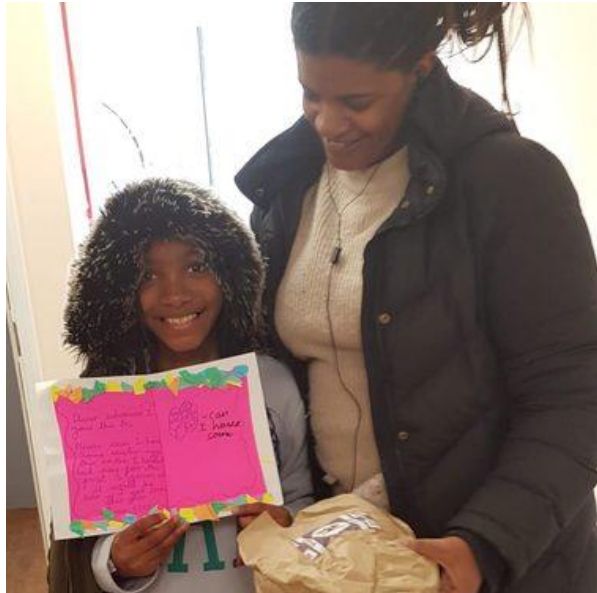
Parents NHS Winter Engagement

In January 2023, Karen Bryson represented HBFT to deliver a parents' health awareness event partnered with NHS South West London to focus on health and medical support. Of particular importance was remedying isolation and supporting parents with neurodiverse children.



STEM Mastery, Arts and Crafts with Fitness

An Easter Club was delivered in early April 2023, focusing on memorable and enjoyable ways to learn and practice science, technology and engineering skills through hands-on tests. Aerobics, table tennis and soccer gave opportunities to relax and absorb lots of new learning, while face painting and board games provided lots of opportunities to solve challenges and express artistic talents. Priority was given to SEND pupils and students and those receiving free school meals, as a response to the new business environment. Feedback was strongly positive, and many instructive lessons have been drawn from the experience. Following this, an after-school SEND Club has been started. This is run by neurodiverse students for their peers and primary-aged children, and has proved to be very popular.





Summer Science Club

Charis House was chosen again as the venue for the Summer Club during July 2023, in which many great memories were made learning about science and crafts while enjoying the fine weather. This programme had a focus on SEND pupils and students, as well as those receiving Free School Meals. Students took part in activities including Art, English, Maths and Science including building a vegetable garden to ignite their curiosity and stimulate a love for knowledge. Each day began with invigorating outdoor exercise and short kinaesthetic tasks to consolidate skills in Maths and English. Supported by a team of tutors, students thrived and embraced the opportunities to expand their horizons.

Homeschooling Hub and Cultural Enrichment

In recognition of the demand for home schooling (approaching 90,000 in the UK), since May 2023 Bright Futures 4 All has refined and relaunched its Home Schooling service to parents needing support with schooling at home. As part of this effort, students have been assisted with research by making cultural trips into the life and accomplishments of the composer and activist Samuel Coleridge-Taylor alongside other famous black Victorians. The Black Cultural Archives kindly assisted with this, providing in-depth lessons while the Talawa Theatre Company performed Samuel CT's 'Recognition' to ground their musical appreciation for his work.





Black History Month and the first SEND After-School Club in Croydon

During Black History Month, the focus was shifted to showcase black history so that pupils and students were empowered to celebrate black voices, stories and contributions with the aim of creating an inclusive and diverse learning environment. This has helped to recognise black achievements and maintain a commitment towards a more equitable future.



FUTURE PLANS

The Trust is excited to share its future plans aimed at expanding its impact and helping more children in need. Its main objectives include increasing the number of children accessing free tuition during the day (home schoolers – a new initiative) and after-school; and running holiday clubs that support children with special educational needs and disabilities (SEND).

To ensure equal educational opportunities, the Trust will explore avenues to expand its funding to support more students with free tuition. By seeking additional financial resources, it aims to provide personalised academic support to a larger number of children from disadvantaged backgrounds and with disadvantaged disabilities, enabling them to excel academically and overcome barriers to education.

Recognising the challenges faced by families with SEND children during school breaks, the Trust wishes to organise more holiday clubs that provide a safe and inclusive environment. Through partnerships with local organisations and trained professionals, these clubs will cater to the unique needs of SEND children to foster their social skills and create memorable experiences.

With the support of our generous donors, volunteers and dedicated staff the Trust is committed to building a brighter future for these children. Together we can make a lasting impact by providing them with the resources, support and opportunities that they deserve.

FINANCES

The financial statements show net outgoing resources for the year on school activities of £904 (2022 net outgoing resources £72). The principal source of income is fees, accounting for 99% of the Trust's income.

The Trustees are continuing their strategy of deploying all net incoming resources to investing in the educational purposes and fabric of our Junior and Senior schools.

As a charitable incorporated organisation (CIO) the parents of pupils have the assurance that all the income of the Trust must be applied for educational purposes. As an educational CIO the Trust enjoys tax exemption on its educational activities and on its investment income and gains, provided that these are applied for charitable aims. As a CIO, the Trust is also entitled to an 80% reduction on its business rates on the property it occupies for its charitable purposes. The



financial benefits received by the Trust from these tax exemptions are all applied for educational purposes and indirectly help to maintain our bursary policies and 'teaching link' programme.

However, as an educational CIO the Trust is unable to reclaim VAT input tax on its costs as it is exempt for VAT purposes. It also pays tax as an employer through the National Insurance contributions it makes.

In addition to the very substantial benefits that the Trust brings to its pupils, the local community and society through the education it offers, its bursary programme and the 'teaching link' programme create a social asset without cost to the Exchequer.

Developments and Maintenance

The Trust has continued to use temporary premises in Charis House, home of Grace Tabernacle Church. It has a dedicated office / classroom space and hires additional space as and when required.

Reserves and Financial Health

The Trust has identified the need to build up a free reserve. In view of its balance sheet position, cash flows and the need of the Trust to establish itself having been incorporated recently there is a need to develop access to working banking facilities including online banking.

Investment Policy and Performance

Any future investment activities will be managed in line with the requirements of the Trustee Act 2000.

TRUST ETHOS, STRATEGIES AND POLICIES

The Trustees are responsible for setting a strategy for achieving the objectives which they have set. The focus of the Trust's strategy is on the development of its pupils and students, their continued high levels of academic and co-curricular achievement and to further widen access to the education our community organisation (Bright Futures 4 All C.I.C - **BF4A**) provides. In taking forward this strategy, the Trust commits to the following:

- To review and benchmark the schools' academic syllabi, teaching practices and examination results;
- To ensure that the range of co-curricular activities available to pupils and students is stimulating and challenging;
- To invest in technology and the infrastructure of the schools;
- To co-operate and share resources with local schools;
- To continue to review and develop our methods for awarding bursaries and scholarships to ensure wider access to pupils and students from all backgrounds.



Our ethos: a caring Trust serving our local community and society

HBFT is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our community organisation (**BF4A c.i.c.**) fees are set at a level to ensure the financial viability of and at a level that is consistent with the aim of providing a first-class education to boys and girls.

The Trust aims to welcome pupils and students from all backgrounds. To admit a prospective pupil, we need to be satisfied that our community organisation (**BF4A c.i.c.**) will be able to educate and develop a prospective pupil to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy Trustees and pupils' parents that prospective pupils can cope with the pace of learning and benefit from the education to be provided. An individual's economic status, gender, ethnicity, religion or disability do not form part of the assessment processes.

HBFT is an equal opportunities organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, ethnicity, gender, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.

The Trust is committed to safeguarding and promoting the welfare of its pupils and students, and expects all staff and volunteers to share this commitment.

Parents are given regular information about their children's social and academic progress through parent meetings and reports. Regular contact is maintained with parents throughout the year through informal contacts and through our newsletter. Older and high risk pupils will have a mentor responsible for pastoral care and academic development.

The Trust also has a system of student champions involved in assisting senior staff in enforcing its vigorous no-bullying policy.

ACCESS POLICY

It is important to HBFT that access to the education which our community organisation (**BF4A c.i.c.**) provides is not restricted to those who can afford our fees. It believes that pupils and students benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps pupils and students to develop an understanding of other people that will be vital in their adult lives.

Bursary policy

The Trustees view our bursary awards as important in helping to ensure that children from families who would otherwise not be able to afford the fees can access the education which HBFT offers. The aim is to have bursary awards available (from 2024-25) to all who meet our general entry requirements and are made solely on the basis of parental means or to relieve hardship where a pupil's education and future prospects would otherwise be at risk, for example in the case of parental redundancy and missing school due to poor health.



In assessing means a number of factors are taken into consideration, including: family income, investments and savings and family circumstances – for example dependent relatives and the number of siblings. However, as our community organisation (**BF4A c.i.c.**) do not have a large endowment and in funding awards the Trust is mindful of the need to ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards.

The Trust will also establish a hardship fund that supplements bursary awards to pay for co-curricular activities, equipment and school trips. Information about fee assistance through bursaries will be provided to all applying to the our community organisations (**BF4A c.i.c.**) in 2024-25. It will also advertise the awards each summer in local press and at local libraries. Further details of HBFT's bursary policy and how to apply will be available on our website in due course.

OTHER POLICIES ON ASSISTANCE

Financial planning policy

Timely financial planning is often the key for many parents who hope to educate their children in Croydon, and a school fees plan is available to help those who wish to fund educational costs through regular contributions. The Trust's Family discount policy underlines the value it places on continuity for families, by offering discounts where parents have more than one child attending our community organisation (**BF4A c.i.c.**).

PROMOTING HIGH ACADEMIC STANDARDS

Scholarship policy

The purpose of our scholarship awards is to recognise high academic potential or the ability to excel in the Trust's co-curricular activities. Scholarships are awarded on the basis of the individual's academic potential or evidence of exceptional abilities which will contribute to those co-curricular activities. In addition, awards may be subject to conditions imposed by the original donor.

Assistance for our staff

As part of HBFT's emphasis on attracting and retaining high calibre staff, it offers a discount scheme where staff members may choose to educate their children at the Trust's community organisation (**BF4A c.i.c.**).



STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees are responsible for the overall management and control of HBFT and meet nine times a year. The work of implementing most policies is carried out by the members of the Board of Trustees, who normally meet monthly. The business administrator is responsible for co-ordinating the work of the Trustees, preparation of papers and management accounts and the review of matters arising.

All trustees give of their time freely and no remuneration of expenses was paid in the year. No Trustee or person connected with a Trustee received any benefit from either means-tested bursaries or scholarships awarded to our pupils.

Key management personnel

The Trustees consider that they, together with the Chief Executive, comprise the Key Management Personnel (see page 14). The Trustees give of their time freely and the pay and remuneration of the Head and senior staff is set by the Board of Trustees, and is kept under annual review. A number of criteria are used in setting pay:

- The nature of the role and its responsibilities;
- Competitor salaries in the region;
- Sector average salaries for comparable positions;
- Trends in pay.

In recent years, flexible pay in the voluntary and community sector has affected the ease of recruitment to certain roles. HBFT intends to be in the median quartile for pay for senior roles in the independent school sector.

The Trustees have given delegated authority to the Chief Executive to pay higher salaries for exceptional candidates where this would be in the interest of the Trust.

Organisational Management

The Trustees determine the general policy of the Trust. The day-to-day running of HBFT is delegated to the Chief Executive, supported by senior staff. The Chief Executive undertakes the key leadership role overseeing educational, pastoral and administrative functions in consultation with the senior staff. The day-to-day administration of the Trust is undertaken within the policies and procedures approved by the Trustees, which provides for only significant expenditure decisions and major capital projects to be referred to the Trustees for prior approval.

The Chief Executive oversees the recruitment of all educational staff, and under delegated authority oversees the recruitment of administration and non-teaching support staff. The Chief Executive is invited to attend Trustees' meetings.



Other Relationships

The Chief Executive is a member of the Christian School Trust and TISCA (forthcoming membership of the Head Masters' and Mistresses' Conference – HMMC). She has attended conferences which provide opportunities to share expertise, knowledge and experience across the independent school sector.

N.B. HMMC membership also permits appropriate representation to Government and regulators of the views of the sector.

Risk Management

The Trustees are responsible for overseeing the risks faced by our community organisation (**BF4A c.i.c.**). Risks are identified, assessed and controls established throughout the year. A formal review of the Trust's risk management process is undertaken annually. Risk is managed under the headings of financial sustainability, school safety, student welfare, employment, school trips and events and community access.

The main risks that the Trustees have identified, for which plans have been developed to manage those risks are:

- Reputation. The Trust's success is built on its reputation for the education and well-being of our pupils and students. This risk is managed through safeguarding policies, staff recruitment policies, pastoral support for pupils, students and staff and active identification and resolution of health and safety related issues.
- Money. The Trust's ability to sustain itself is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash flow management including access to an adequate short-term credit facility for the Trust.
- Curriculum. Academic excellence requires the most able teachers with state-of-the-art facilities delivering the curriculum to able students. This risk is managed by combining attractive salaries with additional allowances paid for mathematics, science and foreign languages staff, ongoing investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a bursary scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the Trust, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.



Trustee Recruitment and Training

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new trustees, the important attribute is a passion for the work of the Trust and an understanding of education as a holistic and rounded experience of personal growth. We advertise locally for new trustees and through our newsletter to parents. We also invite senior local business people to consider joining our Board. Where possible the Trustees consider that the skills and experience of the Board should comprise the following:

- A Trustee with a legal background
- A Trustee with a financial / accounting background
- A Trustee with education experience
- A Trustee senior managerial or business experience
- A Trustee with experience of equal opportunities or disability needs
- A Trustee with lived experience of SEND
- A Trustee with lived experience of being BAME
- At least one female Trustee and at least one male Trustee

One Trustee may have one or more of these skills.



TRUSTEES AND CHARITY TRUSTEES

The Trustees are the charity trustees of HBFT. New trustees are appointed by the existing Board of Trustees. All Trustees have served throughout the year except where stated.

Trustees

K Bryson Appointed 1 June 2020
P Clarke Appointed 1 June 2020
B Myers-Reid Appointed 1 June 2020
A Neal Appointed 1 June 2020

Chief Executive K Bryson

CONTACT DETAILS

Address: Charis House
 195a Sydenham Road
 Croydon
 CR0 2ET

Website www.hillelbrightfuturestrust.com

Contact enquiries@hillelbrightfuturestrust.com

Registered Charitable Incorporated Organisation No. 1191049

PROFESSIONAL ADVISORS

Bankers: Lloyds Bank plc
 137 North End
 Croydon
 CR0 1TN

Solicitors: To be appointed

Auditor: To be appointed

Investment Advisor: To be appointed

Surveyor: To be appointed

Investment Broker: To be appointed



Financial Statements for the year ended 31 October 2023

Statement of Financial Activities

	Total Restricted Funds	Total Unrestricted Funds	Total Funds 2023	Total Funds 2022
<u>Income</u>	£	£	£	£
Charitable Activities	0	0	0	0
Fees / Funding	0	9,350	0	24,845
Other	<u>0</u>	<u>175</u>	<u>0</u>	<u>375</u>
Total Income	<u>0</u>	<u>9,525</u>	<u>0</u>	<u>25,220</u>
<u>Expenditure</u>				
Fundraising	0	0	0	0
Charitable activities	<u>0</u>	<u>10,429</u>	<u>0</u>	<u>25,292</u>
Total Expenditure	<u>0</u>	<u>10,429</u>	<u>0</u>	<u>25,292</u>
Net income / (expenditure) for the year	0	<u>(904)</u>	0	<u>(72)</u>
<u>Reconciliation of funds</u>				
Total fund balance brought forward	0	899	899	
Total fund balance carried forward	0	(5)	(5)	

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 17 to 22 form part of these financial statements.



Financial Statements for the year ended 31 October 2023

Balance Sheet

	2023		2022	
<u>Fixed Assets</u>	£	£	£	£
Land	0		0	
Buildings	0		0	
Equipment	0		0	
Fixtures and fittings	<u>0</u>		<u>0</u>	
Total fixed assets		<u>0</u>		<u>0</u>
<u>Current Assets</u>				
Prepayments	2,395		2,395	
Cash at bank and in hand	74		899	
Debtors	<u>0</u>		<u>0</u>	
Total current assets		<u>2,469</u>		<u>3,294</u>
<u>Current Liabilities</u>				
Creditors: Sums due within one year	<u>2,395</u>		<u>2,395</u>	
Net Current Assets		<u>74</u>		<u>899</u>
Total Net Assets		<u>74</u>		<u>899</u>
<u>Charitable Funds</u>				
Restricted Funds	0		0	
Unrestricted Funds	<u>(5)</u>		<u>899</u>	
Total Charitable Funds		<u>(5)</u>		<u>899</u>

The Financial Statements were confirmed by the Trustees on 31 August 2023.

BRIDGET MYERS-REID Trustee

KAREN BRYSON Chief Executive

The notes on pages 17 to 22 form part of these financial statements.



Financial Statements for the year ended 31 October 2023

Notes to the Financial Statements

1. Accounting Policies

a. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) published on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

b. Statement of Cash Flows

The Trustees have opted to take advantage of the amendment to Charities SORP FRS 102, where only larger charities are required to prepare a Statement of Cash Flow.

c. Income

Income represents the amount derived from the Trust's ordinary activities. Income is recognised in the period in which the Trust is entitled to receipt and the amount can be measured with reasonable certainty. No income is stated net of any associated expenditure.

d. Expenditure

All expenditure is accounted for on an accrual basis. Charitable expenditure comprises those costs incurred by the Trust in the delivery of its activities and services to beneficiaries. Governance costs include costs associated with meeting the constitutional and statutory requirements of the Trust and are part of its activities. Expenditure is allocated to expense headings on a direct cost basis.



Financial Statements for the year ended 31 October 2023

Notes to the Financial Statements

2. <u>Income from Others</u>	Total Unrestricted 2023 Total Unrestricted 2022	
	£	£
Fundraising	0	0
Photography commission	0	0
Sponsored Walk	0	0
Easter Fair income	0	0
Christmas Hamper	0	0
Uniform sales	0	0
School outing collections	0	0
Other fundraising	<u>175</u>	<u>375</u>

3. <u>Expenditure on Fundraising</u>	Total Unrestricted 2023 Total Unrestricted 2022	
	£	£
Fundraising	0	0



Financial Statements for the year ended 31 October 2023

Notes to the Financial Statements

4. <u>Expenditure on Charitable Activities</u>	Total Unrestricted 2023	Total Unrestricted 2022
	£	£
Staff costs	0	0
Training costs	0	0
Other staff costs	0	0
Payroll service	0	0
Materials and activity supplies	0	0
New equipment decking	0	0
New equipment and books	0	0
EYPP expenditure	0	0
Refreshments	0	0
Deprivation	0	0
Disability Living Allowance	0	0
Rent	10,350	25,150
Utility costs	0	0
Waste disposal	0	0
Cleaning	0	0
Repairs and maintenance	0	0
Other school running costs	0	0
Repographics, stationery and postage	0	0
Telephone and internet	79	0
Insurance and registration fees	0	0
Accountancy	0	0
Hospitality	0	128
Bank charges	0	(49)
Training materials	0	63
Committee expenses	0	0
Entertainment costs	<u>0</u>	<u>0</u>
	<u>10,429</u>	<u>25,292</u>



Financial Statements for the year ended 31 October 2023

Notes to the Financial Statements

5. Staff Costs

No remuneration was paid to any of the Trustees in the year, nor were any expenses reimbursed.

	2023	2022
	£	£
Salaries and wages	0	0
Employers pension	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>

The average number of Trustees during the year was 4.0 (2022: 4.0)

No member of staff earned more than £60,000.

The key management personnel of the Trust comprise the Trustees who give their time freely.

6. Debtors and Prepayments

	2023	2022
	£	£
Prepayments	2,395	2,395
Debtors	<u>0</u>	<u>0</u>
	<u>2,395</u>	<u>2,395</u>

7. Creditors

	2023	2022
	£	£
Trade creditors	2,395	2,395
Taxation and social security	0	0
Accruals	<u>79</u>	<u>0</u>
	<u>2,474</u>	<u>2,395</u>

8. Accumulated Funds

Balance at	Income	Expenditure	Balance at	
31 October			31 October	
2022			2023	
	£	£	£	£
Restricted funds	0	0	0	0
Unrestricted funds	<u>899</u>	<u>9,525</u>	<u>10,429</u>	<u>(5)</u>

9. Statement of Related Party Transactions



Name of Related Party	Nature of Relationship	Type of Transaction	Value of Transactions (£)	Nature of Transactions
Bright Futures 4 All	Provision of venue financing	Revenue	9,350	Financial

No balances were outstanding with related parties at the accounting date and no provision for doubtful debts has become necessary. No sums have been written off during the accounting period.

HILLEL BRIGHT FUTURES TRUST

England & Wales - Charity number 1191049

Accounts



HILLEL BRIGHT FUTURES TRUST
ANNUAL REPORT AND ACCOUNTS
For the year ended 31st October 2022

Registered Charitable Incorporated Organisation 1191049



Hillel Bright Futures Trust

Annual Report and Accounts for the year ended 31st October 2022

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Hillel Bright Futures Trust

Report of the Trustees for the year ending 31st October 2022

The Trustees of Hillel Bright Futures Trust present the annual report and accounts for the year ended 31st October 2022 and confirm they comply with the requirements of the Charities Act 2011, the trust deed and the Charities SORP (FRS 102).

Charitable Objects:

THE OBJECT OF THE CIO IS: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 18 LIVING IN CROYDON AND THE SURROUNDING LONDON BOROUGHS BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:

- A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;
- B) ADVANCING EDUCATION;
- C) RELIEVING UNEMPLOYMENT;
- D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF SUCH PERSONS.

OUR AIMS



The Trust operates under a Declaration of Trust dated 11th June 2020 and a scheme which was sealed by the Charity Commissioners for England and Wales on 27th August 2020, which included the regulations for appointment of trustees. The objects of the Charity are the advancement of education (including social and physical training) of boys and girls, and in particular to maintain day schools at or near Croydon.

We aim, through our schools and partner schools, to provide a first-class education to boys and girls from the ages of 4 to 18. We seek to provide a structured educational environment that develops our pupils' capabilities, competences, and skills. We promote the academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational environment where each student can develop and fulfil his or her potential, building their self-confidence and inculcating a desire to contribute to the wider community. In so doing, we prepare our pupils for the opportunities, responsibilities, and experiences of later life.



AIMS AND OBJECTIVES OF THE TRUST

Our objectives are set to reflect our educational aims and the ethos of the Charity. It is important to us that we maintain and enhance the academic success of the Charity.

This objective is, however, set in the context of the broader goals we set for the Charity and its pupils.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's public benefit guidance.

Our key objectives are:

- To create a culturally rich and safe space, where we fortify and strengthen the minds and hearts of the next generation of diverse leaders.
- To work with a range of family units, for the best outcome for ALL diverse children, regardless of their economic circumstances.
- To ensure that parents are at the forefront of the trust's development (e.g.) parent education and well-being classes.
- To use technology to allow isolated children to start to consider returning to school with a phased return in a small, compassionate, caring learning environment.
- To promote education based on the FOREST school initiative (outdoor learning based on Kinaesthetic methods of learning) to support SEN learners.
- To employ staff who are leaders in providing pastoral care and education in the UK Trauma-Informed school movement. To train governors and children on how to support the most vulnerable and often disadvantaged in our community.

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

The Trust has worked in partnership with an associated not-for-profit organisation, Bright Futures 4 All, to focus on supporting the educational needs of vulnerable young people and their families in Croydon and the surrounding boroughs in South London. This has ranged from tuition provided in maths, science, English and creative writing; guidance on a successful transition for students to secondary school; spiritual development to deepen awareness of identity and faith and the confidence to articulate it; exploring arts and cultures on a series of away-days, and understanding the present through learning about history.



Cultural Trips

After the lockdowns of 2021 the children really appreciated a family environment outside. BF4A organised trips such as: End of Year Awards celebration at a picnic-in-the-park, a Bee Day –





where a Bee-keeper explained the need to conserve bees and the benefits for the environment, the Honeywood Museum, where local history was explored and new historical facts discovered and a Brighton Beach Day!



Cre8football – Grass2Grades

Cre8 Football is a not-for-profit football organisation based in Croydon and Lambeth. Offering children, the opportunity to take part in positive physical activity by creating an environment where children can learn, develop and enjoy. They have been working with children and young people, predominantly aged between 5 to 14 years old, since 2015 to meet sporting, social and educational needs.

The pilot project Grass2Grades aims to increase the confidence, enjoyment & academic achievement in maths of the participants. In partnership with Bright Futures and Cr8football, we supported the progression of young footballers, as they transition into secondary school.



Summer School Programme – 2022

We were delighted to offer children the chance to learn more about science and improve their Maths and English in the familiar grounds of Cornerstone House.

The programme had a SEND focus to cater for both Free School Meal children and Special Educational Needs children. The project had 5 learning zones which comprised a mix of structured and free flow of activities that each child could opt in or out of. A

designated leader was assigned to each learning zone with an additional support from other volunteers

Our wonderful supporters

Thank you!



Kiwanis
CLUB OF CROYDON

Thank you!

and parents. To ensure all the children benefited from the activities, a scheme of work and lesson plans together with a rota of activities was created and a timetable, ensuring the participation of each child in every activity, that ranged from The Food and Nutrition Learning Zone and Physical sporting activities.

The project had two strands: one was catch-up classes, with children partaking in a formal, structured classes where English, Maths and Reasoning were taught; the other was the Science Summer Club, which had three structured Learning Zones in the morning and free play in the afternoon. The Learning Zones included: Physical / sports activity, science programme, arts and crafts, educational board games and a reading zone.

Kiwanis provided healthy snacks in the form of various fruit (pears, apples etc), as well as water and juice bottles for the children during the break-times and breakfasts. Morrison’s Community Champions Project also donated some breakfast items in the form of bread and jams/spreads/marmalades etc.



Stay 'n' Play project; We created a relaxing friendly environment for parents and carers, whilst children explored learning and creativity in a safe place. There was trauma-informed provision led by Stephanie Brown, Theresa Louison and Salma Mirza. The project was in Croydon's Broad green area - one of the highest areas of deprivation in the UK. We aimed to meet the needs of all children in our community, where 65% of Croydon's under 25 population are BAME. We supported both LAC (Looked-After Children) and non-LAC, who needed play-based therapy, within a secure, educational setting

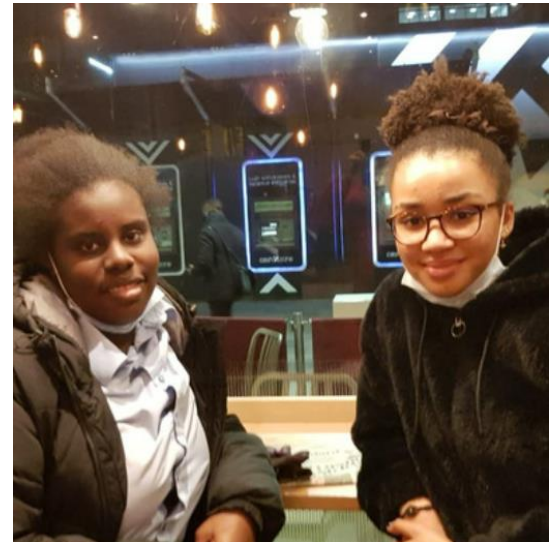
throughout the day and weekends. Our 2-adults to 1 child service, based on the Early Learning Goals, was set-up for KS1/lower KS2 aged children (under 8 years-old), who had experienced significant trauma and have 'high needs'.



Raising the Next Generation - project

One of our proudest achievements is nurturing the next generation of leaders through peer support. We have been able to achieve this through collaborating with the sixth form of a leading West London school - King Solomon Academy. 6th form students from West London have successfully given social, emotional, and academic support to South London primary and GCSE students.

Joy (Mentee); "I really enjoy participating in this programme. Having Julia to talk about my worries and insecurities has been a lifeline at a very difficult time. She has boosted my confidence and encouraged me to believe in myself. "



Julia (Mentor); "I decided to take part in the programme because I felt helpless during the Covid-19 pandemic and wanted to engage with a community and support it as best as I could. Participating in these tutorials did not only teach me organization and teaching skills, but also allowed me to get to know wonderful children who are hardworking and incredibly resilient despite the many challenges they face."

Parental guidance



On a Saturday afternoon in March, several parents joined a presentation (both online and in person) by Georgia Wilson, the Group Chief Financial Officer at Together Group. She is a parent of two children who had successfully navigated the education system to secure several offers from leading independent and grammar schools for her son who has SEN. Georgia generously spent two hours sharing with parents her knowledge and expertise, as well as asking copious questions on successfully navigating the 11+ landscape in the UK.



Easter Holiday Club 2022:



Thanks to funding from Croydon Council, we were able to offer lots of free places on our first Easter Club from Monday 4th March through to Thursday 7th March. Children on Free School Meals (FSM) were provided with a day of fun and lots of healthy food and tasty snacks. All the children enjoyed learning about science through fun-food and nutrition activities, alongside taking

part in sports, drama, dance, and board games. We also ran catch up classes in English and Maths for children from Year 1 to Year 9.

Morrisons also gifted food and water towards our Easter Club break time provision. The children thoroughly enjoyed tucking into all the healthy food provided.



Testimonial from Mrs Thompson; *"My son truly enjoyed the Bright Futures Easter school, and I have told anyone who would listen about the improvement I have seen in his math's and reading. He did not have a natural passion for learning and was only ever interested in attending football camps during the holidays. Within 3 days of attendance at Bright Futures, his reading begun to flow better, and his grammar has improved. His confidence in learning has grown and on the last day of camp he got into the car and said, "Mum, finally I've found a new way of doing maths that I can understand. A huge and grateful thank you to*

Mrs Bryson and her team, for bringing out a passion I thought I would never see. We can't wait for Summer School!"



Our leader/CEO:



The Chief Executive Karen Bryson was invited to share knowledge and wisdom on several occasions: at

Coloma Covenant Girl's School, with Croydon Churches Together, at the Christian Coalition Conference, at Black Women in Business Across Africa & Europe, and at a Meet the Heads event.



Guest Editor @ Cocoa Mrs Bryson was also the guest Education Editor of Cocoa Girl and Cocoa Boy. This allowed her to share free tips, incentives and ideas to parents to help them support their child's education.

A Special Award for Our SEND Student



Creative Writing: Zara

Should all students study classics?

Personally, I ^{don't} agree with that argument because learning Latin expands our use of advanced vocabulary, and therefore enriches our learning. In England, Latin will be taught at some state schools in September 2022. However, I think that six or seven-year olds should learn the famous myths that teach the modern world morals and proverbs that will teach the to grow mature.



A student and part-time volunteer of ours, Nathaniel Weah (a SEND student of ours) was nominated and awarded 'Sunshine Award' Community Champion at 14 years old. As a volunteer, he was committed to making a positive difference in the lives of the next generation of younger children. He acted as LSA - Learning Support Assistants to the main teachers in the class, teaching science and arts. Additionally, Nathaniel Weah, took daily responsibility for preparing all the educational resources in our main hall and ensuring all flooring and surfaces were kept clean



Creative Writing: Nicole

I believe it is incumbent to learn classics from an early age at schools worldwide. Information on the discoveries and inventions of the early occupants of Britannia, may, in its turn, hold the answer to queries. That may lead to the construction of a better, improved society. Without those civilisations, life

without being asked. He is a shining example to his generation of how hard work will be rewarded.

Aiming High

We have celebrated our student's hard work in our Newsletters, for example, Zara and Nicole were celebrated for their creative writing. BF4A holds spaces for FSM students, and in this period we had (12) students studying at a discounted / free rate (1/3rd of our intake).



TESTIMONIALS FEATURED IN OUR NEWSLETTERS:

Academic brilliance - 100% Bursary secured for Epsom College

Christiana's Story: Bright futures 4 all helps failing student reignite her faith and achieve her dream

In her own words Christiana gave an emotional account of how her parents divorce triggered a change in her academic achievements. Christiana went from being a top performer, to being suspended in a new secondary school. But, thanks to BF4ALL she turned her life around and secured a 100% Bursary from Epsom College.



Christian, Ethan & Grace.

William's Journey to Maths Confidence



"Thank you so much to Bright Futures 4 All for all your help with my son, Will. My son needed help with his maths following a disrupted year 7 at secondary school and we were referred to Bright Futures 4 All by a friend. They understood his needs which we discovered is called Dyscalculia (a disability in understanding numbers) Ayo, his maths tutor quickly put a plan in place which was great for Will. His tutor was patient, understanding and gave positive reassurance when needed. I would not hesitate to use Bright Futures 4 All again in the future, and would recommend it to others that need to give their children a little extra support. Thank you so much" - Clare Davis, Mother of one.



Mrs Bryson and her staff at Bright Futures 4 All were such a massive blessing to us and our children. Our three children benefited greatly from the different services that Bright Futures 4 All offer. Our 5 year old daughter and 10 year old son were enrolled in the virtual day school. Our 10 year old son also attended the evening 11+ tuition classes which were brilliant.

Our 5 year old daughter was able to finish a year ahead due to the level of teaching and support she received, the fact that everything was online it was remarkable how well organised and effective the learning was.

The 10 year old loved attending the regular bible study group where all the children were encouraged to lead praise and worship and share their love of God. His confidence has grown so much. Our 12 year old had after school maths tuition which he loved, his tutors were brilliant, they were very patient and good at breaking questions right down to their simplest forms so he could understand. He actually looked forward to his maths classes!

Thoughts & Reflections on The Year

We are thrilled to have achieved so much in what was an economically challenging year. Like many small charities, we have had to lean on the support of our sister (cic) organisation and developed a powerful partnership that has afforded as the opportunity to offer a lot of 'in-kind' support to some of the most vulnerable members in our community. We are so grateful, but could not have achieved this without the support of the parents/carers within our communities.

We are looking forward to the year ahead (2023-2024) and for securing greater funding for us to really leverage the impact of our charity that has at its heart the promotion of greater outcomes for young people in Croydon and neighbouring London boroughs.

Founder/Chair of the charity

Karen M Bryson

Mrs Karen Bryson



FUTURE PLANS

We are excited to share our future plans aimed at expanding our impact and helping more children in need. Our main objectives include increasing the number of children accessing free tuition during the day (home schoolers - a new initiative) and after-school; and running holiday clubs that support children with special educational needs and disabilities (SEND).

To ensure equal educational opportunities, we will explore avenues to expand our funding to support more students with free tuition. By seeking additional financial resources, we aim to provide personalized academic support to a larger number of children from disadvantaged backgrounds and with disadvantaged abilities, enabling them to excel academically and overcome barriers to education.

Recognizing the challenges faced by families with SEND children during school breaks, we wish to organize more holiday clubs that provide a safe and inclusive environment. Through partnerships with local organizations and trained professionals, these clubs will cater to the unique needs of SEND children, fostering their social skills and creating memorable experiences.

With the support of our generous donors, volunteers, and dedicated staff, we are committed to building a brighter future for these children. Together, we can make a lasting impact by providing them with the resources, support, and opportunities they deserve.

FINANCES

The financial statements show net outgoing resources for the year on school activities of £72 (2021 net incoming £970). The principal source of income is fees accounting for 99% of the Trust's income.

The Trustees are continuing their strategy of deploying all net incoming resources to investing in the educational purposes and fabric of our Junior and Senior schools.

As a charitable incorporated organisation (CIO) the parents of our pupils have the assurance that all the income of the Trust must be applied for educational purposes. As an educational CIO the Trust enjoys tax exemption on its educational activities and on its investment income and gains provided these are applied for charitable aims. As a CIO the Trust is also entitled to an 80% reduction on its business rates on the property it occupies for its charitable purposes. The financial benefits received by the Trust from these tax exemptions are all applied for educational purposes and indirectly help to maintain our bursary policies and 'teaching link' programme.

However, as an educational CIO the Trust is unable to reclaim VAT input tax on its costs as it is exempt for VAT purposes. It also pays tax as an employer through the National Insurance contributions it makes.

In addition to the very substantial benefits that the Trust brings to our pupils, the local community and society through the education it offers, its bursary programme and the 'teaching links' programme create a social asset without cost to the Exchequer.

Developments and Maintenance

Due to circumstances beyond our control, we have moved out of Cornerstone house, into temporary premises in Charis House, the home of Grace Tabernacle Church. We have a dedicated office/classroom space and hire additional space as and when required.



Reserves and Financial Health

The Trust has identified the need to build up a free reserve. In view of its balance sheet position, cash flows and the need of the trust to establish itself, having been incorporated very recently, there is a need to develop access to working banking facilities including online banking.

Investment Policy and performance

Any future investment activities will be managed in line with the requirements of the Trustee Act 2000.

TRUST ETHOS, STRATEGIES AND POLICIES

Our Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus of our strategy is on the development of our pupils, their continued high levels of academic and co-curricular achievement and to further widen access to the education our partner schools provide. In taking forward our strategy we:

- review and benchmark the schools' academic syllabi, teaching practices and examination results
- ensure the range of co-curricular activities available to our pupils is stimulating and challenging
- invest in technology and the infrastructure of the schools
- co-operate and share resources with local schools
- continue to review and develop our methods for awarding bursaries and scholarships to ensure wider access to pupils from all backgrounds

Our ethos: a caring Trust serving our local community and society

HBFT is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our partner schools fees are set at a level to ensure financial viability of and at a level that is consistent with our aim of providing a first-class education to boys and girls.

Our Trust aims to welcome pupils from all backgrounds. To admit a prospective pupil, we need to be satisfied that our partner schools will be able to educate and develop a prospective pupil to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential pupils can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.

Our Trust is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

Parents are given regular information about their children's social and academic progress through parent evenings in addition to the traditional end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts and through our newsletter. Older pupils will have a Form Tutor and House Tutor responsible for pastoral care and academic development.

We also have a system of student champions who are involved in assisting senior teaching staff in enforcing our very vigorous no bullying policy.



ACCESS POLICY

It is important to us that access to the education our partner schools offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

Bursary policy

The Trustees view our bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees can access the education we offer. Our aim is to have bursary awards available (from 2024-2025) to all who meet our general entry requirements and are made solely on the basis of parental means or to relieve hardship where a pupil's education and future prospects would otherwise be at risk for example in the case of redundancy and missing school due to poor health.

In assessing means we take a number of factors into consideration including: family income, investments and savings and family circumstances - for example dependant relatives and the number of siblings. However, our partner schools do not have a large endowment and in funding our awards we have to be mindful that we must ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards.

We also will establish a hardship fund that supplements bursary awards to pay for co-curricular activities, equipment and school trips. Information about fee assistance through bursaries is provided to all applying to the partner schools in 2024-2025. We will also advertise the awards each summer in the local press and at local libraries. Further details of our bursary policy and how to apply will be available on our website in due course.

OTHER POLICIES ON ASSISTANCE

Financial planning policy

Timely financial planning is often the key for many parents who are hoping to send their children to Croydon, and a school fees plan is available to help those who wish to fund educational costs through regular contributions. The Trust's Family discount policy underlines the value we place on continuity for families, by offering discounts where parents have more than one child at the Trust's schooling partners.

PROMOTING HIGH ACADEMIC STANDARDS

Scholarship policy

The purpose of our scholarship awards is to recognise high academic potential or the ability to excel in our co-curricular activities. Our scholarships are awarded on the basis of the individual's academic potential or evidence of exceptional abilities which will contribute to our co-curricular activities. In addition, awards may be subject to conditions imposed by the original donor.

Assistance for our staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme where staff members choose to educate their children at the Trust's partner schools.



STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees are responsible for the overall management and control of HBFT and meet nine times a year. The work of implementing most of their policies is carried out by the members of the Board of Trustees who normally meet monthly. The business administrator is responsible for co-ordinating the work of the Trustees, preparation of papers and management accounts and the review of matters arising.

All trustees give of their time freely and no remuneration or expenses were paid in the year. No Trustee or person connected with a Trustee received any benefit from either means tested bursaries or scholarships awarded to our pupils.

Key management personnel

The Trustees consider that they, together with the Chief Executive, comprise the Key Management Personnel (see page 16). The Trustees give of their time freely and the pay and remuneration of the Head and senior staff is set by the Board of Trustees and is kept under annual review. A number of criteria are used in setting pay:

- nature of the role and responsibilities
- competitor salaries in the region
- the sector average salary for comparable positions
- trends in pay

In recent years, flexible pay in the academy school sector has affected the ease of recruitment to certain roles. We intend to be in the median quartile for pay for senior roles in the independent school sector.

The Trustees have given delegated authority to the Chief Executive to pay higher salaries for exceptional candidates where this is in the interest of the Trust.

Organisational Management

The Trustees determine the general policy of the Trust. The day to day running of the Trust is delegated to the Chief Executive, supported by senior staff. The Chief Executive undertakes the key leadership role overseeing educational, pastoral and administrative functions in consultation with the senior staff. The day-to-day administration of the Trust is undertaken within the policies and procedures approved by the Trustees which provide for only significant expenditure decisions and major capital projects to be referred to the Trustees for prior approval.

The Chief Executive oversees the recruitment of all educational staff, whilst under delegated authority overseeing the recruitment of administrative and non-teaching support staff. The Chief Executive and Executive Assistant are invited to attend Trustees' meetings.

Other Relationships

The Chief Executive is a member of the Christian School Trust and TISCA (forthcoming membership of the Head Masters' and Mistresses' Conference - HMMC). She has attended conferences which is an opportunity to share expertise, knowledge and experience across the independent school sector.

Note: HMMC membership, also permits appropriate representation to Government and regulators of the views of the sector.

Risk Management

The Trustees are responsible for the overseeing of the risks faced by the partner schools. Risks are identified, assessed and controls established throughout the year. A formal review of the Trust's risk management processes is undertaken on an annual basis. Risk is managed under the headings of financial sustainability, school safety, student welfare, employment, school trips and events and community access.



The main risks that the Trustees have identified and the plans to manage those risks are:

- Reputation. The Trust's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.
- Money. Our ability to continue is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management including access to an adequate short-term credit facility for the Trust.
- Curriculum. Academic excellence requires the most able teachers with state-of-the-art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with additional allowances paid for mathematics, science and foreign languages staff, on-going investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a bursary scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the Trust, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustee Recruitment and Training

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new trustees, the important attribute is a passion for the work of the Trust and an understanding of education as a holistic and rounded experience of personal growth. We advertise locally for new trustees and through our newsletter to parents. We also invite senior local business people to consider joining our Board. Where possible the Trustees consider that the skills and experience of the Board should comprise the following:

- A Trustee with a legal background
- A Trustee with a financial/accounting background
- A Trustee with education experience
- A Trustee with senior managerial or business experience
- A Trustee with experience of equal opportunities or disability needs
- A Trustee with lived experience of SEND
- A trustee with lived experience of being BAME
- At least one female Trustee and at least one male Trustee
- One Trustee may have one or more of these skills.



TRUSTEES AND CHARITY TRUSTEES

The Trustees are the charity trustees of HBFT. New trustees are appointed by the existing Board of Trustees. All Trustees have served throughout the year except where stated.

Trustees

K Bryson	Appointed 1 June 2020
P Clarke	Appointed 1 June 2020
B Myers-Reid	Appointed 1 June 2020
A Neal	Appointed 1 June 2020

Chief Executive K Bryson

Executive Assistant J McCarthy

CONTACT DETAILS

Address: Charis House
195a Sydenham Road
Croydon
CR0 2ET

Website hillelbrightfuturestrust.com

Contact enquiries@hillelbrightfuturestrust.com

Registered Charitable Incorporated Organisation No. 1191049

PROFESSIONAL ADVISORS

Bankers:	Lloyds Bank Plc 137 North End Croydon CR0 1TN
Solicitors:	To be appointed
Auditors:	To be appointed
Investment Advisors:	To be appointed
Surveyors:	To be appointed
Insurance Brokers:	To be appointed



Financial Statements for the year ended 31 October 2022

Statement of Financial Activities

	Total Restricted Funds	Total Unrestricted Funds	Total Funds 2022	Total Funds 2021
<u>Income</u>	£	£	£	£
Charitable Activities	0	0	0	0
Fees / Funding	0	24,845	24,845	760
Other	<u>0</u>	<u>375</u>	<u>375</u>	<u>252</u>
Total Income	<u>0</u>	<u>25,220</u>	<u>25,220</u>	<u>1,012</u>
<u>Expenditure</u>				
Fundraising	0	0	0	0
Charitable activities	<u>0</u>	<u>25,292</u>	<u>0</u>	<u>42</u>
Total Expenditure	<u>0</u>	<u>25,292</u>	<u>0</u>	<u>42</u>
Net income / (expenditure) for the year	0	(72)	0	970

Reconciliation of funds

Total fund balance brought forward	0	970	970
Total fund balance carried forward	0	899	899

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 19 to 22 form part of these financial statements.



Financial Statements for the year ended 31 October 2022

Balance Sheet

	2022		2021	
	£	£	£	£
<u>Fixed Assets</u>				
Land	0		0	
Buildings	0		0	
Equipment	0		0	
Fixtures and fittings	<u>0</u>		<u>0</u>	
Total fixed assets		<u>0</u>		<u>0</u>
<u>Current Assets</u>				
Prepayments	2,395		0	
Cash at bank and in hand	899		970	
Debtors	<u>0</u>		<u>0</u>	
Total current assets		<u>3,294</u>		<u>970</u>
<u>Current Liabilities</u>				
Creditors: Sums due within one year	<u>2,395</u>		<u>0</u>	
Net Current Assets		<u>899</u>		<u>970</u>
Total Net Assets		<u>899</u>		<u>970</u>
<u>Charitable Funds</u>	£		£	
Restricted Funds	0		0	
Unrestricted Funds	<u>899</u>		<u>970</u>	
Total Charitable Funds		<u>899</u>		<u>970</u>

The Financial Statements were confirmed by the Trustees on 17 July 2023.

BRIDGET MYERS-REID Trustee

KAREN BRYSON Chief Executive

The notes on pages 19 to 22 form part of these financial statements.



Financial Statements for the year ended 31 October 2022

Notes to the Financial Statements

1. Accounting Policies

a. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) published on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

b. Statement of Cash Flows

The Trustees have opted to take advantage of the amendment to Charities SORP FRS 102, where only larger charities are required to prepare a Statement of Cash Flow.

c. Income

Income represents the amount derived from the Trust's ordinary activities. Income is recognised in the period in which the Trust is entitled to receipt and the amount can be measured with reasonable certainty. No income is stated net of any associated expenditure.

d. Expenditure

All expenditure is accounted for on an accrual basis. Charitable expenditure comprises those costs incurred by the Trust in the delivery of its activities and services to beneficiaries. Governance costs include costs associated with meeting the constitutional and statutory requirements of the Trust and are part of its activities. Expenditure is allocated to expense headings on a direct cost basis.



Financial Statements for the year ended 31 October 2022

Notes to the Financial Statements

2. <u>Income from Others</u>	Total Unrestricted 2022	Total Unrestricted 2021
	£	£
Fundraising	0	0
Photograph commission	0	0
Sponsored Walk	0	0
Easter Fair income	0	0
Christmas Hamper	0	0
Uniform sales	0	0
School outing collections	0	0
Other fundraising	<u>375</u>	<u>252</u>

3. <u>Expenditure on Fundraising</u>	Total Unrestricted 2022	Total Unrestricted 2021
	£	£
Fundraising	0	0

4. <u>Expenditure on Charitable Activities</u>	Total Unrestricted 2022	Total Unrestricted 2021
	£	£
Staff costs	0	0
Training costs	0	0
Other staff costs	0	0
Payroll service	0	0
Materials and activity supplies	0	0
New equipment decking	0	0
New equipment and books	0	0
EYPP expenditure	0	0
Refreshments	0	0
Deprivation	0	0
Disability Living Allowance	0	0
Rent	25,150	0
Utility costs	0	0
Waste disposal	0	0
Cleaning	0	0
Repairs and maintenance	0	0
Other school running costs	0	0
Reprographics, stationery & postage	0	0
Telephone & internet	0	0
Insurance and registration fees	0	0
Accountancy	0	0
Hospitality	128	0
Bank charges	(49)	42
Training materials	63	0
Committee expenses	0	0
Entertainment costs	<u>0</u>	<u>0</u>
	<u>25,292</u>	<u>42</u>



Financial Statements for the year ended 31 October 2022

Notes to the Financial Statements

5. Staff Costs

No remuneration was paid to any of the Trustees in the year, nor were any expenses reimbursed.

	2022	2021
	£	£
Salaries and wages	0	0
Employers pension	0	0
	<u>0</u>	<u>0</u>

The average number of Trustees during the year was 4.0 (2021: 4.9).

No member of staff earned more than £60,000.

The key management personnel of the Trust comprise the Trustees who give their time freely.

6. Debtors and Prepayments

	2022	2021
	£	£
Prepayments	2,395	760
Debtors	0	0
	<u>2,395</u>	<u>760</u>

7. Creditors

	2022	2021
	£	£
Trade creditors	0	0
Taxation and social security	0	0
Accruals	0	0
	<u>0</u>	<u>0</u>

8. Accumulated Funds

	Balance at 31 October 2021	Income	Expenditure	Balance at 31 October 2022
	£	£	£	£
Restricted funds	0	0	0	0
Unrestricted funds	<u>970</u>	<u>26,276</u>	<u>26,348</u>	<u>899</u>
	<u>970</u>	<u>26,276</u>	<u>26,348</u>	<u>899</u>

	Balance at 31 October 2020	Income	Expenditure	Balance at 31 October 2021
	£	£	£	£
Restricted funds	0	0	0	0
Unrestricted funds	0	<u>1,012</u>	<u>42</u>	<u>970</u>
	<u>0</u>	<u>1,012</u>	<u>42</u>	<u>970</u>



Financial Statements for the year ended 31 October 2022

Notes to the Financial Statements

9. Statement of Related Party Transactions

Name of Related Party	Nature of Relationship	Type of Transaction	Value of Transactions (£)	Nature of Transactions
None	None	None	0	None

No balances were outstanding with related parties at the accounting date and no provision for doubtful debts has become necessary. No sums have been written off during the accounting period.

HILLEL BRIGHT FUTURES TRUST

England & Wales - Charity number 1191049

Accounts



HILLEL BRIGHT FUTURES TRUST
ANNUAL REPORT AND ACCOUNTS
For the year ended 31 October 2021

Registered Charitable Incorporated Organisation 1191049



Hillel Bright Futures Trust

Annual Report and Accounts for the year ended 31 October 2021

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Hillel Bright Futures Trust

Report of the Trustees for the year ending 31 October 2021

The Trustees of Hillel Bright Futures Trust present the annual report and accounts for the year ended 31 October 2021 and confirm they comply with the requirements of the Charities Act 2011, the trust deed and the Charities SORP (FRS 102).

Charitable objects

THE OBJECT OF THE CIO IS: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 18 LIVING IN CROYDON AND THE SURROUNDING LONDON BOROUGHES BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:

- A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;
- B) ADVANCING EDUCATION;
- C) RELIEVING UNEMPLOYMENT;
- D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS.



OUR AIMS

The Trust operates under a Declaration of Trust dated 11 June 2020 and a scheme which was sealed by the Charity Commissioners for England and Wales on 27 August 2020 which included the regulations for appointment of trustees. The objects of the Charity are the advancement of education (including social and physical training) of boys and girls, and in particular to maintain day schools at or near Croydon.

We aim, through our schools and partner schools, to provide a first-class education to boys and girls from the ages of 4 to 18.

We seek to provide a structured educational environment that develops our pupils' capabilities, competences and skills. We promote the academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational

environment where each student can develop and fulfil his or her potential, building their self-confidence and inculcating a desire to contribute to the wider community. In so doing, we prepare our pupils for the opportunities, responsibilities and experience of later life.

OUR OBJECTIVES

Our objectives are set to reflect our educational aims and the ethos of the Charity. It is important to us that we maintain and enhance the academic success of the Charity.

This objective is, however, set in the context of the broader goals we set for the Charity and its pupils.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's public benefit guidance.

Our key objectives are:



- To create a culturally-rich and safe space, where we fortify and strengthen the minds and hearts of the next generation of diverse leaders
- To work with a range of family units, for the best outcome for ALL diverse children, regardless of their economic circumstances
- To ensure that parents are at the forefront of the trust's development (e.g.) parent education and well-being classes
- To use technology to allow isolated children to start to consider returning to school with a phased return in a small, compassionate, caring learning environment.
- To promote education based on the FOREST school initiative (outdoor learning based on Kinaesthetic methods of learning to) support SEN learners; and
- To employ staff who are leaders in providing pastoral care and education in the UK Trauma-Informed school movement. To train governors and children on how to support the most vulnerable and often disadvantaged in our community.



REVIEW OF ACTIVITIES AND ACHIEVEMENTS

Partnership Activities

The Trust has worked in partnership with an associated not-for-profit organisation, Bright Futures 4 All, to focus on supporting the educational needs of vulnerable young people and their families in Croydon and the surrounding boroughs in south London. This has ranged from tuition provided in maths, science, English and creative writing; guidance on a successful transition for students to secondary school; spiritual development to deepen awareness of identity and faith and the confidence to articulate it; exploring arts and cultures on a series of away-

days at the Little Honey Bee Company, and understanding the present through learning about history when visiting the Honeywood Museum.

Summer School presentation

From 27 July to 20 August 2021 a Summer School was held at a new venue, on the borders of Croydon, Sunnydown School in Caterham. Our partners included: Croydon Council, Kiwanis Club of Croydon, Morrisons Community Champions, Cre8 Football and Bonnaire Arts Education and Training. The purpose was to encourage students' to use education to explore, learn and grow. The activities included: sports, science, creative and performing arts and tutoring. This included, a literacy development in a Reading Club; a science and nutrition club, to inspire curiosity and experimentation, whilst developing life skills through supervised cookery mentoring; sports coaching which included the use of the school's outdoor and indoor gymnasium; dance and drama sessions to spur movement and body confidence, whilst tackling obesity; art and crafts in a studio setting to stimulate creativity, including music production. This showcased the mix of quality provision which the Trust plans to deliver in Hillel Park School from September 2022.



New Premises at Cornerstone House

In September 2021, the Trust moved from the BME Forum to larger premises within Cornerstone House. This has enhanced the scope for teaching and study. This is both in-person and remote online formats,

through larger classroom areas and improved amenities to support teaching staff and students including a library, multi-media service access and kitchen catering facilities.



Academic

During the year, hybrid tuition has been provided in partnership with Bright Futures 4 All, after commencing the school day with collective worship, the mainly primary-aged students, took part in English and Mathematics, Geography and History, Science and P.E. lessons, alongside an Art and Culture club, that took place in-person on a Friday in a local community centre. Pupils have actively studied online since March 2020 with 22 pupils successfully completing the year, a success rate of 100%.

Co-curricular activities:



Music & Song! (Children singing to the Mayor Of Croydon – part of BHM celebrations)

About half our pupils learn at least one musical instrument, supplemented through mainly private enterprises. We plan to offer, large and small groups of musicians, the chance to play an instrument, alongside music studies, where they will learn everything from Early Music to Rock. All pupils will be encouraged to take part and many

have already joined the School Choir and have given performances to the Mayor of Croydon, Maddie Henson (2019-2020).

Drama

All our pupils have the opportunity to take part in our Drama and talent show productions. This year numerous separate performances were staged involving all age groups during our summer holiday club. All pupils were encouraged to take part (From Year 2 to Year 9).



Sports

Our philosophy is enjoyment and fitness for all, aiming for each pupil's personal best. Throughout our Summer holiday camp activities, pupils have a free choice of sporting activities. Football, hockey, netball, rugby, athletics, badminton and both table tennis and tennis are available. We also offer pupils the opportunity to participate in chess, martial arts, and aim to include water based sports (kayaking, rowing, sailing, etc)



Details of bursary and scholarship awards

In-Kind Support

This year, as a newly established charity, we have not yet set up our proposed bursary and scholarship awards. However, we have offered a series of in-kind support to families on low income. This has included, free place on our sister company (Bright Futures 4 All's) after-school tutoring programme for children in Years 4, 5 and 10/11; also, free 1-2-1 mentoring of some of these students by sixth formers at King Solomon Academy West London. Once our partner school has opened in September 2022, our aim is to by September 2024, offer a hardship fund to help pupils in receipt of bursaries meet the costs of school trips, examination entrance fees and similar expenses.

Review

The Trustees are currently reviewing our Bursary and Scholarship Awards policies to ensure that able children can accept offers of places at our forthcoming partnership schools through the availability of means tested fee assistance. Our policy is designed to widen access to the partner schools. We anticipate this review will help inform the development of our policy and help ensure the objective of wider access continues to be achieved.

Community Service

Pupils also take part in practical voluntary service in our Summer Holiday Club. Through these opportunities to serve others, our pupils also gain educationally through acquiring key life skills whilst engaged in meaningful work experience and interacting with diverse members of the community. They also secure financial reward through a small stipend to cover their expenses.

This year, pupils were involved in giving over 80 hours of volunteer time within our partner projects.

Community access

HBFT sees Hillel Park School as a part of a wider community initiative and where we can assist the community, without detriment to advancing the education of our pupils, we are delighted so to do.

Strategic forecast

Work took place to construct a five-year financial model, in order to demonstrate that the proposed Hillel Park School(HPS), would be able to provide what the Trustees intend that it delivers on a sustainable basis. This has been revised throughout the year to include estimates for a purpose-built



school premises and the refurbishment of an existing building as options, and to adjust for foreseeable constraints on income generation due to class sizes. HBFT will be the lease owner of the building, whilst HPS will be our tenant.

Development of policies to enable the proper governance of the Trust has occurred during the year ended. Since March 2021, work has commenced on the development of financial policies also. Trustees have also attended workshops on the application of Independent School Standards and how these are applied by Ofsted in order to help ensure that our partner school meets the required standard and is able to maintain this. In addition, work on a process for the selection and appointment of Trustees has commenced.



FUTURE PLANS

The Trustees intend to continue their current strategies of maintaining the Charity's position in a competitive market by investing to provide high quality education for our pupils in our partner schools. Achieving a high standard of academic results is a constant aim whilst maintaining the breadth and depth of the education provided.

The Head Teacher and senior staff continue to review the curriculum to ensure that the educational qualifications remain appropriate for our partner school (HPS) pupils' development.

Our future plans are financed primarily from fee income and from our reserves. The Trustees need to maintain an equitable balance ensuring our current pupils benefit whilst, at the same time, ensuring a sound infrastructure and financial base are preserved for the next generation of pupils in the same way as our current pupils benefit today from the investment made in the past.

The Trustees view our bursary and scholarship awards as important in widening access to the education that the schools will provide. The Trustees are currently reviewing our Bursary and Scholarship Awards policies to ensure that able children can accept offers of places at our partner schools through the availability of means-tested fee assistance. A particularly important issue will be a review of the earning thresholds applied to our bursary awards. The outcome of that review will be implemented in time for the 2022 intake.

The Trustees intend to build on the success of our school partnership-working programmes by extending links and exchanges with the state sector and in particular Bright Futures 4 All. In developing plans for this programme, the Trust will work closely with the Heads of the schools, working in partnership to ensure that the positive contribution to our shared educational aims continues.

Maintaining and, where necessary, developing the fabric and facilities of the schools are central to the Trust's strategy. The plans are primarily focused on securing permanent buildings and the recruitment of new teaching and non-teaching staff in order to extend further the capacity of our partner schools, towards its full potential. Fundraising to facilitate the construction or acquisition of



a new building for our office and a school is eagerly awaited. The gym facilities and drama space that it will afford to our Schools are much needed. Other schools will be invited to use these facilities which will also provide a community facility outside of school hours capable of accommodating an audience in 'flexi seating'.

The Trust plans to appoint four strategic Interim Trustees for 6-12 months from June 2022, with a view to them having a direct involvement for one day per week (of approximately five-to-seven hours duration) to establish and launch the school and secure funding for HBFT. These roles include: Co-chair x 2, Fundraising trustee, facilities & H&S trustee, Compliance trustee, Parent & Community Trustee, SEN/Inclusion Trustee.

Environmental issues are also a high priority and we are making our buildings more energy efficient, seeking the more efficient use of water and supporting local recycling initiatives.



OUR FINANCES

The financial statements show net incoming resources for the year on school activities of £970 (2020 £ nil). The principal source of income is fees accounting for 100% of the Trust's income.

The Trustees are continuing their strategy of deploying all net incoming resources to investing in the educational purposes and fabric of our Junior and Senior schools.

As a charitable incorporated organisation (CIO) the parents of our pupils have the assurance that all the income of the Trust must be applied for educational purposes. As an educational CIO the Trust enjoys tax exemption on its educational activities and on its investment income and gains provided these are applied for charitable aims. As a CIO the Trust is also entitled to an 80% reduction on its business rates on the property it occupies for its charitable purposes. The financial benefits received by the Trust from these tax exemptions are all applied for educational purposes and indirectly help to maintain our bursary policies and 'teaching link' programme.

However, as an educational CIO the Trust is unable to reclaim VAT input tax on its costs as it is exempt for VAT purposes. It also pays tax as an employer through the National Insurance contributions it makes.

In addition to the very substantial benefits that the Trust brings to our pupils, the local community and society through the education it offers, its bursary programme and the school partnership and forthcoming 'teaching links' programme create a social asset without cost to the Exchequer.



Developments and Maintenance

We have been gifted paint to decorate several key areas of the office at Cornerstone house. Once again, staff at Hillel Park School and Bright Futures 4 All, undertook the labour of this task, leading to £0 costs.

Reserves and Financial Health

The Trust has identified the need to build up a free reserve. In view of its balance sheet position, cash flows and the need of the trust to establish itself, having only been incorporated for one year, there is a need to develop access to banking facilities like online banking.

Investment Policy and performance

Any future investment activities will be managed in line with the requirements of the Trustee Act 2000.

OUR ETHOS, STRATEGY AND POLICIES

Our Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus of our strategy is on the development of our pupils, their continued high levels of pastoral care, academic, vocational and co-curricular achievement and to further widen access to the education our partner schools provide. In taking forward our strategy we:

- review and benchmark the schools' academic syllabi, teaching practices and examination results
- ensure the range of co-curricular activities available to our pupils is stimulating and challenging
- invest in technology and the infrastructure of the schools
- co-operate and share resources with local schools
- continue to review and develop our methods for awarding bursaries and scholarships to ensure wider access to pupils from all backgrounds

Our ethos: a caring Trust serving our local community and society

HBFT is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our partner schools fees are set at a level to ensure financial viability of and at a level that is consistent with our aim of providing a first-class education to boys and girls.

Our Trust aims to welcome pupils from all backgrounds. To admit a prospective pupil, we need to be satisfied that our partner schools will be able to educate and develop a prospective pupil to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential pupils can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, gender, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.



Our Trust is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment. All staff will receive annual safeguarding training.

We maintain regular contact with parents throughout the year through informal contacts and through our newsletter and open evenings to highlight the work of the charity in the community, but also, through community consultation activities – questionnaire, focus groups and social events.

We also have a system of training student champions who are involved in assisting or schools with enforcing our very vigorous no bullying policy.

ACCESS POLICY

It is important to us that access to the education our partner schools offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives. We hope to have finalised this by the end of the academic year 2024-25.



Bursary policy

The Trustees view our bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees can access the education we offer. Our bursary awards will become available (from 2024-2025) to all who meet our general entry requirements and are made solely on the basis of parental means or to relieve hardship where a

pupil's education and future prospects would otherwise be at risk for example in the case of redundancy.

In assessing means we take a number of factors into consideration including family income, investments and savings and family circumstances for example dependant relatives and the number of siblings. However, our partner schools do not have a large endowment and in funding our awards we have to be mindful that we must ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards.

We also will establish a hardship fund that supplements bursary awards to pay for co-curricular activities, equipment and school trips. Information about fee assistance through bursaries is provided to all applying to the partner schools in 2024-2025. We will also advertise the awards each summer in the local press and at local libraries. Further details of our bursary policy and how to apply will be available on our website in due course.

OTHER POLICIES ON ASSISTANCE



Financial planning policy

Timely financial planning is often the key for many parents who are hoping to send their children to Croydon, and a school fees plan is available to help those who wish to fund educational costs through regular contributions. The Trust's Family discount policy underlines the value we place on continuity for families, by offering discounts where parents have more than one child at the Trust's schooling partners.

PROMOTING HIGH ACADEMIC STANDARDS



Scholarship policy

The purpose of our scholarship awards is to recognise high academic potential or the ability to excel in our co-curricular activities. Our scholarships are awarded on the basis of the individual's academic potential or evidence of exceptional abilities which will contribute to our co-curricular activities. In addition, awards may be subject to conditions imposed by the original donor.

Assistance for our staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme where staff members choose to educate their children at the Trust's partner schools.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees are responsible for the overall management and control of HBFT and meet a least eight times a year. The work of implementing most of their policies is carried out by the members of the Board of Trustees which normally meets monthly. The Secretariat is responsible for co-ordinating the work of the Trustees, preparation of papers and management accounts and the review of matters arising.

All trustees give of their time freely and no remuneration or expenses were paid in the year. No Trustee or person connected with a Trustee received any benefit from either means tested bursaries or scholarships awarded to our pupils.

Key management personnel

The Trustees consider that they, together with a senior representative from our partner schools, comprise the Key Management Personnel. The Trustees give of their time freely.



Organisational Management

The Trustees determine the general policy of the Trust. The day to day running of the Trust is delegated to the Chair/Co-Chairs, supported by fellow Trustees. The Chair/Co-Chairs, undertakes the key leadership role overseeing educational, pastoral and administrative functions in consultation with the other Trustees. The day to day administration of the Trust is undertaken

within the policies and procedures approved by the Trustees which provide for only significant expenditure decisions and major capital projects to be referred to the Trustees for prior approval. The Chief Executive, partner schools SLT representative, are invited to attend Trustees' meetings.

Risk Management

The Trustees are responsible for the overseeing of the risks faced by the partner schools. Risks are identified, assessed and controls established throughout the year. A formal review of the Trust's risk management processes is undertaken on an annual basis. Risk is managed under the headings of financial sustainability, school safety, student welfare, employment, school trips and events and community access.

The main risks that the Trustees have identified and the plans to manage those risks are:

- Reputation. The Trust's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.
- Money. Our ability to continue is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management, including access to an adequate short-term credit facility for the Trust.
- Curriculum. Academic and vocational (life skills) excellence requires the most able teachers with state-of-the-art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with on-going investment in our facilities and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a bursary scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the Trust, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.



Trustee Recruitment and Training

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new trustees, the important attribute is a passion for the work of the Trust and an understanding of education as a holistic and rounded experience of personal growth. We advertise locally for new trustees and through our newsletter to parents. We also invite senior local business people to consider joining our Board. Where possible the Trustees consider that the skills and experience of the Board should comprise the following:

- A Trustee with a legal background

- A Trustee with a financial/accounting background

- A Trustee with education experience

- A Trustee with senior managerial or business experience

- A Trustee with experience of equal opportunities or disability needs

- At least one female Trustee and at least one male Trustee

- At least 50% of our board members are from a BAME background, reflecting the over 60% of the local Croydon population of BAME residents.

- One Trustee may have one or more of these skills.



TRUSTEES AND CHARITY TRUSTEES

The Trustees are the charity trustees of HBFT. New Trustees are appointed by the existing Board of Trustees. All Trustees have served throughout the year except where indicated:

Trustees

A Palmer	Appointed Chair 1 June 2020	Resigned 28 September 2021
K Bryson	Appointed 1 June 2020	
P Clarke	Appointed 1 June 2020	
B Myers-Reid	Appointed 1 June 2020	
A Neal	Appointed 1 June 2020	

Chief Executive K Bryson

Executive Assistant J McCarthy

CONTACT DETAILS

Address: Cornerstone House
14 Willis Road
Croydon
CR0 2XX

Website hillelbrightfuturestrust.com

Contact enquiries@hillelbrightfuturestrust.com

Registered Charitable Incorporated Organisation No. 1191049

PROFESSIONAL ADVISERS

Bankers: Lloyds Bank Plc
137 North End
Croydon
CR0 1TN

Solicitors: To be appointed

Auditors: To be appointed

Investment Advisers: To be appointed

Surveyors: To be appointed

Insurance Brokers: To be appointed



Financial Statements for the year ended 31 October 2021

Statement of Financial Activities

	Total Restricted Funds	Total Unrestricted Funds	Total Funds
<u>Income</u>	£	£	£
Charitable activities	0	0	0
Fees / funding	0	760	760
Other	<u>0</u>	<u>252</u>	<u>252</u>
Total income	<u>0</u>	<u>1,012</u>	<u>1,012</u>
<u>Expenditure</u>	£	£	£
Fundraising	0	0	0
Charitable activities	<u>0</u>	<u>42</u>	<u>42</u>
Total expenditure	<u>0</u>	<u>42</u>	<u>42</u>
Net income / (expenditure) for the year	0	970	970
<u>Reconciliation of funds</u>			
Total fund balance brought forward	0	0	0
Total fund balance carried forward	0	970	970

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 17 to 20 form part of these financial statements.



Financial Statements for the year ended 31 October 2021

Balance Sheet

		2021		2020
	£	£	£	£
<u>Fixed Assets</u>				
Land	0		0	
Buildings	0		0	
Equipment	0		0	
Fixtures and fittings	<u>0</u>		<u>0</u>	
Total fixed assets		<u>0</u>		<u>0</u>
<u>Current Assets</u>	£		£	
Prepayments	0		0	
Cash at bank and in hand	970		0	
Debtors	<u>0</u>		<u>0</u>	
Total current assets	<u>970</u>		<u>0</u>	
<u>Current Liabilities</u>	£		£	
Creditors: sums due within one year	<u>0</u>		<u>0</u>	
Net Current Assets		<u>970</u>		<u>0</u>
Total Net Assets		<u>970</u>		<u>0</u>
<u>Charitable Funds</u>		£		£
Restricted Funds		0		0
Unrestricted Funds		<u>970</u>		<u>0</u>
Total Charitable Funds		<u>970</u>		<u>0</u>

The Financial Statements were approved by the Trustees on ~~dd 5 May 2022~~ 5 May 2022.

PATRICK CLARKE Trustee

KAREN BRYSON Chief Executive

The notes on pages 17 to 20 form part of these financial statements.



Financial Statements for the year ended 31 October 2021

Notes to the Financial Statements

1. Accounting Policies

a. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) published on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

b. Statement of Cash Flows

The Trustees have opted to take advantage of the amendment to Charities SORP FRS 102, where only larger charities are required to prepare a Statement of Cash Flow.

c. Income

Income represents the amount derived from the Trust's ordinary activities. Income is recognised in the period in which the Trust is entitled to receipt and the amount can be measured with reasonable certainty. No income is stated net of any associated expenditure.

d. Expenditure

All expenditure is accounted for on an accruals basis. Charitable expenditure comprises those costs incurred by the Trust in the delivery of its activities and services to beneficiaries. Governance costs include costs associated with meeting the constitutional and statutory requirements of the Trust and are part of the its activities. Expenditure is allocated to expense headings on a direct cost basis.



Financial Statements for the year ended 31 October 2021

Notes to the Financial Statements

2. <u>Income from Others</u>	Total Unrestricted 2021 £	Total Unrestricted 2020 £	
Fundraising	0	0	
Photograph commission	0	0	
Sponsored Walk	0	0	
Easter Fair income	0	0	
Christmas Hamper	0	0	
Uniform sales	0	0	
School outing collections	0	0	
Other fundraising	<u>252</u>	<u>0</u>	
3. <u>Expenditure on Fundraising</u>	Total Unrestricted 2021 £	Total Unrestricted 2020 £	
Fundraising	<u>0</u>	<u>0</u>	
4. <u>Expenditure on Charitable Activities</u>	Total Unrestricted 2021 £	Total Unrestricted 2020 £	
Staff costs	0	0	
Training costs	0	0	
Other staff costs	0	0	
Payroll service	0	0	
Materials and activity supplies	0	0	
New equipment decking	0	0	
New equipment and books	0	0	
EYPP expenditure	0	0	
Refreshments	0	0	
Deprivation	0	0	
Disability Living Allowance	0	0	
Rent	0	0	
Utility costs	0	0	
Waste disposal	0	0	
Cleaning	0	0	
Repairs and maintenance	0	0	
Other school running costs	0	0	(continued overleaf)



Financial Statements for the year ended 31 October 2021

Notes to the Financial Statements

	Total Unrestricted 2021 £	Total Unrestricted 2020 £
Reprographics, stationery & postage	0	0
Telephone & internet	0	0
Insurance and registration fees	0	0
Accountancy	0	0
School outing	0	0
Sports day	0	0
Uniform	0	0
Bank charges	42	0
Committee expenses	0	0
Entertainment costs	<u>0</u>	<u>0</u>
	<u>42</u>	<u>0</u>

5. Staff Costs

No remuneration was paid to any of the Trustees in the year, nor were any expenses reimbursed.

	2021 £	2020 £
Salaries and wages	0	0
Employers pension	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>

The average number of Trustees during the year was 4.9 (2020: nil).

No member of staff earned more than £60,000.

The key management personnel of the Trust comprise the Trustees who give their time freely.

6. Debtors and Prepayments

	2021 £	2020 £
Prepayments	760	0
Debtors	<u>0</u>	<u>0</u>
	<u>760</u>	<u>0</u>



Financial Statements for the year ended 31 October 2021

Notes to the Financial Statements

7. Creditors

	2021	2020
	£	£
Trade creditors	0	0
Taxation and social security	0	0
Accruals	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>

8. Accumulated Funds

	Balance at 31 October 2020	Income	Expenditure	Balance at 31 October 2021
	£	£	£	£
Restricted funds	0	0	0	0
Unrestricted funds	<u>0</u>	<u>1,012</u>	<u>42</u>	<u>970</u>
	<u>0</u>	<u>1,012</u>	<u>42</u>	<u>970</u>

	Balance at 31 August 2019	Income	Expenditure	Balance at 31 October 2020
	£	£	£	£
Restricted funds	0	0	0	0
Unrestricted funds	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

9. Statement of Related Party Transactions

Name of Related Party	Nature of Relationship	Type of Transaction	Value of Transactions (£)	Nature of Transactions
None	None	None	0	None

No balances were outstanding with related parties at the accounting date and no provision for doubtful debts has become necessary. No sums have been written off during the accounting period.