

PARADIGM PROJECT ANNUAL REPORT

for year ending December 2021



Registered charity number: 1191206

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Reference and administrative details of the charity, it's trustees and advisers

Trustees:

Chair - Michelle Edwards
Treasurer - Justin O'Neill
Secretary - Joel Dawes
Board member - James Noble
Board member - Amanda Ashley

Charity registration number:
1191206

Registered office:
The Stephen Lawrence Centre
39 Brookmill Road
Lewisham
London
SE8 4HU

Website:
www.paradigmproject.co.uk

Email contact:
info@paradigmproject.co.uk

CEO and founder:
Joel Dunn

Charity secretary:
Joel Dawes

Accountants:
1st Class Accounts
320 City Road
London
EC1V 2NZ



Trustees annual report

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2020 to 31st March 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.



Message from the chair

Starting a charity and operating in the midst of a pandemic was not without its challenges. Now, a year on from the date we were officially constituted I am proud of the mark Paradigm Project has made.

Adapting to Covid-19 and the impact that had on schools meant some of our original plans to roll out our programmes had to be revisited. We ended up forming key relationships that would help us to produce Bridge the Gap Report, which measured the impact of the pandemic on the primary to secondary school transition.

Producing this comprehensive and insightful report in our first year, has already helped establish us as emerging thought leaders in the sector.

In my day to day job, I work with young people who are often entrenched or at point of crisis in relation to youth violence. When I see the pain, destruction and tragedy that's far too common at this end of the spectrum I know even more the work we are doing at Paradigm Project is so important.

We have built important relationships both in the statutory and voluntary sector and continue to work with key stakeholders as we grow. We have been commissioned work and generated income through grant awards. As well as producing the report, in our first year we also put on an event, developed our website and undertook trustee development training.

Joel's passion to make a difference in young people's lives is matched by his leadership and vision for the future. I'm proud of everything we've been able to achieve in just one year and I'm excited to be a part of the journey as we continue to grow.



Michelle Edwards

- Chair of the board of trustees Paradigm Project
- Head of Youth offending, Safety & Resilience London Borough of Newham



Message from the founder

I am passionate about young people and addressing the social inequality that can lead to unfair access to success and opportunity. I saw a lack of provision in services at the preventative level, and I was inspired to do something about it.

Our first year has been about testing elements of our flagship programme, My Next Steps, and building key relationships professionally and in the community. Undoubtedly Covid-19 dominated our first year of operation but highlighted the need for services that reach the most vulnerable and disadvantaged in our communities.

Our response to the pandemic was producing the Bridge The Gap Report. We worked alongside Blueprint for All and their corporate partner, Deloitte, to create a report to measure the impact of the pandemic on the transition from primary to secondary school. I'm immensely proud of this work, the important findings we collected, and the impact of the report.

Producing this report helped us in our longer-term aims to be recognised as an emerging thought leader in the sector. The report recommended safeguarding and protecting young people as a response to the disadvantages caused by the pandemic. It also suggests measures to prioritise teachers' mental health.

With the allies, we've formed and the relationships we've built, I'm confident we can use the momentum of this first year to increase our reach and impact going into year 2. Through our programmes, I know we will be able to continue reaching young people who are most in need.



Joel Dunn

- CEO and Founder of Paradigm Project



Who we are



Paradigm Project was formed in response to the lack of services designed to tackle the impact of social inequality on youth development. We believe that all young people should be empowered with equal access to academic and social opportunities. Our programmes equip young people with the necessary skills and tools to overcome the range of barriers resulting from continued systemic social inequality.

Reports show an increasing number of children presenting with complex needs, ranging from mental ill-health, unstable or unsafe family environments, lack of education and exclusion, and undiagnosed learning needs. Without adequate, targeted, and proactive interventions, many of these young people will shockingly go on to cost the state an extra £2.1 billion in education, health, benefits, and criminal justice costs (Gill K, 2017) Our founder Joel Dunn is passionate about providing holistic, community-based early interventions to actively disrupt the so-called school to prison pipeline.

Paradigm project is an active agent of social change and an example of the power of prevention. We address the needs of young people through a sociocultural lens which includes the participation of teachers, parents, and caregivers. At Paradigm Project, we wholeheartedly believe that it really does take a village to raise a child.

Who we work with



At Paradigm Project, our work with young people is underpinned by two main principles, prevention, and empowerment. With our focus on reducing the harmful impact that social inequality can have on young people's later life outcomes, we are dedicated to making a difference at the earliest possible stage. We also believe it is essential to address children's and young people's needs across multiple contexts, working with them directly and with the adults who impact and influence their spaces.



Beneficiary profile

**Children and young people
aged 0 - 11**

**Children and young people
aged 11 - 18**

**Staff and professionals who work with young people. Teachers, healthcare, police
etc.**

Parents and carers of children and young people within our target cohort

Our programmes

My Next Steps:

My Next Steps is our flagship programme focusing on the transition between primary and secondary school. The programme is delivered in three elements; students, teachers, and parents.

Every student participating in the My Next Step's programme coproduces a student profile that includes; a vision statement, goals, and support needs. However, the main objective of all three delivery areas is to identify those students who need additional support. Those who need further help receive one-to-one mentoring during their first term in year seven.

Studies show that the transition between primary and secondary school is critical in a child's development. The new environment added responsibilities, and physiological changes at this age make this period difficult for all young people to navigate. We specifically focus on those who may have experienced disadvantages that can further complicate this transitional phase.

Identifying risk at this early stage means giving young people fair access to opportunities they deserve and equipping them with the tools they need to flourish in this next phase of life, both socially and academically.

Early help support offer:

Our Early Help support offer is our most comprehensive programme and includes one-to-one, group mentoring, and professional training delivered over 12 months. Many young people who were not previously known to services but now find themselves on the radar due to covid-19 are at risk of social exclusion. One of the main perceived risks for socially excluded young people is youth offending, an area of particular interest for Paradigm Project.

Our Early Help support offers a preventative solution to tackling issues around youth violence. Our approach fits within the public health model successfully used to decrease youth violence in other countries.

Holistic mentoring:

Our holistic mentoring offer is a minimum of 16 weeks of specialist one-to-one mentoring support. This offer can be used in conjunction with our other programmes, for example, as a follow-up to group sessions or when referrals are made for additional support.

Our programmes continued

Staff and professionals training:

This is an important area of our work and an essential part of our vision of creating a fairer society for disadvantaged young people. As we grow and develop as an organisation, we will expand this offer to provide more programmes to staff and professionals who work with young people.

We know that some of our communities most disadvantaged young people come from minority ethnic backgrounds. Subsequently, one of our key objectives is to ensure we deliver all our programmes through a cultural humility lens. We are committed to ensuring our staff understand and empathise with the communities they seek to serve.

With this in mind, we are working alongside Jade Ecobichon-Gray, the CEO and founder of Mindset Matters, a social wellness consultancy. We aim to develop a cultural humility workshop that can be delivered to those who work with vulnerable young people. Our target audience for this programme transcends beyond the school setting and into areas like policing, social care, healthcare, and other professions that engage with young people at critical life stages.

Group mentoring:

Our group mentoring offer is a fully bespoke group session offer to be delivered within the primary or secondary school setting. As part of this offer, we have developed multiple programmes to suit the needs of our partners through commissioned work.

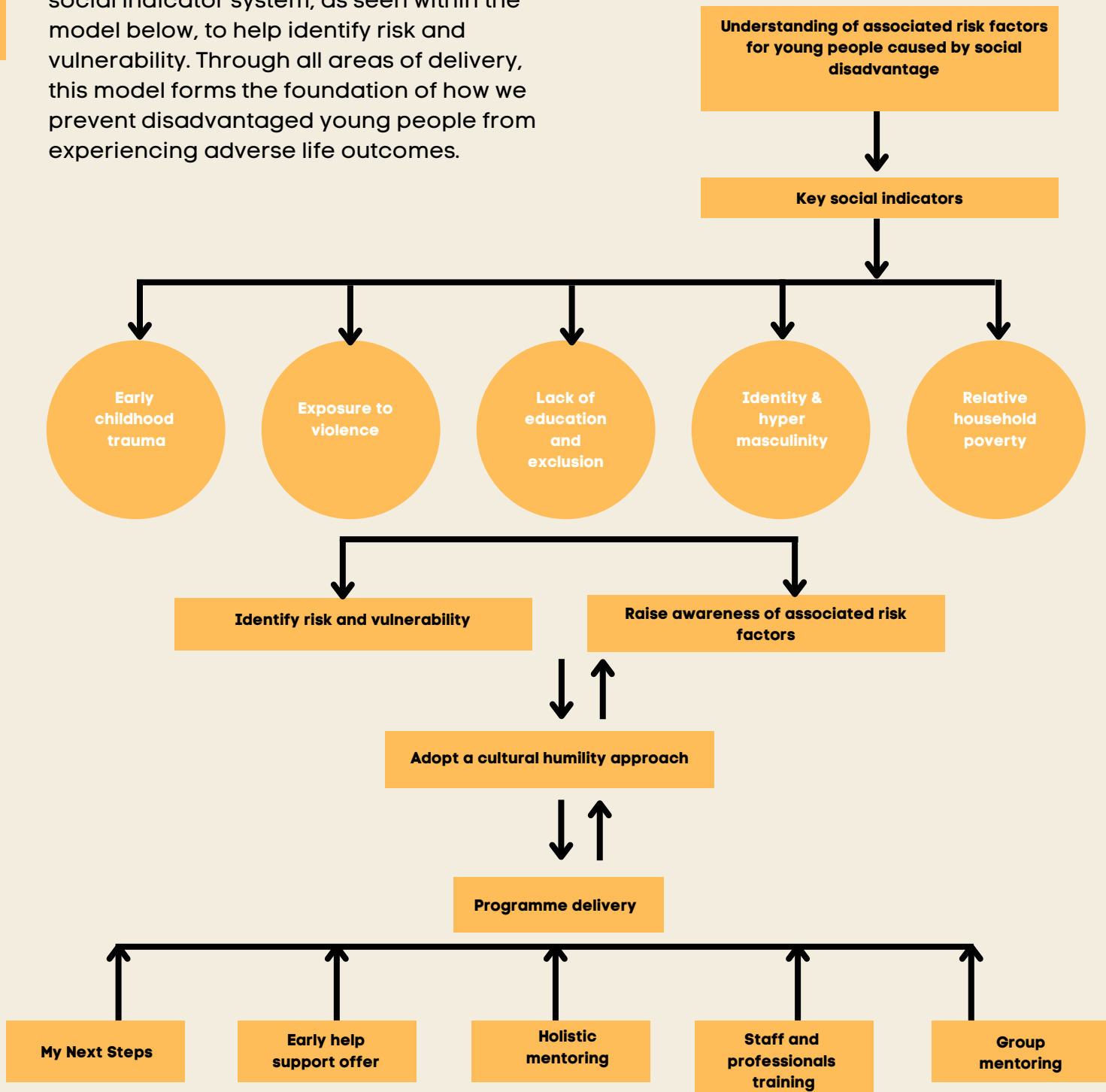
We designed and delivered a programme for year ten students at risk of exclusion. We also had group sessions around the risks associated with gang culture and county lines. One of the group sessions we developed ready for delivery in year two is a spoken word workshop that encourages young black men to express themselves through the creative mediums of poetry and spoken word.

Group sessions are a great way of engaging specific groups within the wider school setting on focused topics or themes. During our first year, we have seen fantastic breakthrough moments collectively and for individuals within the group. We will continue to develop this area of our delivery to have a more comprehensive offer by the end of phase one.

Our approach

Our approach identifies risk and vulnerability in a young person's life at the earliest opportunity. We worked with a clinical psychologist during the development stage of our organisation to analyse research on the social indicators that commonly harm young people. We then created the key social indicator system, as seen within the model below, to help identify risk and vulnerability. Through all areas of delivery, this model forms the foundation of how we prevent disadvantaged young people from experiencing adverse life outcomes.

PARADIGM PROJECT HARMFUL OUTCOMES PREVENTION MODEL



Youth empowerment

Once we have identified risk and vulnerability, the next important step is to equip and empower young people with the tools and skills they need to flourish in life. Our youth empowerment approach gives the equal access to opportunity that all young people deserve. We have adopted the Six C's model which was originally developed with 5 components by Karen Pittman. She says, "effective youth engagement is not just about fixing behaviour problems. It's about building and nurturing all the beliefs, behaviours, knowledge, attributes and skills that result in a healthy and productive adolescence and adulthood."

The six c's of youth empowerment

Connection

A feeling of safety, structure, and belonging; positive bonds with people and social institutions.

Confidence

A sense of self-worth and mastery; having a belief in one's capacity to succeed.

Competence

The ability to act effectively in school, in social situations, and at work.

Character

Taking responsibility; a sense of independence and individuality; connection to principles and values.

Contribution

Active participation and leadership in a variety of settings; making a difference.

Caring

Sympathy and empathy for others; commitment to social justice



Year one timeline

September 2020

Charity registration
09.09.2020



October 2020

Trustee meeting and strategy
development

November 2020

Begin working alongside Blueprint for
all, and deliver the first pilot of My Next
Steps

December 2020

Introduced to Deloitte through Blueprint
for All. Decide to produce Bridge The Gap
report in response to school closures.

January 2021

We begin to collect data from
hundreds of students and teachers for
our report.

February 2021

Continued work on the report, liaising
with Deloitte's survey team based in
India. Trustees plan report launch.

March 2021

Applications begin for funding to
support My Next Steps delivery.

April 2021

Promo campaign for report launch
begins.

May 2021

First successful funding bids for My
Next Steps Programme are awarded.



June 2021

Bridge The Gap Report launch and
launch event

July 2021

We contribute to and present at the
launch of Newham's adolescent
strategy.

August 2021

Begin partnership and commissioned
work with Newham through the
Pathfinder Project and match funding.

September 2021

Commissioned by Safer London to be
evaluation partners on mental health
youth violence project.

October 2021

Begin collaborative work with
Blueprint for All, delivering in schools
as part of their At Risk programme.

November 2021

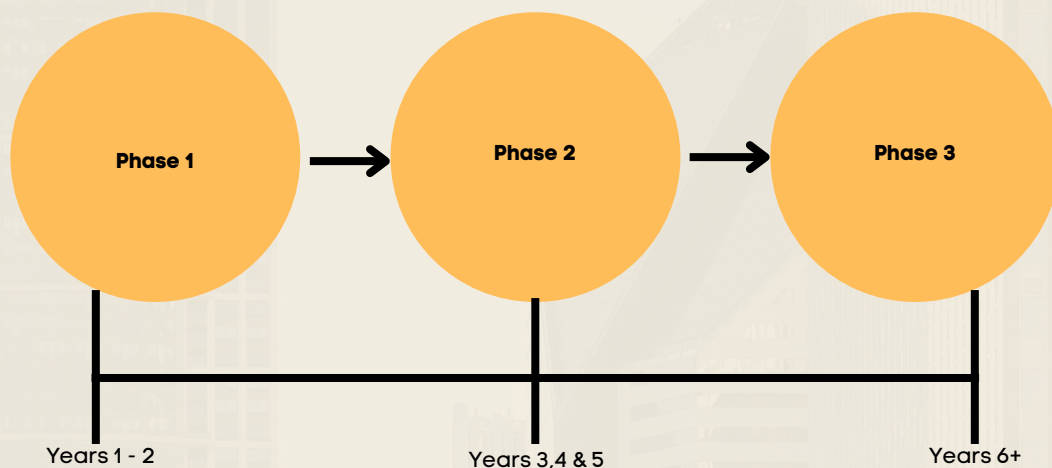
Delivery of My Next Steps pilot. We
deliver training to Blueprint For All's
programme team.

December 2021

Completion of My Next Steps pilot. SLT
strategy review for year 2.

Year one overview

Our first year is the first half of phase one. This period covers our first two years of operation. During this phase, we aim to test and evaluate the pilot of our flagship programme, My Next Steps, across multiple London boroughs. Build key relationships within the community and professionally and explore other delivery avenues to expand our reach.



Our first year is the first half of phase one. This period covers our first two years of operation. During this phase, we aim to test and evaluate the pilot of our flagship programme, My Next Steps, across multiple London boroughs. Build key relationships within the community and professionally and explore other delivery avenues to expand our reach.

The main planned focus for delivery in year one was through My Next Steps. We delivered the programme to four cohorts of students across three schools. Our initial delivery target of 10 schools had to be scaled back due to school closures during the Covid-19 lockdown periods.

The subsequent shift of focus caused by school closures meant that the majority of our engagement in year one was through Bridge The Gap Report. We also worked alongside Blueprint For All, a partner charity, to deliver a programme to at-risk students across five secondary schools.

Year one overview continued

The graphic below shows how many people we worked with in year one across our different areas of delivery.

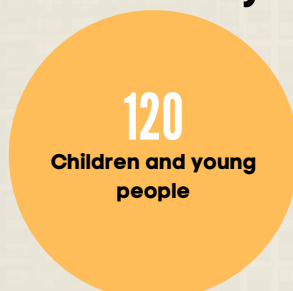
My Next Steps



Bridge the Gap Report



Other delivery



Totals:

Children and young people = 640

Teachers, staff & professionals = 290

Parents = 160

Total number of people engaged in year one = **1090**



My Next Steps review

120

Children and young people delivered to through the programme.

84%

Of participants said the programme made them feel more prepared for secondary school.

92%

Of participants said they enjoyed the My Next Steps programme.

78%

Of participants said the activities helped them understand themes they haven't discussed before.

My Next Steps is our flagship programme and is central to our overall objective of addressing children's needs at critical life stages. Through our research and engagement with schools, we know the primary to secondary transition is critical in a child's life and needs better support to meet the needs of the most vulnerable in our communities.

We were excited to test out the different elements of the programme during the first year. We use creative methods to engage the children on complex themes such as emotional intelligence, bullying, identity, and friendships.

One aspect the children specifically enjoyed was using role-play in the sessions. One of our senior mentors is a professional actor and has helped us to use this medium to explore the programme themes in a fun and effective way.

We make all the sessions for the children interactive, and they engage in several group activities throughout the programme. As we move into our second year, we seek to engage with drama therapists who can enhance the role-play elements of our delivery.

We delivered the programme to various groups in two boroughs, Lewisham and Newham. The groups' demographics were significantly different, with a mixture of learning abilities, behavioural issues, cultural backgrounds, and support needs. We aim to keep delivering in various spaces that allow us to test the different elements of the programme over the next year.



"I was really worried about going to secondary school because lots of people in my class have older brothers or sisters so they know what it's like and I don't.

I haven't really spoke to anyone before about how I feel about it all, but the My Next Steps programme really helped me. I especially enjoyed the role play and the fun activities and it's made me feel a lot better and excited to go into year 7."

Kofi, Year 6
My Next Steps participant

My Next Steps teachers and parents delivery

The teachers and staff sessions are an essential element of the programme. They are much more beneficial and impactful when we engage at the level as well as teachers and support staff. One of the key learnings from this first year is that we need senior leadership team buy-in to these staff sessions. We walk through our key social indicator model and explore how these issues affect the children we are working with. This session is also used to identify which children need additional support.

The parent sessions have provided a safe space for parents to discuss their worries and concerns. This helps us gather information and feedback for our evaluation of the programme. Parents have also shared their support for the programme and spoken positively about how it has impacted their children.

As we move into our second year, we want to develop the parent element of the programme by partnering with other voluntary sector organisations to support some of the most pressing needs we've observed from our target cohort. These needs include target areas of financial support/literacy and online safety.

Teacher and parent feedback:

"As a parent you worry about secondary school because there are so many unknowns.

Theres a lot of changes in their responsibilities like travelling to school alone and homework. I don't want to put my worries on X so having a space where I can talk about these things with the programmes team and other parents have been really helpful to me and helped me feel a lot better about the whole thing." (Year 6 Parent My Next Steps participant)

"My favourite session delivered by the Paradigm Project team was the session they did around friendship. Each group used arts and crafts to make friendship soup and a recipe card with all the elements they thought made up a healthy friendship. They then shared this with the group.

I enjoyed witnessing the creativity of the group and the breakthrough moments that came through the group feedback. This was our first time working with Paradigm Project and I look forward to welcoming them back next year." (Shannel Duncan, Tollgate Primary School, Designated Safeguarding Lead)



Bridge The Gap Report

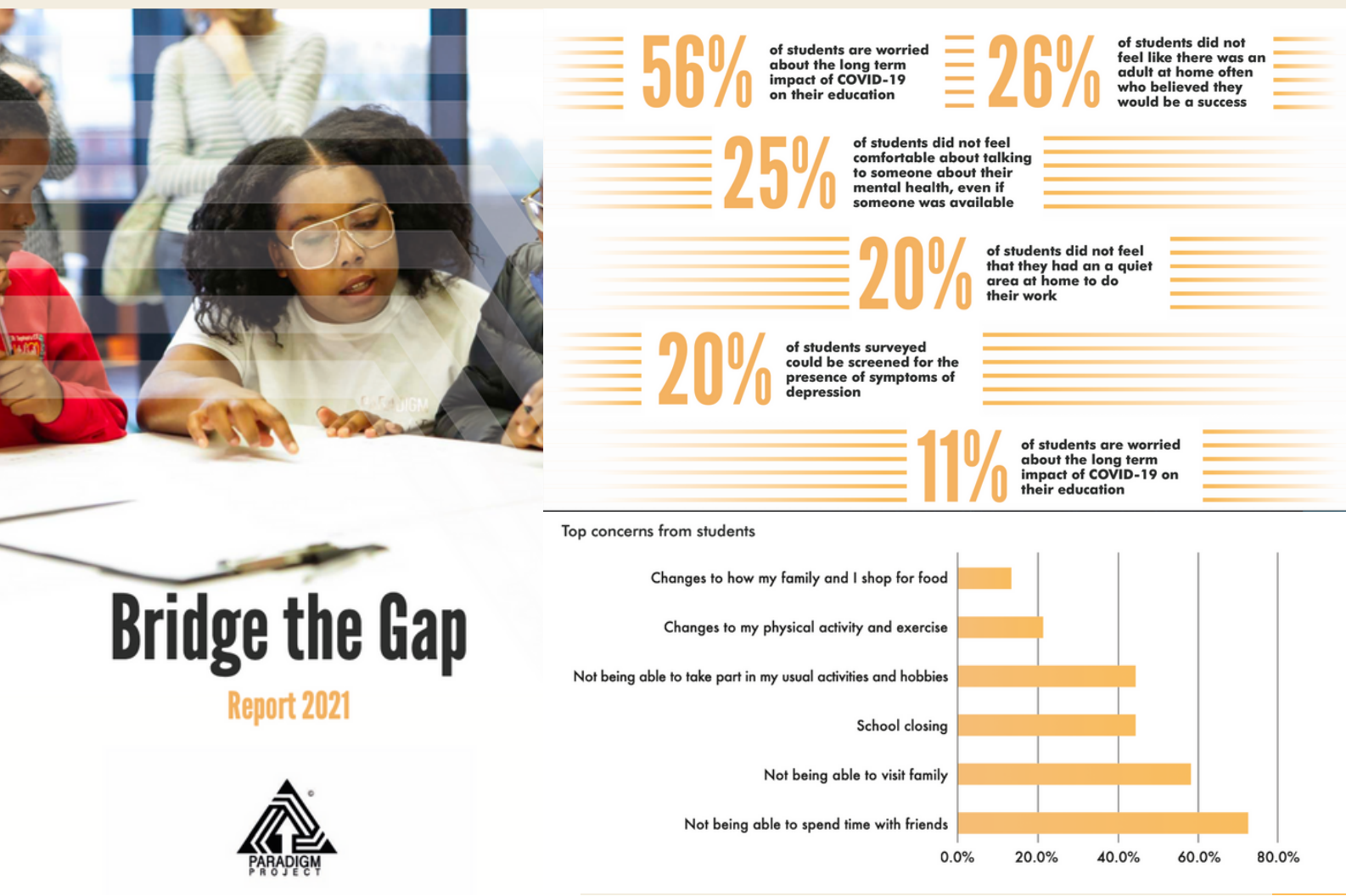
The world as we know it changed in March 2020 as the government enforced national lockdown measures. We journeyed through the various phases of the pandemic, from complete lockdown and school closures to tier systems and localised restrictions. The human cost of Covid-19 was devastating, and while we all got used to the rising daily death tolls on the news, there are many long-lasting effects of the pandemic we are yet to understand.

Bridge The Gap Report was born out of the desire to protect vulnerable young people from experiencing the pandemic's potential long-term harmful effects. We wanted to measure how the pandemic impacted children making the primary to secondary transition. Also, importantly, we wanted to find out how the pandemic had affected teachers.

The impact of the pandemic has exacerbated circumstances that can cause a child to become disadvantaged. Within every new cohort of year sevens, some children are already disadvantaged compared to their peers. Yet, we need to adequately understand these emerging themes and their effect on existing vulnerabilities to give young people fair access to the opportunities they deserve.

Producing this report was part of our dynamic response to what was happening as a result of the pandemic. We provided essential and timely insight into the pandemic's impact on both students and teachers.

The infographic below shows some of the key findings from the report.



Bridge The Gap Report

To launch the report, we hosted an event celebrating the efforts of teachers who worked tirelessly and made tremendous sacrifices throughout the pandemic. We acknowledged and celebrated some examples where teachers and school staff had gone above and beyond to keep children learning throughout the pandemic. We had a fantastic evening and created a great buzz around the report launch.

One of the critical aspects of the report writing process was not just to create something about children's experience of the pandemic but something that involved them and would reach the eyes and ears of those the report sought to serve. To accomplish this, we commissioned Kay Rufai, a spoken word artist, to create a visual piece that would tell the story of the youth experience.

Dr. Marvin Iroegbu, a clinical psychologist, led the team in producing the report. He initially connected with Joel, our founder, via LinkedIn. His passion for social justice and concern for the mental health impact of the pandemic made him perfectly aligned with Joel's vision for the report. We are grateful for the level of expertise we could pull together to make this report a reality.

The report would not have been possible without the support of Deloitte, who worked with us closely and gave us access to their resources throughout the process. The introduction to Deloitte from Blueprint for All has been an integral part of our success in the first year.

(left to right, Chelsea Way, Strategic Director - Blueprint for All, Fatima Johnson, Director - Deloitte, Sonia Watson, CEO - Blueprint for All, Richard Williams, Senior Tax Partner - Deloitte)



Key relationships and partnerships



Our relationship with Blueprint for All continues to be one of the most important. We initially affiliated with them by renting an office in their co-working space. The relationship has continued to be incredibly fruitful, and we continue to expand how we work together.



As a small grassroots organisation, the opportunity to work with a company with the stature of Deloitte has been a game-changer. We have significantly benefited from their expertise, time, input, and resources. We are particularly grateful for their contribution to producing Bridge the Gap report, which shaped a large part of our first year.



We have a great relationship with the London borough of Newham, where we are regarded as emerging thought leaders in the space. They invited us to contribute and be a part of their adolescent strategy launch, with our founder Joel talking at multiple launch events. We are working with them to discuss how we can expand our offer in the borough.



Jade Ecobichon-Gray is the CEO & founder of Mindset Matters, a social wellness consultancy. She has become an important ally of Paradigm Project, as well as contributing to Bridge the Gap Report, she also offers pro-bono support to help develop our organisation's strategic plan.



Kay Rufai is the CEO and Founder of the S.M.I.L.E-ing Boys project; he is also an important ally of Paradigm Project and has been involved with the organisation from the outset. Joel and Kay have worked closely together on multiple projects and continue to find ways in which their work can enhance each other and widen their reach and impact.

Trustee recruitment and annual report info

Trustees

The trustee board are the original five member selected before registration with the charity commission. As per our governing document trustees length of appointment is staggered between one or two year periods. Upon completion of time in the post trustees must indicate whether they wish to stay and new terms have to be agreed by a majority of the board.

We seek to strengthen our trustee board by bringing in experienced trustees and those who represent specific specialist skills that will support our vision and expansion through our next phase of work.

To recruit new trustees we will publicly advertise the position and follow the interview and voting process as per our governing document.

Debts and reserves policy

Paradigm Project have no current debts, credit or liabilities.

We have so far only received funding to deliver our programmes as we expand and increase our fundraising streams we plan to develop a reserves strategy to support our ambitions for growth

Financial information and accounts

Our annual accounts for the year ending December 2021 have been checked and prepared by:

1st Class Accounts
320 City Road
London
EC1V 2NZ

A separate addendum to this document completes the annual report and gives an overview for our year one accounts.

Trustees Report and Financial Statements for the Period 09 September 2020 to 31 December 2021
for
Paradigm Project

Paradigm Project

Contents

for the Period 09 September 2020 to 31 December 2021

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Paradigm Project

**References & administrative details of the charity, its trustees and advisers
for the Period 09 September 2020 to 31 December 2021**

TRUSTEES:

Michelle Edwards
Joel Raymond Dawes
Amanda Elizabeth Ashley
James Noble
Justin Nicholas Adair O'Neill

REGISTERED OFFICE:

Stephen Lawrence Centre
39 Brookmill Road
LONDON
SE8 4HU

CHARITY REGISTERED NUMBER:

1191206 (England and Wales)

ACCOUNTANTS:

1st Class Accounts
320 City Road
London
EC1V 2NZ

Paradigm Project

Trustee Report for the Period 09 September 2020 to 31 December 2021

The trustees submit the financial statements of the Paradigm Project (the charity) for the period ended 31 December 2021. The trustees confirm the annual report and financial statements of the charity statutory requirements of the charity's governing documents and the provision of the statement recommend practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

a. Constitution

The principle objective of the charity is to advance in life and help young people through the provision of mentoring, support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

b. Method of appointment or election of Trustees

The management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the trust deed.

Trustees' responsibilities

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with the applicable law and United Kingdom Generally Accepted Accounting Practice applicable law and United Kingdom Generally Accepted Accounting Practice applicable to smaller charities.

Law applicable to the charities in England & Wales requires the trustees to prepare financial statements for each financial year which give true and fair view of the state of affairs of the charity and of surplus or deficit of the charity period. In preparing those financial statements the trustees have:


- selected suitable accounting policies and applied them consistently
- made judgements and estimates that are reasonable and prudent
- prepared the financial statements on the going concern basis (unless it is inappropriate to presume that the charity will continue in operating)

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Acts 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The trustees are responsible for keeping the maintenance and integrity of the corporate financial information included on the Charities Commission website. Legislation in the United Kingdom governing the preparation dissemination of financial statements may differ from legislation in order of jurisdictions.

28/10/2022

The report was approved by the trustees on and signed on its behalf by:


.....

Justin Nicholas Adair O'Neill - Trustee

28/10/2022

Date:

Paradigm Project

Accountants' Report for the Period 09 September 2020 to 31 December 2021

INDEPENDENT EXMINER'S REPORT ON THE ACCOUNTS

Report on the trustees/members for the period ended 31 December 2021 on the accounts set out on page 6 to 9.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

As described on page 4 the trustees are responsible for the preparation of the accounts and they consider that an audit is not required for the preparation of the accounts and they consider that an audit is not required for the year (under section 43 (2) of the Charities Act 1993 (the Act)) and that an independent examination is needed. It is my responsibility to:

- examine the accounts (under section 43 (2) (a) of the Act):
- follow the procedure laid down in the General Directions given by the Charity Commission (under section 43 (7) (b) of Act)) and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention:

(1) which give me reasonable cause to be believe that in any material respect the requirements:

- keep accounting record in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met;

or

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

Signed

yemi ajala

Y Ajala

Date: **28-10-2022**

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

| | Notes | 2021 £ |
|----------------------|-------|-------------|
| INCOME | | 48,090 |
| Administrative costs | | 44,110 |
| NET INCOME | | <hr/> 3,980 |

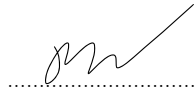
The Statement of Financial Activities includes all gains and losses recognised in the year.

Paradigm Project

Balance Sheet
31 December 2021

| | | | 2021 | |
|--|-------|---|--------------|--------------|
| | Notes | £ | | £ |
| FIXED ASSETS | | | | |
| Tangible assets | 2 | | | - |
| CURRENT ASSETS | | | | |
| Debtors | 3 | | 167 | |
| Cash at bank | | | 3,813 | |
| | | | <u>3,980</u> | |
| CURRENT LIABILITIES | | | | |
| Amounts falling due within one year | 4 | | - | |
| | | | <u>-</u> | |
| NET CURRENT LIABILITIES | | | | <u>3,980</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | | <u>3,980</u> |
| CHARITY RESERVES | | | | |
| Surplus | 5 | | | 3,980 |
| TOTAL FUNDS | | | | <u>3,980</u> |

The financial statements were approved by the director on **28/10/2022** and were signed by:



.....
Justin Nicholas Adair O'Neill - Trustee

The notes form part of these financial statements

Paradigm Project

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for smaller Entities (effective January 2007). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting Charities" published in March 2005 and applicable accounting standards.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

| | |
|-------------------------|------------------------|
| Instruments & Equipment | ~ 25% reducing balance |
| Furniture & Fittings | ~ 25% reducing balance |
| Other Fixed Assets | ~ 25% reducing balance |

2. TANGIBLE FIXED ASSETS

| | 2021 |
|-----------------------|-------------|
| | £ |
| COST | |
| At 09 September 2020 | - |
| Additions | - |
| At 31 December 2021 | - |
| DEPRECIATION | |
| At 09 September 2020 | - |
| Charge for period | - |
| At 31 December 2021 | - |
| NET BOOK VALUE | |
| At 09 September 2020 | - |
| At 31 December 2021 | - |

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | £ |
|---------------|----------|
| Other debtors | 167 |

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | £ |
|-----------------------------------|----------|
| Credit card | - |
| Loan | - |
| Social securities and other taxes | - |
| Other creditors | - |

5. CHARITY RESERVES

| | 2021 |
|-----------------------|-------------|
| | £ |
| At 09 September 2020 | - |
| Suplus for the period | 3,980 |
| At 31 December 2021 | 3,980 |

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 09 September 2020 to 31 December 2021

| | 2021 | |
|--|--------|--------|
| | £ | £ |
| Income | | |
| Charitable activities | 48,090 | 48,090 |
| Expenditure | | |
| Advertising/Promotional | 374 | |
| Computer Costs | 47 | |
| Contractor Costs | 2,205 | |
| Office/General Administrative Expenses | 400 | |
| Other Professional Services | 22,832 | |
| Staffing Cost | 17,295 | |
| Website Expenses | 958 | |
| | | 44,110 |
| NET INCOME | | 3,980 |

Trustees Report and Financial Statements for the Period 09 September 2020 to 31 December 2021
for
Paradigm Project

Paradigm Project

Contents

for the Period 09 September 2020 to 31 December 2021

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Paradigm Project

**References & administrative details of the charity, its trustees and advisers
for the Period 09 September 2020 to 31 December 2021**

TRUSTEES:

Michelle Edwards
Joel Raymond Dawes
Amanda Elizabeth Ashley
James Noble
Justin Nicholas Adair O'Neill

REGISTERED OFFICE:

Stephen Lawrence Centre
39 Brookmill Road
LONDON
SE8 4HU

CHARITY REGISTERED NUMBER:

1191206 (England and Wales)

ACCOUNTANTS:

1st Class Accounts
320 City Road
London
EC1V 2NZ

Paradigm Project

Trustee Report for the Period 09 September 2020 to 31 December 2021

The trustees submit the financial statements of the Paradigm Project (the charity) for the period ended 31 December 2021. The trustees confirm the annual report and financial statements of the charity statutory requirements of the charity's governing documents and the provision of the statement recommend practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

a. Constitution

The principle objective of the charity is to advance in life and help young people through the provision of mentoring, support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

b. Method of appointment or election of Trustees

The management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the trust deed.

Trustees' responsibilities

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with the applicable law and United Kingdom Generally Accepted Accounting Practice applicable law and United Kingdom Generally Accepted Accounting Practice applicable to smaller charities.

Law applicable to the charities in England & Wales requires the trustees to prepare financial statements for each financial year which give true and fair view of the state of affairs of the charity and of surplus or deficit of the charity period. In preparing those financial statements the trustees have:

- selected suitable accounting policies and applied them consistently
- made judgements and estimates that are reasonable and prudent
- prepared the financial statements on the going concern basis (unless it is inappropriate to presume that the charity will continue in operating)

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Acts 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The trustees are responsible for keeping the maintenance and integrity of the corporate financial information included on the Charities Commission website. Legislation in the United Kingdom governing the preparation dissemination of financial statements may differ from legislation in order of jurisdictions.

28/10/2022

The report was approved by the trustees on and signed on its behalf by:


.....

Justin Nicholas Adair O'Neill - Trustee

28/10/2022

Date:

Paradigm Project

Accountants' Report for the Period 09 September 2020 to 31 December 2021

INDEPENDENT EXMINER'S REPORT ON THE ACCOUNTS

Report on the trustees/members for the period ended 31 December 2021 on the accounts set out on page 6 to 9.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

As described on page 4 the trustees are responsible for the preparation of the accounts and they consider that an audit is not required for the preparation of the accounts and they consider that an audit is not required for the year (under section 43 (2) of the Charities Act 1993 (the Act)) and that an independent examination is needed. It is my responsibility to:

- examine the accounts (under section 43 (2) (a) of the Act):
- follow the procedure laid down in the General Directions given by the Charity Commission (under section 43 (7) (b) of Act)) and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention:

(1) which give me reasonable cause to be believe that in any material respect the requirements:

- keep accounting record in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met;

or

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

Signed

yemi ajala

Y Ajala

Date: **28-10-2022**

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

| | Notes | 2021 £ |
|----------------------|-------|-------------|
| INCOME | | 48,090 |
| Administrative costs | | 44,110 |
| NET INCOME | | <hr/> 3,980 |

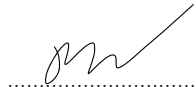
The Statement of Financial Activities includes all gains and losses recognised in the year.

Paradigm Project

Balance Sheet
31 December 2021

| | | | 2021 | |
|--|-------|---|--------------|---------------------|
| | Notes | £ | | £ |
| FIXED ASSETS | | | | |
| Tangible assets | 2 | | | - |
| CURRENT ASSETS | | | | |
| Debtors | 3 | | 167 | |
| Cash at bank | | | <u>3,813</u> | |
| | | | 3,980 | |
| CURRENT LIABILITIES | | | | |
| Amounts falling due within one year | 4 | | <u>-</u> | |
| NET CURRENT LIABILITIES | | | | <u>3,980</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | | <u><u>3,980</u></u> |
| CHARITY RESERVES | | | | |
| Surplus | 5 | | | 3,980 |
| TOTAL FUNDS | | | | <u><u>3,980</u></u> |

The financial statements were approved by the director on **28/10/2022** and were signed by:



.....
Justin Nicholas Adair O'Neill - Trustee

The notes form part of these financial statements

Paradigm Project

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for smaller Entities (effective January 2007). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting Charities" published in March 2005 and applicable accounting standards.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

| | |
|-------------------------|------------------------|
| Instruments & Equipment | ~ 25% reducing balance |
| Furniture & Fittings | ~ 25% reducing balance |
| Other Fixed Assets | ~ 25% reducing balance |

2. TANGIBLE FIXED ASSETS

| | 2021 |
|-----------------------|-------------|
| | £ |
| COST | |
| At 09 September 2020 | - |
| Additions | - |
| At 31 December 2021 | - |
| DEPRECIATION | |
| At 09 September 2020 | - |
| Charge for period | - |
| At 31 December 2021 | - |
| NET BOOK VALUE | |
| At 09 September 2020 | - |
| At 31 December 2021 | - |

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | £ |
|---------------|----------|
| Other debtors | 167 |

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | £ |
|-----------------------------------|----------|
| Credit card | - |
| Loan | - |
| Social securities and other taxes | - |
| Other creditors | - |

5. CHARITY RESERVES

| | 2021 |
|-----------------------|-------------|
| | £ |
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Paradigm Project

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| | <u></u> | <u>44,110</u> |
| NET INCOME | | <u><u>3,980</u></u> |