

PARADIGM PROJECT ANNUAL REPORT

for year ending December 2022



Contents

Page 3 - Reference and administrative details

Page 4 - Trustees annual report

Page 5 - Message from the chair

Page 6 - About us

Page 7 - Meet the team

Page 8 - Our programmes

Page 10 - My Next Steps key findings

Page 11 - My Next Steps feedback

Page 12 - Cultural Humility Training key findings

Page 14 - Cultural Humility Training feedback

Page 15 - 2022 review, a message from the founder

Page 16 - Trustee recruitment and annual report info

Page 17 - Contact



Reference & Administrative Details Of The Charity, It's Trustees & 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 Paradigm Project for the year 1st January 2022 to 31st December 2022. 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

This year has been a year of exciting development and growth. We have continued to expand our main programme while also developing new areas. We have formed important relationships and collaborated with others, which has aided our development. We have exceeded our progress expectations in only our second year, which makes us even more excited about what is to come.

The Newham Pathfinder Project, funded by the Youth Justice Board, was responsible for a large portion of the work completed in 2022. In addition to delivering the My Next Steps programme in schools, we have also provided Cultural Humility training to borough frontline staff and managers, including teachers, social workers, and the Metropolitan Police.

The Pathfinder Project's success at delivery demonstrates the value of partnerships and collaborations. As a new organisation, we have lofty goals of making a long-term difference in the lives of some of the community's most vulnerable members. It is critical that we not only grow in terms of the number of people we reach, but also in terms of the quality of our relationships with those who stand beside us.

As the chair of Paradigm Project, it is critical to me that this way of working remains central to our approach, allowing us to effectively serve the communities with which we collaborate. It's been encouraging to see how our reputation has grown organically, and now we have the data and feedback to back it up.

As we wrap up a successful second year and prepare for a third, I'm encouraged by the journey thus far and grateful to everyone who has been a part of it. Most importantly, it's an honour to be a part of an organisation dedicated to making a difference in the lives of children and young people, and it's an honour to have collaborated with so many wonderful organisations this year.



Michelle Edwards

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



About Us

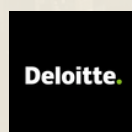
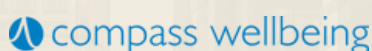
Paradigm Project was founded in response to a lack of services aimed at addressing the effects of social inequality on youth development. Our programmes provide young people with the skills and tools they need to overcome the barriers that persist as a result of systemic social inequality.

As active agents of social change, we believe that in order to achieve long-term change, we must address children in the various contexts in which they exist. As a result as well as our direct programmes for children and young people, we also offer training and strategy development to practitioners and those who work directly with children and young people.

One of our long-term objectives is to advocate for primary education reform and see system and policy change aiding in the identification of risk and vulnerability at the earliest opportunity. We believe from early childhood through to the primary to secondary school transition there are key intervention opportunities that can help all children to thrive both academically and socially.

We recognised as an organisation the need for professionals who work with children and young people to have a better understanding of the intersectional relationship between social justice and diversity, equity, and inclusion. As a result, we have successfully implemented a cultural humility approach in our work and provided cultural humility training to both the public and private sectors.

Who we've worked with:



Meet Our Team

At Paradigm Project, everything we do revolves around the voice of the child; we have assembled a team with diverse backgrounds who are able to harness the voice of the child and have a deep understanding of the communities we serve.



Jade Ecobichon-Gray

Strategic Lead & Project Manager

Jade has over ten years of experience working and consulting in the field of diversity and inclusion. She works to ensure that our programmes are socioculturally focused and address the racial and economic disparities reflected in exclusions and the youth justice system.



Dr Marvin Iroegbu

Clinical Psychologist

Dr. Marvin's clinical expertise has aided in the direction of our research and programme structure. In 2021, he led a team that assisted us in producing the Bridge The Gap Report, which assessed the impact of the pandemic on the transition from primary to secondary school.



Kayode Akinyemi

Creative Director

Kayode is a professional actor as well as an experienced workshop facilitator. He has collaborated with drama therapists to expand the use of role play in our programme, and he is in charge of all creative aspects of My Next Steps.

Our Programmes

My Next Steps

My Next Steps is our flagship programme, and it is designed to support the transition from primary to secondary school. We use a creative arts approach to explore key themes and issues that children face during this critical transition period.



Key Themes

We explore the following themes throughout the delivery of the programme: Identity, friendships, bullying, emotional intelligence, practical support and tips, creating a vision.



Creative Arts Approach

We explore the themes through a variety of creative mediums. The use of role play is one of the aspects of the programme that students enjoy the most. The students also really enjoy making friendship soup!



Lasting Impact

The program's main goal is to increase students' confidence and make them feel more prepared for the transition to secondary school. We also collaborate with the school to identify critical support needs and make referrals as needed.

Our Programmes

Cultural Humility Training

To meet a young person where they are calls for social care practitioners to understand and recognise the impact of their own cultural identity, privileges, and assumptions, in relation to the intersectionality of another's identities and culture. Coupled with a keen understanding of the lived experience impact of the range of socio-economic inequalities that may be present in the lives of young people.

Our Cultural Humility Training was expertly designed to take Newham Council colleagues beyond the limitations of cultural competence as a skill, and towards cultural humility as a continuous practice and process-orientated approach to building and sustaining authentic and empowering relationships that seek to challenge and change power balances and create a more equitable future for all.

The evolution from competence to humility requires critical self-awareness and scrutiny, active listening, informed curiosity, continuous reflection on action, and a growth mindset. Over the course of 1-day our workshop sought to

- Introduce concepts of culture, identity, and intersectionality and how they are related to early help and preventing child exploitation and harm
- Introduce the principles and differences between cultural competency and cultural humility and how we can move towards a blended approach
- Discuss the ways in which bias, power, privilege, and stereotypes affect interventions and therapeutic relationships
- Identify strategies to enhance cultural capability in assessment, case work and decision making

Our 3-step training process included

- Dynamic facilitation to introduce key concepts, poses questions, challenges ideas, and welcomes honest discussion to allow for attendee insights, reflections, and questions.
- Creating space for attendees to relate to one another and share valuable knowledge and life experiences to help each other to learn. Facilitators also shared personal and professional insights including lived experience as individuals from racially diverse backgrounds.
- Drawing topics to a close by summarising key learnings and insights from shared experiences and activities. Identifying additional resources to encourage and empower participants to engage in continued learning and development.

My Next Steps Key Findings

The Key findings detailed below are taken from the evaluation of the My Next Steps delivery funded by the Youth Justice Board in partnership with the Newham Pathfinder Project

46%

The biggest worry identified by students was losing old friends with 46% of students scoring this a 9 or 10.

13%

What is interesting to note is that there was a significant gender difference in student concerns related to being bullied. The overall percentage for this concern was 13%, however when broken down by gender, 22% of girls scored this issue a 10 compared to only 3% of boys, suggesting that bullying is of far greater concern to female students transitioning to secondary school.

77%

69%

65%

69%

- 77% of students enjoyed the topics covered in the programme
- 69% of students strongly enjoyed working with the session instructors
- 65% of students felt more confident about transitioning to secondary school after the delivery of the programme
- 69% of students felt more prepared about transitioning to secondary school after the delivery of the programme

The results from the Teacher's survey were unanimously positive across all 5 questions, with each statement scoring the maximum of 5 by all teachers who participated. This is an incredibly positive endorsement of not only the content of the program but also the skill of the facilitators and the impact on students.

100%

My Next Steps Feedback

Student Feedback

- "I liked the charades and role play activities and making the friendship soup, that was so much fun"
- "I think it was very fun and helped me to feel more confident I think the only thing I'm still worried about is losing my old friends."
- "I would just like to say how much this has helped me feel ready for secondary school and I've enjoyed all the fun activities."
- "I thought the instructors were amazing, thank you for making today so much fun!"

Staff and Teacher Feedback

- "The programme was well planned, and the instructors were excellent, just the right balance of fun and 'business'. Joel and Kay dealt excellently to some challenging questions about Andrew Tate and handled it in a fair, thoughtful and clear way. The children were enthused by the experience, and I believe felt a real benefit. Thank you!"
- "The instructors engaged well with the children ensuring they were all joining in and contributing. The children enjoyed the session and gave great feedback. The instructors took the time to address the individual needs and worries identified in the class, taking the time to draw attention to certain issues for the benefit of the class, you can tell the children enjoyed engaging in dialogue around topics that aren't usually discussed in the classroom."
- "The session was both fun and engaging, the creative arts approach was an excellent way to explore some really tricky and relevant topics for the year sixes. They specifically responded really well to the role play element of the delivery which was interesting to observe. The programme is really well thought out and much needed to support our kids at this critical phase of their journeys."

Cultural Humility Key Findings

The findings detailed below are taken from the evaluation of the Cultural Humility Training delivery funded by the Youth Justice Board in partnership with the Newham Pathfinder Project

Key Findings Newham Council

- Participants self-reported scores of practice related to cultural humility increased from 3.99 to 4.16 in pre-to-post measures. The largest improvement was seen in participants' confidence in engaging young people from marginalised communities, which was a key outcome for the training.
- The largest positive difference related to knowledge and practice was found in recent joiners who had been with the organisation for less than a year, with an increase from 4.18 to 4.57. This suggests that the cultural humility practice of new staff can be greatly improved through access to training in the first 12 months of service.
- Over 80% of participants agreed that they were satisfied with the training, with 48% expressing strong agreement with this statement. Further, 85% of participants would recommend this training to a colleague, with 64% in strong agreement
- Staff highlighted the opportunity to network and engage in shared discussions, and learning with staff from other departments as a significant positive aspect of the training. This feedback highlights the importance of supporting staff to participate in face-to-face training which allows for different perspectives and ways of working to be shared amongst colleagues.
- Nearly 80% of participants expressed that their ability to practice cultural humility with colleagues and service users had improved as a result of the training, with over 90% agreeing that lessons and reflections from the training will support them in reviewing their own practice.
- Participants were asked to rate their organisation from cultural destructiveness to cultural proficiency. Participants moved from a score of 4.24 to 4.35 in pre-to-post analysis placing the organisation in the cultural pre-competence stage which is defined as
 - "There is an increasing awareness of strengths and areas for growth with culturally/linguistically diverse populations."

"For me personally I would've loved more time, it left me wanting more but in the best way possible. A 2-day course would be great."

Cultural Humility Key Findings

The findings detailed below are taken from the evaluation of the Cultural Humility Training delivery funded by the Youth Justice Board in partnership with the Newham Pathfinder Project

Key Findings Metropolitan Police

- A total of 6 officers out of a possible 44 completed both pre-and-post cultural humility surveys, with 8 officers completing the general post-training. Due to such low numbers, detailed data analysis could not be performed. The below findings are therefore a high-level capture of self-reported changes to cultural humility, and general training feedback.
- Officers came into the training with high self-reported confidence in cultural humility practice. Particularly high self- scores were observed for avoidance of generalising behaviours and attitudes of individuals and/or groups, and not participating in derogatory jokes.
- Participants identified workload and performance expectations as the biggest barriers to the practice of cultural humility. This is worthy of further exploration regarding the role of continuing professional development and how it can be incorporated for front line officers, who may feel that much of their focus is centered on doing, as opposed to learning.
- Scores related to not participating in derogatory jokes and not making assumptions about a person or group went down in the post-training survey for this cohort. This may be a result of participants over-estimating cultural humility practice prior to the training, with stage 2 responses providing a more accurate representation.
- 49% of participants agreed that they were satisfied with the training, with 51% neutral or disagreeing. Whilst 50% of participants would recommend the training to a colleague.
- Participants moved from an average score of 5.67 to 5.50 in pre-to-post analysis placing the organisation in the cultural competence stage.
 - "Demonstrates acceptance and respect by using increased awareness to take action."
- It was disappointing to note that some attendees felt assumptions and judgements were being made about the police, particularly when the training is evidence-based and informed by official statistics and policing reports.

"It was very interactive and the trainers explained everything in a clear way that was easy to understand."

Cultural Humility Feedback

- "The whole training and personal experience of the trainers made it realistic, interactive and engaging which provided a safe space for staff to share views and experiences."
- "The fact that it was a face-to-face interactive session. The ice-breaker question I found very useful in getting the conversation going within the group and everyone had an opportunity to interact with multiple delegates."
- "[I enjoyed] The open dialogue and safety to bring peoples narrative of their journey and history to the space, which on reflection isn't something we do as a norm in our daily practice."
- "It is always interesting to hear different perspectives and life experiences. Both presenters were engaging, personable, and were clearly interested in the topic."
- "The type of activities we did really birthed insightful and deep discussion - I learned a lot"
- "The personal examples used, the interaction with the whole group, and the space to reflect on own practice."
- "The type of activities we did really birthed insightful and deep discussion - I learned a lot."
- "The personal examples used, the interaction with the whole group, and the space to reflect on own practice."
- "There was a lot of difficult questions I had not thought of before, so it felt challenging but in a very good way."
- "Anti-racism training is always challenging and should be. I felt it was managed in a sensitive environment where effort was taken to secure safety."
- "I had to acknowledge that I might not be as unbiased &/or culturally correct as I thought I was."
- "In a good way: There were instances where I had to challenge unconscious biases and feelings of defensiveness."
- "There were times when I realised that I had some repressed emotions that I had to let out."

Message From The Founder

2022 Review

It's hard to believe we're already at the end of our second year; we came out of year one riding a wave of momentum fueled by the release of our Bridge the Gap Report and the launch of our school programme, My Next Steps. This year has been a year of tremendous growth, but it has also been a time to refine and craft our offering.

I'm grateful to everyone who has been a part of our journey thus far. Everyone who has believed in us, supported, partnered, and collaborated with us has helped us get this far. Although we are still small, we have built an internal team that is committed, passionate, and continues to drive us forward.

As the founder of Paradigm Project, I set out with a clear vision in mind: to address the effects of social inequality on children and young people through prevention. This year, our flagship programme, My Next Steps, has assisted hundreds of young people from disadvantaged communities in becoming equipped and prepared for secondary school. It's incredible to see how the programme has evolved and all of the wonderful feedback we've received from students and faculty.

The strength of our programme at the end of our second year encourages me that we are on the right track, and with the plans we have for future development, I am confident that we will be able to produce one of the most comprehensive school transition programmes available in the UK.

The success of My Next Steps coincides with the introduction of our Cultural Humility Training for professionals who work with vulnerable children and young people. It was fantastic to add this to our portfolio and expand our work in boroughs where we already have a presence. I'm proud of everything we've accomplished, and I'm looking forward to what comes next.



Joel Dunn

- CEO and Founder of Paradigm Project



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 2022 have been checked and prepared by:

1st Class Accounts
320 City Road
London
EC1V 2NZ

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

Contact Us



www.paradigmproject.co.uk



info@paradigmproject.co.uk



07568 705 370



Trustees Report and Financial Statements for the Period 01 January 2022 to 31 December 2022

for

Paradigm Project

Paradigm Project

Contents

for the Period 01 January 2022 to 31 December 2022

| | Page |
|--|------|
| Reference & administrative details of the charity, its trustees and advisers | 3 |
| Trustees report | 4 |
| Accountants reports | 5 |
| Statement of financial activities | 6 |
| Balance Sheet | 7 |
| Notes to the financial statements | 8 |

Paradigm Project

References & administrative details of the charity, its trustees and advisers
for the Period 01 January 2022 to 31 December 2022

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 01 January 2022 to 31 December 2022

The trustees submit the financial statements of the Paradigm Project (the charity) for the period ended 31 December 2022. 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.

The report was approved by the trustees on 9th May 2023 and signed on its behalf by:


Justin Nicholas Adair O'Neill - Trustee

09/05/2023

Date:

Paradigm Project

Accountants' Report for the Period 01 January 2022 to 31 December 2022

INDEPENDENT EXMINER'S REPORT ON THE ACCOUNTS

Report on the trustees/members for the period ended 31 December 2022 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 

Y Ajala

Date: 09-05-2023

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

2022

£

171,205

INCOME

Notes

Administrative costs

175,011

NET INCOME

3,805

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

Paradigm Project

Balance Sheet
31 December 2022

| | Notes | £ | 2022 | £ |
|--|-------|---|------------|------------|
| FIXED ASSETS | | | | |
| Tangible assets | 2 | | | - |
| CURRENT ASSETS | | | | |
| Debtors | 3 | | 167 | |
| Cash at bank | | | 8 | |
| | | | <u>175</u> | |
| CURRENT LIABILITIES | | | | |
| Amounts falling due within one year | 4 | | - | |
| NET CURRENT LIABILITIES | | | | <u>175</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | | <u>175</u> |
| CHARITY RESERVES | | | | |
| Surplus | 5 | | | 175 |
| TOTAL FUNDS | | | | <u>175</u> |

9th May 2023

The financial statements were approved by the director on 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

| | 2022 £ |
|-----------------------|-----------|
| COST | |
| At 01 January 2022 | - |
| Additions | - |
| At 31 December 2022 | - |
| DEPRECIATION | |
| At 01 January 2022 | - |
| Charge for period | - |
| At 31 December 2022 | - |
| NET BOOK VALUE | |
| At 01 January 2022 | - |
| At 31 December 2022 | - |

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

| | 2022 £ |
|------------------------|-----------|
| At 01 January 2022 | 3,980 |
| Surplus for the period | 3,805 |
| At 31 December 2022 | 175 |

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 01 January 2022 to 31 December 2022

| | 2022 | |
|--|---------|------------------------------|
| | £ | £ |
| Income | | |
| Charitable activities | - | 865 |
| Commissioned work | 111,477 | |
| Donations and legacies | 46 | |
| Grant | 60,400 | |
| Other income | 148 | |
| | | <u>171,205</u> |
| Expenditure | | |
| Advertising/Promotional | 25 | |
| Computer Costs | - | |
| Contractor Costs | 116,311 | |
| Insurances | 388 | |
| Mentor Payment | 4,574 | |
| Office/General Administrative Expenses | 2,743 | |
| Other Professional Services | 43,505 | |
| Program Commissioned Work | 4,227 | |
| Rent | 1,000 | |
| Staffing Cost | - | |
| Travel and Accommodation | 940 | |
| Website Expenses | 1,298 | |
| | | <u>175,011</u> |
| NET INCOME | | <u><u>-</u></u> <u>3,000</u> |

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| | Page |
|--|------|
| Reference & administrative details of the charity, its trustees and advisers | 3 |
| Trustees report | 4 |
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09/05/2023

Date:

Paradigm Project

Accountants' Report for the Period 01 January 2022 to 31 December 2022

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Report on the trustees/members for the period ended 31 December 2022 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 

Y Ajala

Date: 09-05-2023

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

2022

£

171,205

INCOME

Notes

Administrative costs

175,011

NET INCOME

3,805

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


Paradigm Project

Balance Sheet
31 December 2022

| | Notes | £ | 2022 | £ |
|--|-------|---|------------|------------|
| FIXED ASSETS | | | | |
| Tangible assets | 2 | | | - |
| CURRENT ASSETS | | | | |
| Debtors | 3 | | 167 | |
| Cash at bank | | | 8 | |
| | | | <u>175</u> | |
| CURRENT LIABILITIES | | | | |
| Amounts falling due within one year | 4 | | - | |
| NET CURRENT LIABILITIES | | | | <u>175</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | | <u>175</u> |
| CHARITY RESERVES | | | | |
| Surplus | 5 | | | 175 |
| TOTAL FUNDS | | | | <u>175</u> |

9th May 2023

The financial statements were approved by the director on 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

| | 2022 £ |
|-----------------------|-----------|
| COST | |
| At 01 January 2022 | - |
| Additions | - |
| At 31 December 2022 | - |
| DEPRECIATION | |
| At 01 January 2022 | - |
| Charge for period | - |
| At 31 December 2022 | - |
| NET BOOK VALUE | |
| At 01 January 2022 | - |
| At 31 December 2022 | - |

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

| | 2022 £ |
|------------------------|-----------|
| At 01 January 2022 | 3,980 |
| Surplus for the period | - |
| At 31 December 2022 | 175 |

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 01 January 2022 to 31 December 2022

| | 2022 | |
|--|---------|------------------------------|
| | £ | £ |
| Income | | |
| Charitable activities | - | 865 |
| Commissioned work | 111,477 | |
| Donations and legacies | 46 | |
| Grant | 60,400 | |
| Other income | 148 | |
| | | <u>171,205</u> |
| Expenditure | | |
| Advertising/Promotional | 25 | |
| Computer Costs | - | |
| Contractor Costs | 116,311 | |
| Insurances | 388 | |
| Mentor Payment | 4,574 | |
| Office/General Administrative Expenses | 2,743 | |
| Other Professional Services | 43,505 | |
| Program Commissioned Work | 4,227 | |
| Rent | 1,000 | |
| Staffing Cost | - | |
| Travel and Accommodation | 940 | |
| Website Expenses | 1,298 | |
| | | <u>175,011</u> |
| NET INCOME | | <u><u>-</u></u> <u>3,000</u> |