

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
HEAD FOR CHANGE**

Liles Morris Limited
1st Floor
80 Coombe Road
New Malden
Surrey
KT3 4QS

HEAD FOR CHANGE

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 to 13

HEAD FOR CHANGE

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 MARCH 2023

TRUSTEES	Dr J M Gates (resigned 3.10.23) Dr S Tucker Mrs M Bramwell-Popham Mr W Clews (appointed 3.10.23)
-----------------	---

PRINCIPAL ADDRESS	Applecross House Chepstow Road Langstone Newport NP18 2JP
--------------------------	---

REGISTERED CHARITY NUMBER	1192801
--------------------------------------	---------

INDEPENDENT EXAMINER	Liles Morris Limited 1st Floor 80 Coombe Road New Malden Surrey KT3 4QS
-----------------------------	--

CHARITY WEBSITE	www.headforchange.org
------------------------	--

HEAD FOR CHANGE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Head for Change exists to preserve and protect good health for football and rugby players by:

- Pioneering positive change for brain health in sport.
Promoting education and understanding of the effects and risks of concussion, post-concussion, CTE and other associated neurodegenerative diseases in sportsmen and sportswomen. This involves working with schools, clubs, sports' governing bodies and players' representative organisations, supporting them to actively promote player welfare and to protect the future of the sports.
- Supporting independent research to provide answers to the more nuanced questions in order to make sports safer for brain health.
- Supporting ex-players who are affected by neurodegenerative disease as a result of their professional sporting career in football or rugby. Providing practical support to individuals who have suffered from concussion, post-concussion, CTE and other neurodegenerative diseases and their families.

The charity has continued to deliver a multitude of activities, projects and services in the period.

The charity provides care and support to players affected by neurodegenerative disease and their families. Strong connections have been established internationally with scientists, clinicians and historians of neurology to understand, inform and direct precautionary, player centred research. Trustees of the charity have met with a range of sporting governing bodies in order to advocate for a preventative approach to player safety. Players of all ages and levels, from grassroots to professionals, have been involved in educational programmes provided by the charity advising on the prevention or mitigation of head injuries in sport. Head for Change is committed to being part of the solution to sports related neurodegenerative disease.

Public benefit

The Trustees confirm they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission in determining activities undertaken by the charity.

HEAD FOR CHANGE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

ACHIEVEMENT AND PERFORMANCE

Charitable activities

The charity has achieved many successes in all aspects of its work throughout the reporting period. These successes have improved both the circumstances of the beneficiaries and provided benefits to society as a whole.

Services delivered have included:

Care and Support for affected sports people and their families - The charity operates both individual and group care and support services. Individuals are supported through an on-line brain health app and in one to one sessions with qualified personnel. Groups are supported through regular discussion meetings to which experts are invited, as needed. In addition, the charity has created an online service provision containing helpful advice and information for users.

In 2023 a prime example of this is our Extra Time To Talk (ETTT) discussion groups for partners/carers of those impacted by Traumatic Brain Injuries (TBI) which have run several times during the period and have been a great help to those attending.

Education - In conjunction with leading experts in the field, Head for Change has created and delivered curriculum on brain health targeted appropriately to differing stakeholder groups in differing parts of the country. The coaching and teaching styles are selected based on learning needs with emphasis being placed on implementation and sustainability.

A significant proportion of our funds raised during the period has been earmarked for a major Education programme in 2024. This programme, aimed at children aged 11 - 18, their parents, teachers and coaches aims to educate all of them on:

- o The health benefits of rugby and football (as well as other contact sports)
- o How to train for and play these sports more safely, particularly with a focus on reducing concussive and sub-concussive impacts.
- o How to recognise and immediately treat concussive and sub-concussive impacts (during or after training and games).
- o Safe return to play protocols.

Research - Head for Change has coordinated the formation of an international group of scientists, clinicians and researchers to highlight and demonstrate the necessity for independent precautionary research which is player centred and founded on the premise of 'first do no harm'. In addition, Head for Change has collaborated with other charities to determine future research priorities and will continue to do so in the future.

Advocacy - Head for Change has become a leading advocate for raising awareness and exploring alternatives in training and matches which protect the players whilst also protecting the games.

Fundraising activities - Head for Change has run a number of significant fundraising events during the period which have and will continue to be used to support our objectives and services. Most notable of these activities were:

- o Head for Edinburgh - A sponsored cycle ride from Cardiff to Edinburgh to coincide with the Wales versus Scotland 6 nations rugby international.
- o Head for Lyon - A sponsored cycle ride from London to Lyon to coincide with the Wales versus Australia World Cup rugby international.
- o The Big Rugby Swim - A sponsored swimming race across the English channel between Rugby Union and Rugby League team.

HEAD FOR CHANGE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

Financial position

The charity made a surplus of £15,518 (2022 - £67,237) during the period and all of this surplus is unrestricted funds.

Successful fundraising activities as mentioned above, plus other donations have contributed to the surplus.

Reserves policy

The charity maintains free reserves to:

- Provide a level of working capital that protects the continuity of its core work
- Provide a level of funding for unexpected opportunities
- Provide cover for risks such as unforeseen expenditure or unanticipated loss of income

The free reserves of the charity (unrestricted funds) at the period end were £82,755 (2022 - £67,237). The charity had no fixed assets and the trustees are happy with the position at the end of the period.

Going concern

The trustees are not aware of any issues about the immediate ongoing financial viability of the charity, but the charity faces the same inherent risks as any other charity which is dependent upon funding from external sources. The charity is vulnerable to market forces, including downturns in the economy which could affect fundraising opportunities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Head for Change was registered on 15 December 2020 as a Charitable Incorporated Organization (CIO) and was constituted on a foundation model, whose only voting members are its trustees. The Charities Act 2011 creates the basic legal framework for the CIO. This framework is completed by regulations, namely the Charitable Incorporated Organizations (General) Regulations 2012 and the Charitable Incorporated Organizations (Insolvency and Dissolution) Regulations 2012.

The charity has a governing trust responsible for controlling the structure, governance and management of the charity in order to benefit its beneficiaries.

HEAD FOR CHANGE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Apart from the first charity trustees, every trustee will be appointed for a term of three years by a resolution passed at a properly conducted meeting of the charity trustees.

Trustees are selected based on their experience and expertise. It is considered crucial that they have both the personal interest and the professional skills to lead, advise and contribute to the charity's operations. They are also responsible for establishing relationships among other stakeholder groups, creating operating partnerships where advantageous, ensuring appropriate fundraising and identifying relevant experts to assist the day to day running of the charity.

Trustees are also involved in the production and approval of relevant policies, including safeguarding vulnerable beneficiaries, privacy, conflict of interests and volunteer management.

Key changes in Trustees during the period:

- Judith Gates resigned from Head for Change to pursue her own football-specific charity and we wish her well.
- Warwick Clews was appointed a Trustee, joining the Board and the Management Team. Warwick is an experienced Charity Trustee and career Management Consultant, and was keen to join Head for Change as the parent of an ex-professional rugby player who retired at 24 as a result of multiple concussions.

Other personnel involved with the charity

The charity uses both contractors and volunteers to assist it to achieve its aims. The tasks of those engaged include education, support, financial, administrative and management advice. Contractors and volunteers are vetted prior to contributing.

Approved by order of the board of trustees on 31 January 2024 and signed on its behalf by:

Mr W Clews - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HEAD FOR CHANGE**

Independent examiner's report to the trustees of Head for Change

I report to the charity trustees on my examination of the accounts of Head for Change (the Trust) for the year ended 31 March 2023.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Alison Sanderson FCA

Liles Morris Limited
1st Floor
80 Coombe Road
New Malden
Surrey
KT3 4QS

31 January 2024

HEAD FOR CHANGE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

				Year Ended 31.3.23 Total funds £	Period 15.12.20 to 31.3.22 Total funds £
	Notes	Unrestricted fund £	Restricted fund £		
INCOME AND ENDOWMENTS FROM					
Donations and legacies		72,245	17,000	89,245	143,961
Other trading activities	2	600	-	600	-
Total		<u>72,845</u>	<u>17,000</u>	<u>89,845</u>	<u>143,961</u>
EXPENDITURE ON					
Raising funds		1,558	-	1,558	400
Charitable activities					
General charitable activities		40,483	17,000	57,483	75,154
Governance		6,286	-	6,286	1,170
Funding to individuals		9,000	-	9,000	-
Other		-	-	-	-
Total		<u>57,327</u>	<u>17,000</u>	<u>74,327</u>	<u>76,724</u>
NET INCOME		15,518	-	15,518	67,237
RECONCILIATION OF FUNDS					
Total funds brought forward		67,237	-	67,237	-
TOTAL FUNDS CARRIED FORWARD		<u><u>82,755</u></u>	<u><u>-</u></u>	<u><u>82,755</u></u>	<u><u>67,237</u></u>

The notes form part of these financial statements

HEAD FOR CHANGE**BALANCE SHEET
31 MARCH 2023**

		2023	2022
	Notes	£	£
CURRENT ASSETS			
Debtors	5	7,694	356
Cash at bank		79,686	72,440
		87,380	72,796
CREDITORS			
Amounts falling due within one year	6	(4,625)	(5,559)
NET CURRENT ASSETS		82,755	67,237
TOTAL ASSETS LESS CURRENT LIABILITIES		82,755	67,237
NET ASSETS		82,755	67,237
FUNDS	8		
Unrestricted funds		82,755	67,237
TOTAL FUNDS		82,755	67,237

The financial statements were approved by the Board of Trustees and authorised for issue on 31 January 2024 and were signed on its behalf by:

Mrs M Bramwell-Popham - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

1. ACCOUNTING POLICIES**Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 published in October 2019 rather than the accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements are prepared on a going concern basis under the historical cost convention. The charity currently has sufficient reserves to continue in operation. The Trustees therefore believe that it is appropriate to prepare the financial statements on a going concern basis.

Head for Change meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared in sterling, which is the functional currency of the entity. Monetary amounts in these financial statements are rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

Items of income are recognised and included in the accounts when all the following criteria are met:-

- The charity has entitlement to the funds;
- Any performance conditions attached to the items of income have been met or are fully within the control of the charity.
- There is sufficient certainty that receipt of the income is considered probable; and
- The amount can be measured reliably.

Donations are credited to income as they are received.

Expenditure

All expenditure is accounted for on an accruals basis and is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount can be measured reliably. VAT is included in expenditure against the relevant cost for which the expenditure was incurred as the charity is not VAT registered. Expenditure is classified under the following headings:-

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs which can be directly allocated to activities and those costs of an indirect nature.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs.
- Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES - continued

Expenditure

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Trusts artistic programmes and activities.

These costs have been allocated between cost of raising fund, expenditure on charitable activities and governance.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Debtors

Debtors with no stated interest rate and receivable within one year are recognised at the transaction price.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

HEAD FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

2. OTHER TRADING ACTIVITIES

	Year Ended 31.3.23 £	Period 15.12.20 to 31.3.22 £
Lectures	600	-

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the period ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the period ended 31 March 2022.

Key Management Personnel and Related Parties

This comprises the charity's trustees, details of remuneration and expenses are detailed above.

The trustees are supported by freelance consultants. Costs are included in support costs.

There were no transactions with related parties that require disclosure.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	143,961
EXPENDITURE ON	
Raising funds	400
Charitable activities	
General charitable activities	75,154
Governance	1,170
Total	76,724
NET INCOME	67,237
TOTAL FUNDS CARRIED FORWARD	67,237

HEAD FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Prepayments and accrued income	<u>7,694</u>	<u>356</u>

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	<u>3,665</u>	<u>4,479</u>
Other creditors	<u>960</u>	<u>1,080</u>
	<u>4,625</u>	<u>5,559</u>

7. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2023	2022
	Unrestricted fund	Total funds
	£	£
Current assets	<u>87,380</u>	<u>72,796</u>
Current liabilities	<u>(4,625)</u>	<u>(5,559)</u>
	<u>82,755</u>	<u>67,237</u>

8. MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	<u>67,237</u>	<u>15,518</u>	<u>82,755</u>
TOTAL FUNDS	<u>67,237</u>	<u>15,518</u>	<u>82,755</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	<u>72,845</u>	<u>(57,327)</u>	<u>15,518</u>
Restricted funds			
Documentary costs	<u>17,000</u>	<u>(17,000)</u>	<u>-</u>
TOTAL FUNDS	<u>89,845</u>	<u>(74,327)</u>	<u>15,518</u>

HEAD FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	Net movement in funds £	At 31.3.22 £
Unrestricted funds		
General fund	67,237	67,237
TOTAL FUNDS	<u>67,237</u>	<u>67,237</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	143,961	(76,724)	67,237
TOTAL FUNDS	<u>143,961</u>	<u>(76,724)</u>	<u>67,237</u>

Documentary costs

During 2023 the charity received £17,000 towards the production of a documentary highlighting the work of the charity and the impact funding provided has made to the lives of individuals supported.

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.