

The Annual Report of GROW MENTORING
16 April 2021 to 30 September 2022

Registered Charity No. 1194109

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Reference and Administrative Information

Trustees	Justin Farrance (Chair) Lucy Cole
Registered address	International House 12 Constance Street London E19 2DQ
Bankers	National Westminster Bank 40 Islington High Street Islington London N1 8XX
Independent Examiner	Alexandre Emanuele
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Introduction

The trustees present their report along with the independently examined financial statements of the charity for the period 16 April 2021 to 30 September 2022. The financial statements have been prepared per the accounting policies set out on page 12 and comply with the charity's statement, the Charities Act 2011, and the Statement of Recommended Practice (**SORP**): Accounting and Reporting by Charities 2015.

GROW Mentoring (**GROW**) is a charitable incorporated organisation (**CIO**) that aims to advance social mobility, diversity and inclusion in the legal profession. The charity is increasing access to law through mentorship and community, supporting students from all background to help reduce barriers to the legal profession.

GROW pairs aspiring lawyers with professionals who have similar backgrounds or interests in the legal industry. This method of pairing allows mentees to feel represented in the industry and have a mentor who can be understanding – on a more personal level – of the challenges the mentee may be facing. Any aspiring lawyer can sign up to GROW by completing a short form on our website. This sets us apart from other organisations as we do not require a long application, an interview or grade/background eligibility to pair applicants.

Mentors are able to offer tailored one-to-one advice through calls (on-line or telephone-based), email contact or in-person meetings. The frequency of contact is set by mentors and mentees, but typically occurs on a monthly basis. When we connect mentees to their mentors we also issue GROW's Mentoring Guide to kick-start the relationship and ensure they feel empowered to drive their relationship forward and work with their mentor to achieve their goals. Mentees also have access to a mentee-only LinkedIn group so that they can network with their peers in the GROW community.

Background, Objectives and Public Benefit

GROW Mentoring was founded in April 2020 to increase the support available to aspiring lawyers. The aim was to support a handful of students on their law applications and interviews, but after unprecedented demand, GROW was then formalised into a platform to increase diversity, inclusion and accessibility to law.

This is the first year of formal operations for GROW after achieving charity status in April 2021. The objective of the charity is to advance education for the public benefit by providing support and mentoring to students at undergraduate, graduate or postgraduate level aimed at helping develop their skills capacities and capabilities. This is achieved by matching them with a mentor in the legal industry who can offer assistance with career choices, interview preparation and general motivation and guidance.

The charity hosts events which allows mentees to hear from professionals in the legal industry providing general careers advice alongside insights into law and personal experiences.

In considering the operation, review of the first financial period and performance of the charity, the trustees are satisfied that the public benefit has been provided per the Charities Act 2011 and the guidance provided by the Charity Commission.

Administrative Details***Board of Trustees***

Justin Farrance

Chief Executive Officer and Chair

Lucy Cole

Chief Operations Officer

Patron

Joanna Hughes

GROW Mentoring Team

Alex Denny

Financial Director

Jen Shipley

Resourcing and Development Director

Derya Kilinc

Operations Manager

Hope O'Dwyer

Operations Coordinator

Joshua Handover

Operations Coordinator

Meg Kelly

Operations Coordinator

Nicole Akinyemi

Operations Coordinator

Ryan Naidoo

Operations Coordinator

Anastasia Solovieva

Partnerships Manager

Sanjana Meka

Partnerships Manager

Faeqa Chowdhury

Events Manager

Sevara Amanullaeva

Video Editor

Governance Structure and Management

Decision Making

GROW is run by a Board of Trustees that oversees general administration and management of the GROW team, who carry out the day-to-day operations of the charity. Trustees manage the activities and responsibilities that fall within the remit of their role. Some responsibilities are also allocated on an ad hoc basis depending on the expertise of the trustees.

Day-to-day Operations and Remuneration

The Board coordinates the day-to-day management of the charity. The Board approves financial payments, delegates tasks to its team, provides guidance on operations and gives binding consent to decisions affecting the charity.

GROW team members are all either current undergraduate or postgraduate students, or junior professionals from the legal industry. They offer their time voluntarily for their services, for which the Board is grateful.

Trustees

The charity is governed by an experienced Board of Trustees composed of Justin Farrance and Lucy Cole, the founder and co-founder of GROW. Justin is the Ambassador for DE&I at Allen & Overy LLP (**A&O**). Prior to this, he was an Associate in the firm's Employment Litigation practice. Lucy Cole is a trainee at Clifford Chance LLP (**CC**).

Appointments

No appointments to the Board were made during this period.

Achievement and Performance

Pairings

Cohorts I-III

GROW crossed the 500 mentee pairings threshold in June 2020, and achieved 1,000 pairings in December 2020.

The first three mentee and mentor cohorts were in operation prior to GROW receiving charity status.

Cohort IV

GROW paired 346 mentees.

Cohort V

GROW paired 378 mentees.

Cohort VI

GROW paired 401 mentees.

Success Stories

In May 2020, GROW launched its first success story and continues to share the successes of mentees and mentors within the community via social media.

Partnerships

GROW's first major partner collaboration took place in August 2020, in the form of a conversation event between Justin Farrance and the A&O Graduate Recruitment team. The charity announced its first university partnership in December 2020, with Coventry University. adidas constituted GROW's first official partnership in March 2021. DWF LLP established GROW's first official law firm partnership in April 2021.

Events

Next Gen Summit 2021

Prior to incorporation, GROW's founders hosted a Next Gen Summit in November 2020. The charity hosted its second Next Gen Summit in December 2021.

The first summit consisted of four panels with speakers from leading organisations and law firms taking part. Panels focussed on a range of topics including in-house insights, leaders shaping their industries and 'owning your story' as a trainee at a law firm. We were honoured to have a distinguished line-up of speakers.

CC was the headline sponsor and host of the 2021 Next Gen Summit. The event was presented in partnership with A&O, Bryan Cave Leighton Paisner LLP (**BCLP**) and Skadden, Arps, Slate, Meagher & Flom LLP (**Skadden**). We were delighted to host Stephanie Boyce, President of the Law Society of England and Wales, to deliver the welcome to the event.

The Summit held four panels featuring speakers from a variety of global businesses. These included:

- Ask The Grad Recruiters, featuring three heads of law firm graduate recruitment;
- The Future of Law, focussing on adaptation and innovation in the legal industry;
- Breaking Into Law, an opportunity for attendees to hear from four GROW mentors on their unique journeys into law; and
- Challenging Expectations, a panel featuring changemakers in the legal industry discussing their experience of overcoming barriers and promoting innovation in law.

GROW Awards

The charity launched an Awards programme and event in August 2021. This initiative has been sponsored by Travers Smith from its inception. The awards celebrate and highlight the achievements of the mentees within GROW's community.

International Women's Day

GROW was delighted to host an Empowerment Coffee Morning in March 2022 to recognise International Women's Day. This was hosted in Central London and focussed on networking over tea, coffee and pastries in addition to a Q&A session with Lucy Cole and Vee Kativhu, founder of the initiative Empowered by Vee, an academic empowerment organisation.

Pride on the Roof

GROW celebrated Pride by hosting a networking event for LGBTQIA+ aspiring lawyers on the rooftop terrace of A&O in June 2022.

Marketing and Business Development

Social Media

GROW launched a 'Breakfast Series' in April 2020, which involved Q&As with lawyers from a range of firms. All marketing for mentoring and events is facilitated through GROW's Instagram and LinkedIn channels. The platforms also provide a 'behind the scenes' insight into how the charity is run.

Branding

The charity released a new branding theme in July 2021, to re-align its messaging with being a Gen-Z focused charity that is supported by corporate organisations.

External Recognition

In May 2021, GROW was featured in The Times in an article highlighting diversity initiatives launched in the legal profession.

Justin Farrance was recognised by the British LGBT Awards as their '2021 Future Leader' in August 2021.

Lucy Cole was recognised as one of the '21 Women Who Will' in the legal industry in November 2021.

The charity was also shortlisted by the British Diversity Awards in January 2022.

Looking Ahead

Planning

The charity's activities are to continue in line with its growth to-date, and GROW's overall visions and objectives. Specific aims that the Board of Trustees and the wider GROW team plan to be incorporated into charity operations include the following:

Next Gen Summit 2022 – our flagship summit will return in 2022. This will be run in a 'hybrid' format – with attendees joining both in person and online – and will be hosted by CC, in partnership with A&O, BCLP and Reed Smith.

A&O x Barclays – GROW is planning its first cross collaboration event between a law firm and an in-house team, working with two of its longest standing partnerships.

International Women's Day - after the success of the March 2022 coffee morning, GROW will mark International Women's Day 2023 with a similar style event.

Partnerships

The charity aims to keep up momentum with corporate partnerships and to develop its relationships beyond mentoring to also hosting events at our partnership offices.

Risk Management

The Trustees have established direct reporting lines with the wider GROW team to monitor the charity's activities and funds. Contact is maintained on a frequent basis with team members, ranging between daily to weekly consultation and delegation.

Recruitment

The Partnerships team is to be expanded to decrease workload on key individuals and to empower more students to take leading roles in the operations of the charity.

Financial Review***Charitable Expenditure***

Expenditure on charitable activities totalled £12,687 across the reporting period. As this is the first financial period for the charity, it is not possible to reflect forecasting or recommendations from previous performance.

Unrestricted funds of the charity stand at £7,734 on 30 September 2022. We are pleased that our finances are increasing in line with the momentum of the charity's activities. The Board of Trustees intends to continue to work closely managing the finances of the charity to ensure the growth of its impact and activities are matched accordingly by its funding.

Investments

GROW has made no investments in the year under review.

Reserves

GROW does not currently maintain a reserve fund. However, the Board of Trustees aim to set a policy on maintaining a reserve fund once the charity's income is regular and financial activity is stable.

All charity funds are unrestricted, and details are quoted in note 3 of the financial statements.

Statement of Trustees' Responsibilities

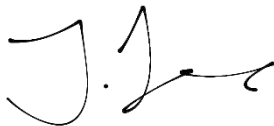
The trustees are responsible for preparing the Trustees' Report and the financial statements per applicable law and the United Kingdom ("UK") Accounting Standards, comprising FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. In addition, the law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give an accurate and fair view of the state of affairs of the Trust and the incoming resources and application of resources of the Trust for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the charity's financial position and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the charity's assets and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

Approved by the trustees and signed on their behalf:



Name: Justin Farrance (Chair)

Date: 22 June 2023

Independent Examiner's Report

I report on the accounts of GROW Mentoring for the year ended 30 September 2022, which are set out on pages 14 to 15.

Respective responsibilities of trustee and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

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

Independent Examiner's Statement

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

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - To keep accounting records in accordance with section 130 of the 2011 Act; and
 - To prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.



Name: Alexandre Emanuele

Date: 22 June 2023

Balance Sheet as of 30 September 2022

	<u>Notes</u>	<u>30</u> <u>September</u> <u>2022</u>		<u>30</u> <u>September</u> <u>2021</u>	
		£	£	£	£
<u>Current assets</u>					
Debtors	2	0		0	
Cash at bank and in hand		7,734		4,784	
<u>Total current assets</u>			<u>7,734</u>		<u>4,784</u>
<u>Liabilities</u>					
Creditors falling due within one year	3	(0)		0	
<u>Net current assets</u>			(0)		0
<u>Total assets less current liabilities</u>			<u>7,734</u>		<u>4,784</u>
<u>The funds of the charity</u>					
Unrestricted Income Funds	4		7,734		4,784
<u>Total charity funds</u>			<u>7,734</u>		<u>4,784</u>

Approved by the Trustees and signed on their behalf:



Name: Justin Farrance (Chair)

Date: 22 June 2023

**Statement of financial activities for the period 16 April 2021
to 30 September 2022**

		<u>1 October 2021 to 30 September 2022</u>		<u>16 April 2021 to 30 September 2021</u>	
		<u>Unrestricted funds</u>	<u>Total Funds</u>	<u>Unrestricted funds</u>	<u>Total Funds</u>
	<u>Notes</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Income from:					
Donations	4	5,922	0	4,500	0
Partnerships	5	2,000	7,922	0	4,500
Sponsorships	6	7,500	15,422	500	5,000
<u>Total</u>			<u>15,422</u>		<u>5,000</u>
Expenditure on:					
Charitable activities	7	(12,471)		(216)	
<u>Total</u>			<u>(12,471)</u>		<u>(216)</u>
Net income/ (expenditure) and net movement in funds			2,950		4,784
Reconciliation of funds:					
Total funds brought forward			4,784		0
<u>Total funds carried forward</u>			<u>7,734</u>		<u>4,784</u>

The Statement of financial activities includes all gains and losses recognised in the stated period. All income and expenditure derive from continuing activities.

Notes to the financial statements

1. Principal Accounting Policies

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts per the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

GROW Mentoring is a CIO registered with the Charity Commission in England on 16 April 2021 and meets the definition of a public benefit entity under FRS 102. Accordingly, assets and liabilities are initially recognised at historical cost or transaction value unless stated in the relevant accounting policy note(s).

Going concern

Regarding expected activities, the trustees believe that the charity will continue to operate for at least 12 months from the date of signing these accounts based on the level of funds held by the charity at the year-end and those required for our ongoing operation.

Funds

All funds are unrestricted and available for use at the Trustees' discretion to meet the charity's objectives.

Donations

Donations represent direct donations received by the charity in support of our mission.

Partnerships

Payments made by companies in consideration for the development of a mentoring partnership with the charity.

Sponsorships

Amounts receivable for companies participating in, or sponsoring, events hosted by GROW. This income is recognised at the time of delivery of each event.

Charitable activities – expenditure

The costs associated with charitable activities required to deliver GROW's mentoring programmes and events each year.

Gifts in Kind

Where GROW receives goods or services at a reduced rate due to its charitable status and the benefit achieved can be reliably measured, these are recognised as income from donations with a corresponding expense for the same amount. This ensures the actual costs involved in running our activities are captured.

Debtors

Debtors represents amounts due from late or bad payments. The Trustees assess debtors at year-end for the likelihood of receipt and appropriate write-offs or provisions are raised where doubts exist. No amounts were due as of 30 September 2022.

Creditors

There were no such balances as of 30 September 2022.

Cash Flow Statement

GROW Mentoring is not large enough to require a cash flow statement.

1. Debtors

	<u>1 October 2021 to 30 September 2022</u>	<u>16 April 2021 to 30 September 2021</u>
	<u>£</u>	<u>£</u>
Debtors	0	0
Total	0	0

2. Creditors

	<u>1 October 2021 to 30 September 2022</u>	<u>16 April 2021 to 30 September 2021</u>
	<u>£</u>	<u>£</u>
Creditors	0	0
Total	0	0

3. Unrestricted income funds

	<u>£</u>
Balance on 16 April 2021	0
Incoming resources	20,422
Outgoing resources	(12,687)
Balance on 30 September 2022	7,734

4. Donations

	<u>1 October 2021 to 30 September 2022</u>	<u>16 April 2021 to 30 September 2021</u>
	<u>£</u>	<u>£</u>
Donations	5,922	4,500
Total	5,922	4,500

5. Partnerships

	<u>1 October 2021 to</u> <u>30 September 2022</u>	<u>16 April 2021 to</u> <u>30 September 2021</u>
	£	£
Partnerships	2,000	0
Total	2,000	0

6. Sponsorships

	<u>1 October 2021 to</u> <u>30 September 2022</u>	<u>16 April 2021 to</u> <u>30 September 2021</u>
	£	£
Sponsorships	7,500	500
Total	7,500	500

7. Charitable activities – expenditure

	<u>1 October 2021 to</u> <u>30 September 2022</u>	<u>16 April 2021 to</u> <u>30 September 2021</u>
	£	£
Business development	1,320	
<i>Event costs</i>		
GROW Awards	184	
Next Gen Summit 2021	1,377	
International Women's Day	866	
Next Gen Summit 2022	538	
Marketing	2,400	
Meetings	800	
Miscellaneous	100	
Online costs	593	216
Staff costs	565	
Staff travel	290	
Subsistence	153	
Travel fund	3,285	
Total	12,471	216

8. Trustee and employee information

The trustees do not receive any remuneration from GROW Mentoring for their role. In addition, the charity employs no remunerated staff members.

9. Related Party Transactions

There were no transactions with related parties requiring disclosure between 16 April 2021 and 30 September 2022. However, due to the nature of some expenses incurred by the organisation, Trustees and team members are at times required to incur expenses personally and receive reimbursement for these costs only.