

BREAKING BARRIERS BUILDING BRIDGES

England & Wales · Charity number 1194396

Details

Status Registered

Legal form CIO

Registered 2021-05-10

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

Contact

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Activities

Objects: 1) TO ADVANCE IN LIFE AND RELIEVE NEEDS OF YOUNG PEOPLE WITHIN NOTTINGHAMSHIRE AND ITS BORDER COUNTIES THROUGH: (A) THE PROVISION OF RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE; (B) PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS. 2) THE RELIEF OF THOSE IN NEED BY REASON OF OLD AGE, ILL HEALTH, DISABILITY, FINANCIAL HARDSHIP OR OTHER DISADVANTAGE.

Activities: Our activities are provided within Nottinghamshire and cover the provision of recreational and leisure time activities provided in the interest of social welfare and provide support and activities which develop peoples skills, capacities and capabilities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin

Geography

- Nottingham City
- Nottinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£317,580	£264,990	-	-
2024-03-31	£244,704	£261,292	-	-
2023-03-31	£214,332	£245,971	-	-
2022-03-31	£343,100	£206,691	-	-

Trustees

Name	Role	Appointed
Vanessa Lea McFarlane	Chair	2023-11-21
Asad Fazil MBE		2023-11-21
Lisa Churchill		2023-11-21
Richard Steven Harrison		2026-05-27

Accounts



ANNUAL REPORT & ACCOUNTS

2024 - 2025



4bbbbb.org.uk

Charity Registration Number: 1194396



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REFERENCE AND

ADMINISTRATIVE DETAILS

Trustees	Lisa Churchill Vanessa Lea McFarlane Asad Fazil MBE
Senior Management Team	Maxine Cockett, Chief Executive Officer
Charity Registration Number	1194396
Principal Office	Cubo Offices Fenchurch House 12 King St Nottingham NG1 2AS
Independent Examiner	Eva Stevens, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL
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Accountants and Independent Examiners	Community Accounting Plus Units 1 and 2, Northwest 41 Talbot Street Nottingham, NG1 5GL



TRUSTEES REPORT

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Lisa Churchill
Vanessa Lea McFarlane
Asad Fazil MBE



Structure, governance and management

Nature of governing document

The charity is operated under the rules of its constitution adopted 07/05/2021.

Recruitment and appointment of trustees

Trustees are recruited through word of mouth and advertisement. They are appointed by the existing trustees.

Objectives and activities

Objects and aims

The objects of the CIO are:

1. To advance in life and relieve needs of young people within Nottinghamshire and its border counties through:
 - a. The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;
 - b. Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
2. The relief of those in need by reason of old age, ill health, disability, financial hardship or other disadvantage.

Objectives, strategies and activities

Breaking Barriers Building Bridges (4Bs) exists to support young people, families, and adults who experience marginalisation due to inequality, vulnerability, or social exclusion, particularly those who are often viewed as challenging or difficult to engage. Our work is rooted in the belief that every individual has value and potential, and that with the right support, people can build safer, healthier, and more fulfilling lives.

Throughout 2024–25, 4Bs continued to respond to significant levels of need across Nottingham, delivering a wide range of preventative, early intervention, and support services for young people and communities. Despite ongoing financial pressures and operational challenges, including the unexpected loss of access to key premises during the year, the organisation demonstrated resilience, adaptability, and a continued commitment to ensuring that no one was left without support. By working flexibly and in partnership, we were able to maintain continuity of services and strengthen our reach into communities most affected by inequality.

Our approach is holistic and person-centred. We recognise that individuals' lives are shaped by multiple and interconnected factors, including family circumstances, education, employment, housing, health, peer relationships, and access to positive activities. As such, our support considers the whole person and, where appropriate, their wider family context. We tailor our interventions to meet individual needs, strengths, and aspirations, recognising that each person's journey is unique.

During the year, our services included detached youth work in the city centre and neighbourhoods, youth clubs, mentoring (both one-to-one and group-based), holiday provision, weekly football sessions, adult and women's support, coffee mornings for isolated adults, and responsive engagement through social media. We also used sport, creative activities, outreach, advocacy, and practical support to engage people who are often disengaged from traditional services. Across all our work, we place relationships, trust, and lived experience at the centre of delivery, enabling individuals to build confidence, develop positive relationships, and move towards greater stability and independence.

Projects delivered throughout 2024-25 financial and reporting year

City Centre Street Outreach Project

Our City Centre Street Outreach project remains the largest single project delivered by Breaking Barriers Building Bridges (4Bs). The project was historically funded through the Violence Reduction Partnership (VRP), which brought together key partners including Nottingham Business Improvement District (BID), Nottingham Forest Community Trust, and 4Bs to place a team of experienced youth workers in Nottingham City Centre for up to six days a week.

While this was a long-standing and continuous programme for the organisation, VRP funding came to an end in December 2024. Recognising the critical importance of this work in safeguarding young people and reducing harm, 4Bs made the strategic decision to utilise a portion of our organisational reserves to ensure continuity of delivery. This enabled us to maintain our City Centre Street Outreach provision until replacement funding was secured. In March 2025, the project transitioned onto new funding through the National Lottery Reaching Communities programme, allowing this vital work to continue without interruption.

The outreach team has built strong, trusted relationships with many young people who pass through the city centre on their journey from school to home during the late afternoons and early evenings. Young people often congregate in groups, and at times this can lead to tensions between individuals or groups. Our youth workers play a critical role in identifying early signs of conflict and working proactively to de-escalate situations before they escalate into violence. A significant focus of the work is supporting young people and young adults to understand the consequences of involvement in criminal behaviour, using trusted relationships and consistent presence to influence positive decision-making. No two days are the same, and the success of the project is rooted in the quality of relationships built on the ground.

As funding arrangements changed, we also adapted our delivery model to maximise impact. We now integrate targeted mentoring support for young people encountered through detached youth work who require more intensive, one-to-one intervention to achieve outcomes that are meaningful to them. Under this hybrid model, detached outreach typically operates around three days per week, with the remaining two days focused on structured mentoring provision. This approach remains flexible and responsive; we continue to receive real-time intelligence through the BID radio system and will adjust deployment to respond to emerging issues, escalating tensions, or identified hotspots within the city centre.

We are extremely grateful to the National Lottery for their support, not only in funding this work but also in enabling a flexible, hybrid delivery model. This approach allows us to make more substantive and sustained differences in the lives of the most vulnerable and at-risk young people.

Our detached outreach model is centred on initial engagement and relationship-building. This has proven highly effective in preventing and deterring young people and young adults from becoming involved in violence and criminal activity. Breaking Barriers Building Bridges has successfully developed, delivered, and sustained a detached youth work



Blue Light (Detached Youth Work – Neighbourhoods)

The Blue Light project delivered detached youth work across a range of neighbourhoods in Nottingham identified through Nottinghamshire Police intelligence as hotspots for youth anti-social behaviour. During this financial year, Breaking Barriers Building Bridges (4Bs) deployed a team of experienced youth workers to engage directly with young people in these areas, focusing on early intervention, relationship-building, and harm reduction within communities experiencing heightened levels of concern.

Once a neighbourhood was identified, youth workers operated on foot patrol during evenings, after school hours, and throughout school holidays. The team developed trusted relationships with young people, while also engaging with local residents, agencies, and small businesses. This visible and consistent presence enabled the identification of emerging issues, supported de-escalation, and helped to prevent situations from escalating into more serious incidents. Delivery areas typically rotated every three months, in line with intelligence provided by Nottinghamshire Police and Nottingham City Council, ensuring that resources were targeted towards areas of highest immediate need.

Detached youth work is rooted in engaging young people in spaces where they choose to meet, particularly those who do not attend youth clubs or community centres or who are not engaged with established local provision. All delivery was planned in consultation with young people to ensure it was relevant, accessible, and responsive to their needs. The project sought to empower and support young people within their own neighbourhoods, promoting positive use of public spaces and encouraging stronger connections to local services and opportunities.

Through this work, 4Bs successfully engaged many young people who were previously unknown to services, diverting them towards appropriate local provision and support within the areas where they lived or socialised. In addition, the project played an

important role in strengthening relationships between young people and their communities, supporting local voices to be heard through residents' meetings, locality forums, and wider community engagement structures.

During the year, 4Bs was invited to tender for the continuation of the Blue Light programme into the following financial year. Following careful reflection and strategic review, the organisation made the decision not to submit a tender. While the programme enabled meaningful engagement and positive outcomes in the short term, the requirement to move youth workers on to new



neighbourhoods every three months presented significant challenges. This delivery model limited opportunities to develop longer-term, sustained relationships with young people and reduced the potential for deeper, more impactful outcomes to be achieved over time. By design, the programme constrained our ability to embed longer-term youth work approaches that align with 4Bs' values and evidence-led practice.

Despite these limitations, 4Bs delivered significant and effective work through the Blue Light project during this financial year. The programme demonstrated the organisation's ability to respond rapidly to emerging needs, work collaboratively with statutory partners, and engage young people who are often furthest from support. The learning from this project has informed our ongoing strategic approach, strengthening our commitment to models of delivery that enable continuity, depth of engagement, and sustainable positive change for young people and their communities.

Mentoring

Mentoring continues to be a core element of Breaking Barriers Building Bridges' (4Bs) preventative and early intervention work with young people and young adults. During the year, we delivered both one-to-one and group mentoring, enabling us to provide tailored support to individuals while also addressing shared issues affecting young people at risk of harm, exploitation, or criminal justice involvement.

New funding secured through the National Lottery Reaching Communities programme has enabled 4Bs to further strengthen this work by adopting a hybrid model of delivery. This approach combines detached youth outreach within Nottingham City Centre with access to targeted one-to-one mentoring for young people who require more intensive support. Young people encountered through street-based outreach can now be offered ongoing mentoring, ensuring continuity of engagement and enabling deeper, more meaningful work to take place beyond initial contact. This mentoring operates alongside, and complements, other mentoring projects delivered by 4Bs, allowing support to be coordinated and responsive to individual need.

In addition, during the financial year we successfully secured funding through The Another Way mentoring programme. This enabled us to provide intensive, structured mentoring support to young people and young adults with early engagement in the criminal justice system. Through this programme, targeted interventions were put in place to help individuals move away from further criminal involvement and to rebuild their lives positively. Support focused on behaviour change, stabilisation, and future planning, alongside practical assistance to access education, training, or employment and address wider social challenges impacting their lives.

Across our mentoring provision, we worked with young people aged 11–25. Our focus has been on diverting young people and young adults away from negative influences such as violence, youth offending, and knife crime, while supporting them to recognise their

strengths and realise their potential. Mentors act as consistent, trusted adults, offering positive role modelling and guidance at critical points in young people's lives.

A central aim of our mentoring work is to support young people to identify their aspirations and develop realistic pathways towards achieving them. Many of the young people we support have experienced poverty, trauma, or long-term disadvantage, which can limit what they believe is achievable. Our mentoring approach is designed to raise aspirations, challenge low expectations, and help young people recognise opportunities that may previously have felt out of reach.

Case Study 1

Intensive One-to-One Mentoring Supporting a Young Adult into Employment

Background: In March 2025, an 18-year-old young adult was referred to the service due to concerns about disengagement, unemployment, and an increased risk of police involvement. Living with his grandad, he was not in education, employment, or training and lacked clear direction. The aim of the intervention was to provide intensive one-to-one mentoring, support him into positive activity, and reduce future risk through consistent, relationship-based youth work.

Our Approach: Engagement was initially challenging and required persistent outreach by an experienced youth worker, including repeated home visits and close communication with the young person's grandad. Through a flexible, non-judgemental approach, the youth worker gradually built trust and established a supportive mentoring relationship.

Regular one-to-one sessions focused on listening, goal-setting, and practical employability support. The young person identified a strong desire to gain employment within construction, and the youth worker provided hands-on support to help him work towards a CSCS qualification. Small but meaningful actions, such as delivering revision materials and maintaining regular check-ins, reinforced trust, motivation, and routine.

Alongside this, the youth worker coordinated with external agencies, including the Job Centre, to explore longer-term training opportunities, ensuring continuity of support even when the young person's engagement fluctuated.



Impact and Progress: While progress was not linear, the young person demonstrated increased motivation, confidence, and focus over time. He continued independent study for his CSCS card, engaged in discussions about future employment, and maintained links with statutory services. Despite ongoing family and housing pressures, there was a noticeable reduction in risk-taking behaviour and an increased commitment to positive pathways.

Outcome: By October 2025, the young person remained engaged with intensive one-to-one mentoring, was preparing to sit his CSCS test, and had plans to progress into further vocational training once eligible. This case demonstrates the value of sustained, relationship-based youth work in supporting vulnerable young adults to move towards employment, stability, and independence.

Forest Futures was a 10-week behavioural mentoring programme aimed at reducing risk factors associated with serious violence among children and young people. The programme is supported by the Premier League and the Nottingham and Nottinghamshire Violence Reduction Partnership (NNVRP), with delivery led by Nottingham Forest Community Trust.

4Bs was a delivery partner on the programme, providing one-to-one mentoring support to young people aged 14–25. The programme combines weekly sport-based activities with educational workshops and positive role-modelling opportunities, including visits to the City Ground and engagement with current and former Nottingham Forest players.

Participants also received travel support to remove barriers to engagement, helping ensure consistent attendance and meaningful participation throughout the programme.

Group mentoring activity focused primarily on choices and consequences. Through structured workshops, we supported young people to understand the long term impact of involvement in the criminal justice system, particularly the consequences of having a police or criminal record on future employment, education, and wider life opportunities. This preventative work remains a vital component of our approach, supporting young people to make informed decisions and reducing the likelihood of further criminal justice involvement.

The development of our mentoring provision, underpinned by both Reaching Communities and The Another Way funding, reflects 4Bs' commitment to early intervention, continuity of support, and long-term impact. By integrating detached outreach with sustained mentoring, we are better positioned to support young people to move away from harm and towards positive, purposeful futures.

Youth Club

Our weekly Youth Club remains a cornerstone of Breaking Barriers Building Bridges' (4Bs) youth provision. Delivered every Wednesday evening from 6:30pm to 8:30pm, the Youth Club has been running continuously for over ten years, having been established in response to a long-standing lack of accessible youth provision in Nottingham. The group provides a safe, consistent space for young people to socialise, build relationships, and access trusted adult support.

Young people are placed firmly at the heart of this provision, with sessions designed to be youth-led and responsive to their interests and needs. The Youth Club offers a range of centre-based activities alongside opportunities for one-to-one support with youth workers. Where young people identify additional needs, including counselling, bereavement support, or mental health advice, staff provide appropriate signposting and referrals to specialist services to ensure young people receive the right support at the right time.

Until December 2024, the Youth Club was delivered from Radford Methodist Church. At the end of the year, 4Bs unexpectedly lost access to the building with no advance notice. This sudden closure caused significant disruption to the programme, including temporary loss of access to the organisation's own equipment, and presented an immediate risk to the continuity of provision for young people who rely on this weekly support. Considerable time and effort was required to resolve these issues and regain access to essential resources.

Despite these challenges, 4Bs acted quickly and decisively to ensure young people remained engaged and supported. The organisation successfully pivoted delivery by developing further youth provision at Forest Recreation Ground and through strong partnership working with Radford Football Club. Both partners were highly adaptable and supportive, enabling sessions and engagement activity to continue without young people losing access to trusted staff or clear routes into ongoing support.

Youth Club sessions continue to offer a range of activities shaped by the group, including organised trips, football, informal social activities, and games such as table tennis, table football, and board games. Food remains an important part of the provision, with every young person who attends receiving a free hot meal, recognising both the social value of shared meals and the cost-of-living pressures faced by many families.





This provision was previously supported through the Area Based Grant, funded by Castle Cavendish and Nottingham City Council. The sudden end of this funding, alongside the loss of the Radford Methodist Church venue, has presented significant challenges for the organisation. 4Bs continues to actively seek sustainable alternative funding to ensure this long-standing and highly valued provision can continue.

Case Study 2

Long-Term Mentoring and Stability for a Young Adult - (4Bs Youth Support)

Background: Saeed is a 20-year-old young adult who has been supported by 4Bs for over a decade. During this time, he has faced significant social, emotional, and family challenges, including recent family breakdown and involvement with the criminal justice system.

Our Approach: Following a serious family conflict, Saeed was unable to return to the family home and moved into shared accommodation, where he felt unsettled and isolated. At this critical point, 4Bs provided consistent, wraparound support focused on stability, mentoring, and positive engagement.

Support: included weekly face-to-face mentoring, access to 24-hour phone support during periods of crisis, and opportunities to remain connected to the community through volunteering. The team also supported Saeed to secure flexible employment on a zero-hour contract, providing structure, income, and a renewed sense of purpose.

Impact and Progress: Despite the loss of family support and ongoing legal pressures, Saeed has maintained engagement with 4Bs, developed trusting relationships with staff, and demonstrated increased confidence and resilience. He has sustained employment, engaged positively in volunteering, and shown greater motivation to build independence.

Outcome: With continued mentoring and employment support, Saeed is working towards more stable housing and longer-term employment opportunities. This case highlights the importance of long-term, trusted relationships and consistent youth work intervention in helping young adults navigate crisis, reduce risk, and rebuild positive futures.

Friday No Postcode Football Sessions

Breaking Barriers Building Bridges (4Bs) delivers weekly Friday evening football sessions at Forest Recreation Ground, running from 6:00pm to 8:00pm on the 4G pitches. These sessions typically engage between 50 and 80 young people each week and provide a consistent, positive activity at a key time when young people may otherwise be at risk of disengagement or involvement in negative behaviour.

Football is a powerful tool for engagement, enabling us to connect with young people from a wide range of backgrounds.

The Friday sessions bring together young people from across Nottingham, regardless of postcode, challenging the common perception that young people from different areas cannot safely or positively mix. Young people from all racial, cultural, and faith backgrounds participate together, creating a shared space where differences are set aside and mutual respect, teamwork, and inclusion are actively promoted. For the two-hour session, young people engage on equal terms, building relationships and a strong sense of community.

Beyond physical activity, the sessions provide an important gateway into wider support. Youth workers are present throughout, allowing trusted relationships to develop and enabling early identification of additional needs. Where required, young people and their families are offered advice, advocacy, and signposting to other services, ensuring support extends beyond the football pitch.

The Friday No Postcode Football Sessions continue to demonstrate the value of sport as both a preventative intervention and a gateway to wider support, enabling young people to build positive relationships, strengthen community cohesion, and access help when they need it most.



Holiday Activity Fund

During 2024–25, Breaking Barriers Building Bridges (4Bs) continued to deliver Holiday Activity Fund (HAF) provision, funded by Nottingham City Council, supporting children and young people who are eligible for free school meals during school holidays. This programme plays a vital role in addressing holiday hunger while ensuring young people have access to safe, structured, and positive activities at times when routine and support are often reduced.

At the start of the year, HAF activities were delivered from Radford Methodist Church. However, following the unexpected loss of access to the building in December 2024, 4Bs adapted delivery swiftly to ensure continuity of provision. From this point onwards, the programme was successfully delivered through Radford Football Club and the Forest Recreation Ground 4G pitches and community room. This transition ensured that young people continued to have access to safe spaces and trusted staff without disruption to the overall programme.

HAF provision was delivered four days per week for three weeks during the summer holidays, alongside one week of delivery during the Christmas, Easter, and October half-term breaks. Sessions were delivered in four-hour blocks, two days per week across Monday to Friday, providing regular and consistent engagement throughout each holiday period.

A wide range of activities was offered, including football, centre-based youth work, and occasional trips, supporting young people's physical wellbeing, social development, and confidence. Every session included the provision of a nutritious hot meal, ensuring that young people did not experience food insecurity during school holidays and supporting families facing ongoing cost-of-living pressures.

Attendance across the programme remained strong, with some sessions engaging up to 80 young people. Young people attended from across Nottingham City, representing a wide range of neighbourhoods and postcodes, highlighting the accessibility and appeal of the provision. High attendance levels reflect the value young people place on these sessions and the trust families have in 4Bs to deliver safe, inclusive, and high-quality holiday provision.

Feedback from local residents and community partners consistently highlights the importance of the HAF programme. In addition to addressing holiday hunger, the provision offers positive, supervised activities that keep young people



engaged during holiday periods, contributing to reduced levels of anti-social behaviour and increased community reassurance.

The Holiday Activity Fund programme remains a vital component of 4Bs' wider youth offer, ensuring continuity of support, promoting wellbeing, and providing positive opportunities for young people during school holidays, even in the face of significant operational challenges.

Adult Support Work

Breaking Barriers Building Bridges (4Bs) provides responsive and practical support for adults experiencing complex or challenging circumstances, with a strong focus on ensuring individuals can access the housing, health, and welfare support they need to achieve and maintain basic living standards. This work is primarily delivered by our CEO and is underpinned by advocacy, systems navigation, and direct intervention.

Support commonly includes advocacy to access housing and welfare benefits, assistance with health-related appointments and referrals, and support for individuals to engage effectively with statutory services. This also extends to supporting parents whose children are facing exclusion or significant challenges within the education system, as well as providing appropriate adult role for young people and adults who require support during police interviews or other statutory processes. In these situations, 4Bs ensures individuals understand their rights, are treated fairly, and feel supported through what are often stressful and intimidating experiences.

By addressing barriers to housing stability, healthcare access, and financial security, this support enables individuals to stabilise their circumstances and meet their basic needs. Beneficiaries consistently report improvements in their health and wellbeing as a result of this intervention, including reduced stress, improved mental health, and greater confidence in managing their lives and engaging with services. This work plays a critical role in preventing escalation of crisis and supporting individuals to move towards greater stability and independence.



Women's Support Work

4Bs provides specialist, trauma-informed support to women who are vulnerable and require assistance to access essential services and improve their stability and wellbeing. This work is delivered by our CEO, Maxine Cockett, who provides one-to-one, person-centred support tailored to each woman's circumstances.

Support includes assistance to access benefits, housing, education, and domestic abuse services, support with opening bank accounts, accessing women's refuge accommodation, applying for social housing, reporting repairs to landlords, and navigating Universal Credit and other welfare systems. During this financial year, Maxine supported over 75 women, many of whom were experiencing multiple and intersecting challenges.

Women are referred through a range of routes, including self-referral, peer referral from other women who have previously received support, and referrals from social workers, statutory services, and city-wide organisations. Support may be short-term or extend over longer periods, sometimes spanning several years, depending on individual need. Meetings take place in women's homes, neutral community locations, or at the Cubo office, which provides a safe and accessible space for support sessions.

Maxine's previous experience delivering the Freedom Programme has also enabled 4Bs to build strong referral pathways into specialist domestic abuse and women's services, ensuring women can access appropriate support beyond the organisation's direct capacity where required.

Coffee Morning

4Bs delivers a weekly Coffee Morning on Thursday mornings, supporting some of the most isolated members of the local community. The group is typically attended by 10-15 people each week and provides a welcoming, inclusive space where individuals can build social connections, reduce isolation, and access support.

The Coffee Morning was initially funded by the People's Health Trust. In autumn 2024, 4Bs successfully secured continuation funding through the National Lottery Awards for All programme, enabling this long-running and highly valued service to continue. This funding has ensured stability and sustainability for a group that many participants rely on as a key source of social contact and support.

Sessions are shaped by the interests of attendees and include group discussions, arts and crafts, chair-based exercise, and social activities. Group members also co-produce additional activities such as river cruises on the River Trent, trips to Skegness, and theatre visits to performances of interest to local Radford residents. The group has been running for over 15 years, originally delivered by another local organisation before being taken

by 4Bs when that charity closed. The group remains highly diverse, with people from a wide range of faiths, cultures, and ethnic backgrounds attending.

The impact of the Coffee Morning is best reflected in participant feedback. One attendee shared that attending each week gives him the opportunity to leave the house and meet people, and that he has developed strong friendships through the group. Another participant described the group as

“being like a family, as I don’t have my own.”

In addition to social activity, staff provide practical support, including assistance with benefit claims such as Personal Independence Payment and Universal Credit. Where individuals do not attend as expected, staff will make follow-up calls or visits to ensure they are safe and well.

The Coffee Morning continues to play a vital role in reducing isolation, improving wellbeing, and providing informal but essential support to some of the most vulnerable members of the community.

Small Grants and UK Youth

During the 2024–25 financial year, Breaking Barriers Building Bridges (4Bs) was successful in securing a number of small grants that played a critical role in supporting flexible and responsive delivery across our services. We received funding from the Thomas Farr Charitable Trust, the Jones Trust, and the Proceeds of Crime Fund administered by Nottinghamshire Community Foundation (now known as Forever Notts). These grants enabled us to respond to more nuanced and emerging needs within our communities, providing support that is often not possible within more tightly restricted funding frameworks.

In addition, 4Bs received a £25,000 unrestricted grant award from UK Youth, funded through Primark. This unrestricted funding was particularly valuable during a year of significant operational challenge, allowing the organisation to allocate resources where they were most urgently required and to maintain continuity of support for individuals and communities at the point of need.

Together, these funding sources have been vital in enabling 4Bs to operate in a responsive, needs-led manner, complementing larger programme funding and strengthening the organisation’s resilience. We are extremely grateful to all funders for their trust and support, which has ensured we can continue to provide timely, meaningful support to young people, families, and communities across Nottingham.

Social Media

Social media continues to play a vital role in Breaking Barriers Building Bridges' (4Bs) engagement with young people across Nottingham. We maintain an active and responsive presence on Instagram, which is widely used by young people as a trusted and accessible way to reach out for support. Our Instagram account is monitored outside of standard working hours, and we aim to respond as quickly as possible to messages received.

The effective use of social media sets 4Bs apart from many other organisations, enabling rapid responses to emerging issues and concerns. Through trusted online engagement, young people frequently alert us to situations that may be escalating, allowing youth workers to intervene early and help prevent harm. This use of social media as an early warning mechanism demonstrates the strong relationships and trust we have established with young people across the city.

Young people use our social media platforms to seek advice, guidance, and support on a wide range of issues. In addition, we use these platforms to promote our services, advertise activities, and communicate key messages to young people, families, and the wider community, ensuring our support remains visible and accessible.

Partnership Working

Partnership working remains central to the effectiveness of 4Bs' delivery. During 2024–25, we worked collaboratively with a wide range of statutory, voluntary, and community partners to maximise impact and ensure coordinated support for the people we serve.

Key partners include the Violence Reduction Partnership, the Office of the Police and Crime Commissioner for Nottinghamshire, Nottinghamshire Police, Castle Cavendish, Nottingham Women's Centre, The Primary, the National Justice Museum, Al-Huraya, Take 1 Studios, Nottingham Forest Community Trust, and Nottingham Trent University. Nottingham Trent University has previously undertaken substantial research into the impact of our detached youth work in Nottingham City, further evidencing the effectiveness of our approach.

We also continued to develop our relationship with Nottingham College, working towards the delivery of mentoring provision for young people who require additional support while engaged in further education. This partnership strengthens pathways for young people who may be at risk of disengagement, ensuring timely and appropriate support.

We are grateful to all our partners and funders for their ongoing support, which is essential to achieving positive outcomes for young people, young adults, and communities across Nottingham. We also thank the wider community for their continued trust in 4Bs to provide support when it is most needed.

Governance

Breaking Barriers Building Bridges is governed by a Board of Trustees that meets quarterly to oversee the strategic direction, financial management, governance arrangements, and policy framework of the organisation. The Board works closely with senior leadership to ensure the charity remains financially responsible, well-governed, and aligned with its charitable objectives.

Trustees provide critical oversight and challenge, supporting the organisation to respond to changing need while maintaining a strong commitment to delivering high-quality youth and community development services. This governance structure ensures that 4Bs continues to evolve while remaining focused on meeting the needs of individuals and communities across Nottingham City.

Induction of Trustees

During the coming year, 4Bs plans to recruit new trustees to strengthen the skills and experience of the Board. As part of this process, the organisation is developing a comprehensive trustee induction framework to ensure new trustees are fully equipped to fulfil their responsibilities.

The induction process will include guidance on Charity Commission expectations for trustees (CC3), the Small Charities Governance Guide, and a detailed overview of the organisation's constitution, strategic priorities, and core policies. In addition, new trustees will be supported to access training through Nottingham CVS, ensuring they have the knowledge, confidence, and understanding required to contribute effectively to governance and decision-making.

This structured approach to trustee induction reflects 4Bs' commitment to strong governance, transparency, and long-term organisational sustainability.

Public Benefit

The public benefits arising from the charity's purposes include:

- Improved quality of life and wellbeing, achieved through engagement in safe, supportive activities and access to practical and emotional support. Beneficiaries report improved mental and physical wellbeing, reduced isolation, increased confidence, and greater stability in their lives.
- Increased social cohesion and community connection, through activities that bring together people from different backgrounds, cultures, faiths, and neighbourhoods. Our work reduces isolation, challenges division, and supports positive relationships between individuals and communities.

- Prevention and early intervention, particularly for young people at risk of harm, exploitation, or involvement in violence and criminal behaviour. By providing positive alternatives, trusted relationships, and timely support, the charity contributes to safer communities and reduced demand on statutory services.
- Enhanced active citizenship, enabling individuals to participate more fully in community life, engage with services, advocate for themselves and others, and contribute positively to their local areas.

These benefits are accessible to the public, particularly to those who face disadvantage, exclusion, or barriers to accessing support. The trustees are satisfied that Breaking Barriers Building Bridges' activities during 2024–25 have been carried out in furtherance of its charitable purposes and for the public benefit.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Financial review

Policy on reserves

We would like to get to a position of holding at least three months of running costs in reserves to cover gaps between funding. At current levels this would be around £66,247 in expenditure and we currently have £140,772 in funds carried forward, but a significant amount is in restricted funds (£117,822) and our unrestricted funds carried forward have increased slightly to £22,950. We therefore need to raise unrestricted funds in the coming months to enable financial resilience to be improved upon going forward and this need will be reflected on within our fundraising strategy for the coming three years.



STATEMENT OF TRUSTEES'

RESPONSIBILITIES

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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 Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 20 / 01 / 2026 and signed on its behalf by:



Lisa Churchill
Trustee

INDEPENDENT

EXAMINER'S REPORT

Independent examiner's report to the trustees of Breaking Barriers Building Bridges

I report to the trustees on my examination of the accounts of Breaking Barriers Building Bridges (the Charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity 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 Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

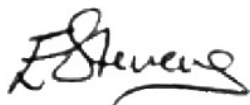
Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Public Finance and Accountancy (CIPFA), which is one of the listed bodies.

I have completed my examination. I confirm that no 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 Charity 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 accounting 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.



Date: 20 / 01 / 2026

Eva Stevens, BSc, CPFA, employee of Community Accounting Plus
member of the Chartered Institute of Public Finance and Accountancy (CIPFA)
Units 1 & 2 North West, 41 Talbot Street
Nottingham NG1 5GL

Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Charitable activities	2	<u>25,503</u>	<u>292,077</u>	<u>317,580</u>	<u>244,704</u>
Expenditure on:					
Charitable activities	4	<u>(14,217)</u>	<u>(250,773)</u>	<u>(264,990)</u>	<u>(261,292)</u>
Total Expenditure		<u>(14,217)</u>	<u>(250,773)</u>	<u>(264,990)</u>	<u>(261,292)</u>
Net movement in funds		11,286	41,304	52,590	(16,588)
Reconciliation of funds					
Total funds brought forward		<u>11,664</u>	<u>76,518</u>	<u>88,182</u>	<u>104,770</u>
Total funds carried forward	14	<u><u>22,950</u></u>	<u><u>117,822</u></u>	<u><u>140,772</u></u>	<u><u>88,182</u></u>

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for the period is shown in note 14.

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Charitable activities	2	-	244,704	244,704
Expenditure on:				
Charitable activities	4	(34,696)	(226,596)	(261,292)
Total Expenditure		(34,696)	(226,596)	(261,292)
Net income/(expenditure)		(34,696)	18,108	(16,588)
Gross transfers between funds		530	(530)	-
Net movement in funds		(34,166)	17,578	(16,588)
Reconciliation of funds				
Total funds brought forward		45,830	58,940	104,770
Total funds carried forward	14	11,664	76,518	88,182

Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	10	498	824
Current assets			
Debtors	11	5,153	27,144
Cash at bank and in hand	12	139,501	79,805
		144,654	106,949
Creditors: Amounts falling due within one year	13	(4,380)	(19,591)
Net current assets		140,274	87,358
Net assets		140,772	88,182
Funds of the charity:			
Restricted income funds			
Restricted funds	14	117,822	76,518
Unrestricted income funds			
Unrestricted funds		22,950	11,664
Total funds	14	140,772	88,182

The financial statements on pages 16 to 26 were approved by the trustees, and authorised for issue on 20 / 01 / 2026 signed on their behalf by:



Lisa Churchill
Trustee

Notes to the Financial Statements for the Year Ended 31 March 2025

1. Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Breaking Barriers Building Bridges meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and equipment	20% straight line
Computer equipment	33% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business. Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2. Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	25,000	292,077	317,077	244,704
Service income	503	-	503	-
	<u>25,503</u>	<u>292,077</u>	<u>317,580</u>	<u>244,704</u>

3. Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
Blue Light	-	48,629	48,629
Peoples Health Trust (21-24)	-	2,877	2,877
HAF	-	26,498	26,498
Nottingham Forest Community Trust	-	1,320	1,320
Nottingham City Detached Project	-	81,195	81,195
Reaching Communities	-	29,759	29,759
PCC	-	832	832
Another way	-	75,003	75,003
Awards for All	-	17,964	17,964
Thomas Farr	-	3,000	3,000
UK Youth	25,000	-	25,000
Proceeds of Crime Fund	-	5,000	5,000
	<u>25,000</u>	<u>292,077</u>	<u>317,077</u>

4. Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Drivers expenses	-	441	441	53
Delivery	301	23,256	23,256	14,680
Equipment, repair & renewals	-	-	-	2,002
IT costs	116	555	671	1,885
Insurance	-	1,600	1,600	1,263
Membership & Subscriptions	183	540	723	216
Mentoring	-	-	-	253
Purchases	771	426	1,197	138
Printing & stationery	-	81	81	116
Professional services	10,401	7,655	18,056	15,520
Travel	-	2,105	2,105	1,999
DBS fees	-	122	122	150
Payroll	548	241	789	-
Recruitment	-	-	-	14
Sessional workers	-	22,077	22,077	5,055
Wages, NI & pensions	-	169,079	169,079	193,456
Cleaning	-	650	650	1,858
Rent	562	19,238	19,800	19,971
Telephone	-	690	690	750
Staff expenses	755	-	755	821
Staff training	-	307	307	432
Staff wellbeing	-	1,510	1,510	248
Sundry expenses	254	-	254	-
Volunteer expenses	-	200	200	-
Depreciation	326	-	326	412
	<u>14,217</u>	<u>250,773</u>	<u>264,990</u>	<u>261,292</u>

5. Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	Total 2025 £	Total 2023 £
Depreciation of fixed assets	326	412

6. Staff costs

The aggregate payroll costs were as follows:

	Total 2025 £	Total 2024 £
Wages and salaries	158,120	181,263
Social security costs	7,794	9,300
Pension costs	3,165	2,893
	169,079	193,456

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025 No.	2024 No.
Average number of employees	7	10

5 (2024 - 5) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £3,165 (2024 - £2,893).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £58,310 (2024 - £54,752).

7. Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2025 £	2024 £
Independent examination	950	875
Other financial services	2,361	1,364
	<u>3,311</u>	<u>2,239</u>

8. Taxation

The charity is a registered charity and is therefore exempt from taxation.

9. Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10. Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2024	1,200	516	1,716
At 31 March 2025	<u>1,200</u>	<u>516</u>	<u>1,716</u>
Depreciation			
At 1 April 2024	720	-	720
Charge for the year	240	258	498
At 31 March 2024	<u>960</u>	<u>258</u>	<u>1,218</u>
Net book value			
At 31 March 2025	<u>240</u>	<u>258</u>	<u>498</u>
At 31 March 2024	<u>480</u>	<u>516</u>	<u>996</u>

11. Debtors

	2025 £	2024 £
Trade debtors	900	27,028
Prepayments	-	116
Prepayments	4,253	-
	<u>5,153</u>	<u>27,144</u>

12. Cash and cash equivalents

	2025 £	2024 £
Cash on hand	538	202
Cash at bank	138,963	79,603
	<u>139,501</u>	<u>79,805</u>

13. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	2,600	18,086
Other taxation and social security	1,780	1,505
	<u>4,380</u>	<u>19,591</u>

14. Funds

	Balance at 1 April 2024 £ (rated)	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
<i>General</i>				
General	11,664	25,503	(14,217)	22,950
Restricted funds				
City Youth	24,250	159,583	(127,354)	56,479
Women	10,171	72,155	(74,393)	7,933
Community	1,538	20,841	(6,499)	15,880
Office	28,016	5,000	(4,821)	28,195
Radford Youth	12,543	34,498	(37,706)	9,335
Total restricted funds	76,518	292,077	(250,773)	117,822
Total funds	88,182	317,580	(264,990)	140,772

The specific purposes for which the funds are to be applied are as follows:

City Youth - this is detached outreach around Nottingham City Centre to engage with young people, build relationships and de-escalate conflict between young people and groups of young people.

Mentoring - this is 1-2-1 and group mentoring with young people and a qualified and experienced youth worker to identify changes they want to achieve in their lives.

Community - Funding from various sources for work to provide activities for adults within the Radford area of Nottingham.

Office - this relates to the office we refer to as a “Safe Space” where young people can come to remove them from a challenging situation that is available to the team at all hours that are needed. It also covers rental costs for Radford Methodist Church where we run Holiday Activity Fund activities and regular youth club sessions and covered rental costs for Radford Methodist Church where we delivered Holiday Activity Fund activities and regular youth club sessions until December 2024

Radford Youth - Funding from various sources for youth work within the Radford area of Nottingham.

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General	45,830	-	(34,696)	530	11,664
Restricted funds					
City Youth	-	164,424	(140,174)	-	24,250
Women	797	-	(797)	-	-
Mentoring	-	29,324	(19,153)	-	10,171
Community	5,418	5,212	(9,092)	-	1,538
Office	31,976	19,480	(23,440)	-	28,016
Radford Youth	17,392	26,264	(31,113)	-	12,543
Youth Worker IT	530	-	-	(530)	-
Holiday Activity Fund	2,827	0	(2,827)	-	-
Total restricted funds	<u>58,940</u>	<u>244,704</u>	<u>(226,596)</u>	<u>(530)</u>	<u>76,518</u>
Total funds	<u><u>104,770</u></u>	<u><u>244,704</u></u>	<u><u>(261,292)</u></u>	<u><u>-</u></u>	<u><u>88,182</u></u>

15. Analysis of net assets between funds

	Unrestricted funds General £	Restricted £	2025 Total funds £
Tangible fixed assets	498	-	498
Current assets	26,192	118,462	144,654
Current liabilities	(3,740)	(640)	(4,380)
Total net assets	<u>22,950</u>	<u>117,822</u>	<u>140,772</u>

	Unrestricted funds General £	Restricted £	2024 Total funds £
Tangible fixed assets	824	-	824
Current assets	30,431	76,518	106,949
Current liabilities	(19,591)	-	(19,591)
Total net assets	<u>11,664</u>	<u>76,518</u>	<u>88,182</u>



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Accounts



ANNUAL REPORT & ACCOUNTS

2023 - 2024



4bbbbb.org.uk

Charity Registration Number: 1194396



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REFERENCE AND

ADMINISTRATIVE DETAILS

Trustees	Morris Samuels (Resigned 21/11/2023) Ebony Francis (Resigned 21/11/2023) Carl Towner (Resigned 21/11/2023) Lisa Churchill (Appointed 21/11/2023) Asad Fazil MBE (Appointed 21/11/2023) Vanessa Lea McFarlane (Appointed 21/11/2023)
Senior Management Team	Maxine Cockett (CEO)
Registered Office	Cubo, 12 Fenchurch Street Nottingham NG1 2AS
Email	admin@4bbbb.org.uk
Phone	0300 1021650
Social Media	Facebook: @4bbbb.org.uk Instagram: @bbbb_nottm X (Twitter): @BBBB_Nottm
Bankers	Lloyds Bank 12-16 Lower Parliament Street Nottingham NG1 3DA
Accountants and Independent Examiners	Community Accounting Plus Units 1 and 2, Northwest 41 Talbot Street Nottingham, NG1 5GL



TRUSTEES REPORT

The objects of the Breaking Barriers Building Bridges are:

1. To advance in life and relieve needs of young people within Nottinghamshire and its border counties through:
 - a. The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;
 - b. Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
2. The relief of those in need by reason of old age, ill health, disability, financial hardship or other disadvantage.

We support young people, their families, and everyone who are marginalised because of their differences and vulnerabilities, especially those viewed as challenging or difficult to engage with. Within each person's journey, we aim to raise their cultural, personal and spiritual awareness supporting them to reach their full potential, as well as helping the target group to sustain healthy appropriate relationships with family, partners and friends and become citizens that are more active.

The service we provide is holistic, as we focus on the person and their family - we look at the person's home life, school/ work life, peers, education, training, employment and housing needs along with social activity. We recognise that each person is different and unique, so we tailor-make a package for each individual. We do this through a range of services including weekly football and youth group sessions, other sporting activities, street outreach, coffee mornings, one to one and group mentoring, and through social media contact, phone calls and video chats.



Public Benefit

The public benefits that flow from our purposes are: (a) an enhanced quality of life and sense of well-being through engagement with and participation in activities and events that bring people together, leading to improvements in physical and emotional well-being, quality of life and a more stable and cohesive community; (b) increased opportunities to engage in new activities

that bring people together, leading to greater social cohesion and fulfilment; (c) enhanced active citizenship and involvement in community life.

The trustees can confirm that the work of Breaking Barriers Building Bridges meets the charity commission definition of Public Benefit.

Projects delivered throughout 2023-24 financial and reporting year.

Detached Youth Work – City Centre

Our City Centre Street Outreach project is the largest single project delivered by Breaking Barriers Building Bridges and is funded through the Violence Reduction Partnership who bring together partners including Nottingham Business Improvement District (BID) along with Nottingham Forest Community Trust and ourselves to have a team of experienced youth workers within the city centre up to 6 days a week.

The team have built trust with many young people who come through the city centre on their route from school to home. Many young people come together in groups and sometimes this can lead to tensions between different groups and we work to de-escalate potential violent situations. Our work often focuses on de-escalation between groups of young people, helping young people and young adults to understand the consequences of getting involved in criminality. The key to success is the positive relationship built – no two days are the same!

Our detached outreach team is based on creating initial engagement. We have effectively used this to prevent and deter young people and young adults from being involved in violence and criminal behaviour. Breaking Barriers Building Bridges have successfully developed, delivered and maintained a detached youth work model in Nottingham City Centre taking a highly effective public health approach, which has been widely recognised as enabling us to experience a reduction in violent crime in the city centre area, as seen in the report from Trent University by Lucy Betts (<https://tunyurl.com/4n64pj8n>).



Case Study

Sadia is a 15-year-old black girl who moved to the UK from North Africa with her mother, 2 sisters and a brother. Whilst she lives with her mother and siblings her father has remained in the home country. She was good at attending school but earlier this year she got caught up in a girl gang that was coming into Nottingham City Centre after school and causing trouble with other girls. Sadia would fight with other girls from different schools and both the gang she was part of and herself were known to the 4BBBBBs team as well as also known to the police. Despite the operations of the gang she was part of, she was beaten up, leaving her embarrassed as she was the only one in her gang that hadn't been beat up previously.

Sadia then approached a female youth worker from 4BBBBBs who took her back to the Cubo office. She sat and talked through what had happened to her and at times was crying. She was also very angry that others had seen her get beaten up and not helped her. We then called her mum who came into town and the Cubo office to collect her. We told both Sadia and her mother that they can call us if they needed any further support.

The same week Sadia contacted 4BBBBBs through our Instagram direct messaging asking to meet again at the Cubo office, whereby she spoke

in-depth about why she needed support. She said that she wanted a mentor ASAP. We contacted her school to advise them that she was starting on mentoring as both Sadia and her mum wanted them to know she was getting additional 1-2-1 support. The school support was needed to be made immediately as Sadia was very close to permanent exclusion at this point. Therefore, commencing mentoring gave Sadia a bit more time to settle down and avoid being permanently excluded.

Over the next few months we observed massive changes in Sadia, she had become unhappy with the person she had become since getting involved in the gang and she really wanted to change her situation for the better. Sadia got on really well with her mentor (female youth worker) and their relationship flourished as Sadia met all of her objectives from her mentoring plan. Sadias mentor got involved in multi-agency meetings as well as meetings at school, all of which was heading in a much more positive direction as a result of this 1-2-1 support. Sadia never missed a mentoring meeting. Sadias mentoring plan included: 1) Self-love, 2) Self-care, 3) Assertiveness, 4) Self-Esteem, 5) Anger Issues, 6) School Life, 7) Family Life, 8) Friendship Circles, 9) Choices and Consequences, 10) Police and Criminal Convictions and 11) Personal Issues.

Very quickly Sadia learned that being strong doesn't mean fighting others. She did say when she fought previously, she did it to stand out in the gang but she now realised that she often felt bad as the girls she had fought hadn't really done anything to cause the violence. With her mentor she discovered that standing out for positive reasons was much more rewarding and gave her greater self-esteem and confidence. As a result of the changes, she was doing well at school and her home life relationships also improved through her change of attitude and behaviour towards others.

Sadia has kept in touch with her mentor even through her mentoring sessions have come to an end and

she knows if she has concerns or worries, she can reach out anytime for more help. She has also reflected that she can now manage her anger more through techniques learned in mentoring meetings. We do see Sadia coming through the city still, but she no longer gets caught up in violence.

Sadia also reported that her mock exams have gone well and she will also come to our Holiday Activity Clubs to give her positive activities during school holidays. Sadia has said she feels like a completely new person since getting involved in 4BBBBs mentoring and activities following on from her involvement in our detached youth outreach provision.



Local Police Inspector Karl Thomas said the following about 4BBBBs

The body of work carried out by the 4Bs is relentless and I am in danger of providing an inventory of activities undertaken without truly contextualising their true value, which is what it says on the tin' breaking barriers and building bridges (4Bs). They build rapports with people, partners and communities from all backgrounds and position in life, so they can help prevent crimes and positively service the public's needs.

This means that they are a solid conduit between the public and the police and without this link many underrepresented and young communities simply would not engage with the police. Consequently, securing long lasting relationships, whilst gaining trust and confidence through honest dialogue around knife, hate crime, stop/search, and bias, which helps dispel negative perceptions of police and reduces demand on our resources and preventing further offences being committed.

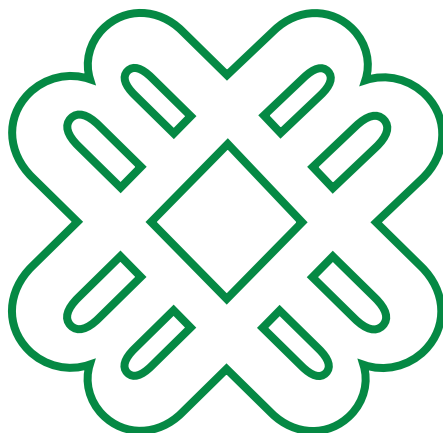
I would like it noting that the 4Bs work cohesively with other third sector groups even when no one is watching and I have attended independent Advisory Group meetings, community events by other groups who are often competing for the same pots of funding, yet they discard boundaries and champion other groups and provide a selfless service. This builds trust and confidence in communities, whilst maintaining our reputation as a legitimate service provider.

Therefore, without exception I endorse the 4Bs for funding because without their support Nottingham is a far less safe place to work, socialise and live

Yours sincerely



Karl Thomas Chief Inspector (City Centre)



Blue Light (Detached Youth Work - Neighbourhoods)

This project sees a team of youth workers across different neighbourhoods in Nottingham that are identified through Nottinghamshire Police as hotspots for youth anti-social behaviour. Once an area has been identified our team of youth workers walk around the area in the evenings (afterschool and school holidays) to develop relationships with young people, local agencies and small businesses. The work currently moves to a new area every 3 months as we are continuously directed by police and Nottingham City Council intelligence to work in the most needed neighbourhoods.

Detached youth work is engaging where young people chose to meet. Detached youth work is planned in consultation with young people to ensure that it really meets their needs. We seek to empower, politicise and support young people within their community (neighbourhoods). The main aim of this work is to engage with the local community and young people that choose not to attend, or do not know where youth clubs and community centres are and therefore are not engaged with established local provision. We will engage and divert the young people we meet to local services in the area where they live or congregate with their peers/friendship group. We seek to identify local issues and help the local community to have their voices heard via local residents meetings, central locality meetings etc.



Divert Plus

The mentees on this programme have been referred from the Youth Offending Team (YOT), Social Workers or Police who refer young people who have been involved in the youth justice system.

This work funded a programme of mentoring which was delivered by a specialist youth worker who had established expertise in mentoring programmes. The mentoring was often on a 1-2-1 basis with young people, who would share their challenges and they would develop with the youth worker a mentoring plan to help them develop skills and confidence to achieve the outcomes that they wanted help to progress towards. This was often based on education and training and was targeted at young people who were becoming disaffected with mainstream education and were facing exclusion (temporary or permanent, or were already within the Pupil Referral Units provision). We also worked on the basis of helping the young people to explore choices and consequences which helped them make more positive choices and aimed to remove young people from the criminal justice system.

Mentoring

We have also provided both 1-2-1 and group mentoring which was part of our Reaching Communities funded project previously, where young people are either referred from an external partner or referred themselves. Whilst funding from Reaching Communities ended before this financial year, we have been able to continue to provide mentoring support

through a partnership with Nottingham Forest Community Trust and we are working on a further funding scheme to continue mentoring young people who are involved in the criminal justice system through The Another Way programme.

We have worked with young people aged 11-25 years old within our mentoring provision. We focus on helping young people and young adults and diverting them away from negative influences such as violence, youth offending, knife crime etc. Our focus was to help provide young people and young adults with opportunities to help each person achieve their full potential.

Our mentoring programme helps young people to identify their aims and aspirations in life and then guiding and supporting them to plan a path for their ambitions. Many young people who engage with us have experienced poverty that can often limit what they believe as reasonable expectations of themselves. Our mentoring is aimed at raising their aspirations and providing a positive role model to see they have more opportunities than they might have previously expected of themselves.

The focus of our group mentoring was more around choices and consequences and we delivered workshops within this theme with the aim of diverting as many young people as possible from the criminal justice system. We worked on helping young people to understand the negative impacts of having a police or criminal record, in terms of when they mature and are looking for paid employment or building other aspects of a purposeful life.

Case Study 1

Paul is an 18-year-old White British young man. He has been coming to 4BBBs provision for the last 9-10 years, so started with us as a relatively young boy. Paul lives with his mum who is a single parent and his mums health has meant she can no longer work and they are dependent on welfare benefits. Paul also reported that he was struggling with social anxiety.

Paul was struggling with school and stopped attending as he got so anxious around going. Paul's mum and Paul himself asked for a mentor as he saw his peers progressing well and we were able to match him to a male mentor from the 4BBBs team. Through mentoring he was able to reflect on and understand his confidence and social anxiety.

Over time Paul shared that he struggled to attend school because he was being bullied but he hadn't shared this so had no support at the time. Paul's mentor suggested some counselling might help to improve his confidence, self-esteem and learn techniques to manage his anxiety better.

We were able to refer him to another local organisation and through this support alongside his 4BBBs mentoring, he was able to make huge progress with his mentoring plan. Whilst Paul was on his mentoring programme, this wasn't a quick situation to change, but after around 2 years of intensive 1-2-1 support, we were able to safely exit him from the mentoring programme.

Paul was nervous around visiting new places and also interacting with other young people. With his mentor they visited places of interest together, with a focus on places where he would meet and socialise with other young people to build his confidence in the wider community.

He was able to make new friends who were positive influences and this directly challenged his world view, as he became more positive and confident, which was fantastic to see this transformation in him. He was able to re-engage in school and managed his anxiety over social situations really well as a result. Paul has now finished school and progressed to Nottingham College, where he is really enjoying his course.

Paul knows if he starts to struggle with anything he can always call 4BBBs. Furthermore, Paul has also volunteered at our youth club, especially our Holiday Activity provision and he is developing great leadership skills through our sessions. He has a great support network of family and friends, with friends that are aiming for good careers or to attend university, which Paul can't quite believe these are now options for him as well. Paul is still in touch with his mentor and knows we are here to support him with anything he needs, or just to talk something through with his mentor so he doesn't have to struggle on his own.



Case Study 2

Sam is a 15-year-old black male living in the St Anns area of Nottingham. Sam lives with his mum and 2 sisters and has minimal contact with his father. Sam's mum contacted 4BBBs as she found out Sam was associating with a group of young people who were involved in knife crime and she then found a knife wrapped in a towel in his bedroom. His mum then brought the knife to 4BBBs and we took this into the police station for destruction.

Sam's mum also had no family or support network in the UK. She shared that finding this knife meant she was fearful that Sam would be injured or killed through the violence involving knives that we are always hearing about with young people being often preparator or victim of knife crime.

Sams mum had seen an article in Nottingham Live about 4BBBs and she had also seen our team of youth workers in the city centre, so she knew she could reach out to us for help with Sam. She also knew of another young man, who was killed by being stabbed and therefore feared this for her own son. This coupled with her depression meant she was struggling to eat and sleep as she couldn't stop thinking about her worries for Sam. She had tried many times to get her son to understand her fears but she felt he was just dismissing her.

We asked her to bring Sam into our office at Cubo so we could meet together. During the meeting Sam informed us of all the things he was involved in, many of which his mum didn't know. She couldn't stop crying as a result of these disclosures. We offered Sam mentoring but said he should think about it and let us know if he wanted to take this up.

We didn't hear from Sam for months but then he called us as one of his friends had been stabbed and he was now scared that this could happen to him. This event changed his mindset and opened him up to wanting to make changes to his lifestyle. When he came into our office he was crying and really scared. We gave him a mentor and over the next few months he made really good progress.

When Sam first started mentoring, he initially struggled to open up and fully engage with his mentor. He would miss appointments and not phone to cancel or to rebook. Then he started to get more into the process and he would attend all sessions and fully participate creating a real relationship of trust with his mentor. He became really grateful for the support he was receiving and admitted that he had gone through periods when he didn't care about being alive and would therefore make bad decisions because of not caring. Sams attendance at school

also improved as his attitude to life changed considerably.

Sam made changes to the friendship group that he socialised with, becoming more friendly with other young people who were more positive about life and making better choices in terms of their education and aims in life. Sams homelife also improved in terms of his relationship with mum and sisters. He also started seeing his dad more and developing a positive relationship with dad. Dad also attended a meeting with Sam and his mentor which proved invaluable to Sams progress.

Sams case was complex where different agencies were involved in supporting Sam with making incredible changes to his life, through

his changing attitude and behaviour. Sam did well at school and has a continuing and positive relationship with his father. Sam attends all of our Friday Football sessions and has made good friends with other young people engaged with 4BBBBBs.

Sam was one of the most challenging for the 4BBBBBs team as the contact was limited at first and it took some time for Sam to get to the mindset of wanting to engage in our offer of support. Things progressed and then regressed at times, but we persisted and showed we were there for the long-term, whenever Sam was ready. Whilst Sam has now exited from our mentoring, he knows he can come back for support whenever he needs us.

Youth Club

Every Wednesday evening we hold a youth club session. Young people can come from 6:30pm through to 8:30pm. The group has been running for the last 10 years since we first formed as a youth charity because of the lack of youth provision in Nottingham.

Putting young people at the heart of our work, our services are very much youth led. Young people are at the centre of our organisation, ensuring their voices are listened to at all times. We offer centre based activities with opportunities for 1-2-1 work with young people and the youth workers. Also if the young people identify the need

for other services such as counselling, bereavement support, mental health advice etc we will also signpost and refer young people to the most appropriate service available.



The group will plan and organise specific trips and activities they want to undertake with the youth workers, they will play football, or just hang out and play board games, table tennis, table football etc. The session also buys in food for the young people so anyone who attends will get a free hot meal.

One of our young people said the following about 4BBBBs

"I've been going to 4Bs for about 7+ years now. They help many young people, especially me and I'm very grateful to have met them as they have given me many opportunities to better myself, kept me off the streets and avoid violence because of that I have gained a lot of great memories with them and I hope to gain more".

- Saeed, 17 years old



"Castle Cavendish have been proud to support Breaking Barriers Building Bridges with funding and support to provide their much needed youth work in the Radford Area of Nottingham. Our funding has enabled them to work consistently with young people in this disadvantaged area, providing a flexible response that meets and exceeds the needs of young people. They engage well with the young people and adapt their provision to continue to engage with high numbers and also to work with them over many years, building trust that their approach and support fits the needs of everyone who wants to work with them. They are a true credit to the community."

- Van Henry, Castle Cavendish

Friday Football Sessions

We provide a weekly Friday evening of football kickabout on the 4G pitches at Forest Recreation Ground between 6pm – 8pm. We have around 50-80 young people attend this each week. Football has the ability to engage many young people and positively impact many young lives. Our Friday evening sessions bring together many young people from all over the city (all postcode areas despite common myths that young people from different areas won't be able to come together) and all race and faith groups, for 2 hours no matter where you come from all differences do not matter.



One of our participants joined our football session after seeing us deliver the session at Forest Community Trust 4G pitches. He had only been in the UK for 2 years but struggled with English and through our contact we were able to support his family through advice, advocacy and signposting to get help with housing and welfare benefits that the family were in desperate need of support with. This family are so appreciative of the support provided, with the young man always attending every week. He told us, through the support given he now feels a part of the community and has a much more positive outlook. He knows if he struggles with anything going forward, that he can ask for additional support in whatever way he needs.

Holiday Activity Fund

We have been funded by Nottingham City Council to provide Holiday Activity Fund activities for young people who are eligible for free school meals during school holidays. We provide youth club type activities 2-4 days a week during the summer holidays, Christmas, Easter and October Half Term.

Delivering activities such as football, centre-based youth work and sometimes trips we are able to engage a high number of young people. All attendees at these sessions also receive a nutritious hot meal therefore ensuring they do not go hungry during school holidays. We regularly see around 80 young people attend some of our sessions which is

testament to the value young people place on our activities. We also received young people at these sessions from all postcodes around Nottingham City.

Anecdotal feedback we have received from the local community is that these sessions are highly valued as it means all the young people who attend are able to continue to get a hot meal during school holidays, but it also critically provides a positive activity that keeps the young people engaged and therefore reduces reports of anti-social behaviour across communities.



Social Media

We have very active response to social media posts whereby young people can reach out to us through Instagram. Our Instagram channel is monitored outside of working hours and we aim to respond as soon as possible. Our use of social media sets us apart from other organisations as it enables us to provide a response very quickly and as a result of gaining confidence of young people we are able to prevent many incidents from escalating. Indeed, the use of social media to alert us to issues demonstrates the trust we have established with young people across the city.

Young people use this platform to reach out to us, i.e. for support, advice or guidance. We also use this platform to advertise what we do or to reach out to young people and everyone in the community.

Adult Support Work

Our CEO also provides additional support work for adults such as being an advocate for the service user to ensure their voice and opinion is raised. This can include help accessing benefits, supporting parents when children are facing exclusion from school, as well as being an “Appropriate Adult” role for young people or adults who are deemed as needing support during interviews with the police etc.

Women’s Support Work

Our CEO, Maxine Cockett provides individual support to women who are vulnerable and need support to access benefits, services they need such as housing, education, Domestic Abuse support, support to open a bank account, helping to access women’s refuge accommodation, helping to access social housing, reporting repairs issues to landlords, accessing universal credit etc. Maxine has supported over 75 women over this financial year.

Many women are referred from other women who have benefited from advice and support, or self-referred, or rereferred from agencies, social workers, and various city wide organisations.

The support is provided for a short-term engagement through to ongoing longer needs which can span over several years. Maxine can visit the woman at home, in a neutral place in the city, or at the Cubo office, which is an accessible safe space for meetings.

Maxine also previously taught the Freedom Programme and this has enabled her to have a wider network to refer women into for any specialist support needed that is outside of her capacity or experience.



Coffee Morning

We hold a weekly coffee morning that is attended by 10-15 people each week on a Thursday morning which was funded by Peoples Health Trust initially. The group have group discussions, arts & crafts, chair exercise sessions etc and the activities are led by the interests of the attendees. The group also decide on additional activities such as river cruise on the river Trent, a visit to Skegness, as well as theatre visits for plays that local Radford residents are interested in attending. This group has been meeting for over 15 years now (initially it was provided by another local charity, but Breaking Barriers Building Bridges took this over when the other charity closed down). The group is very diverse, with people from different faith and ethnic groups attending.

One of the attendees of the coffee morning said he comes each week, giving him a chance to come out of the house and meet people. He said he has made great friends and connections through the coffee morning group. Another participant described the group as ***"being like a family, as I don't have my own"***.

We also support people with claiming benefits that often people didn't know about such as Personal Independence Payment or helping them to access Universal Credit etc. The staff member who runs the group will also call or visit if anyone doesn't attend to ensure they are safe and well.



Partnership Working

We work alongside a range of partners including the Violence Reduction Partnership, the Office of the Police and Crime Commissioner for Nottinghamshire, Nottinghamshire Police, Castle Cavendish, Nottingham Women's Centre, The Primary, The National Justice Museum, Al-Hurra, Take 1 Studios, Nottingham Forest Community Trust and Nottingham Trent University (who researched and wrote a substantial report on the impact of our detached youth work in Nottingham City – <https://tinyurl.com/4n64pj8n>).

We are also developing our work with the new Nottingham College to develop mentoring provision for young people who need additional support, who are engaged in courses through their provision.

We thank all our partners and funders for their support, which is vital to enabling us to achieve the results we do for many young people, young adults, and everyone who engages in our projects across Nottingham city. We also thank the community for their continued trust in our organisation to support them in anyway we can.

Governance

Breaking Barriers Building Bridges has a board of trustees that meets on a quarterly basis to review the charities strategy, finances, governance and policies. They work diligently to ensure that the charity continues to evolve but remains committed to our objectives of providing high quality youth and

community development projects, to meet the needs of all individuals we engage across the city of Nottingham.

Induction of Trustees

We are planning on bringing new trustees into the CIO in the coming months and as part of this work we will be developing a trustee induction process. We will be speaking with new trustees to make them aware of the Charity Commission guidance for trustees (CC3), the small charities governance guide and ensuring they are aware of our constitution, as well as core policies to ensure we are equipping them with the information needed to completely fulfil their duties as trustees. As part of this we will also be offering new trustees training through Nottingham CVS so they are fully equipped in terms of their roles as charity trustees.

Reserves Policy

We would like to get to a position of holding at least three months of running costs in reserves to cover gaps between funding. At current levels this would be around £65,323 in expenditure and whilst we currently have £88,182 in funds carried forward, a significant amount is in restricted funds (£76,518) and our unrestricted funds carried forward have depleted to just £11,664. We therefore need to raise unrestricted funds in the coming months to enable financial resilience to be improved upon going forward and this need will be reflected on within our fundraising strategy for the coming three years.

STATEMENT OF TRUSTEES'

RESPONSIBILITIES

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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 Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 29 / 01 / 2025 and signed on its behalf by:



Vanessa Lea McFarlane
Trustee

INDEPENDENT

EXAMINER'S REPORT

Independent examiner's report to the trustees of Breaking Barriers Building Bridges

I report to the trustees on my examination of the accounts of Breaking Barriers Building Bridges (the Charity) for the year ended 31 March 2024.

Responsibilities and basis of report

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

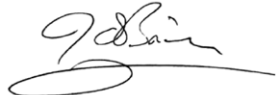
I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no 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 Charity 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 accounting 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.



Date: 30 / 01 / 2025

John O'Brien MSc, FAIA, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Statement of Financial Activities for the Year Ended 31 March 2024

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	-	-	-	30,473
Charitable activities	3	-	244,704	244,704	183,859
Total Income		-	244,704	244,704	214,332
Expenditure on:					
Charitable activities	5	(34,696)	(226,596)	(261,292)	(245,971)
Total Expenditure		(34,696)	(226,596)	(261,292)	(245,971)
Net income/ (expenditure)		(34,696)	18,108	(16,588)	(31,639)
Gross transfers between funds		530	(530)	-	-
Net movement in funds		(34,166)	17,578	(16,588)	(31,639)
Reconciliation of funds					
Total funds brought forward		45,830	58,940	104,770	136,409
Total funds carried forward	15	11,664	76,518	88,182	104,770

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for the period is shown in note 15.

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Donations and legacies	2	30,473	-	30,473
Charitable activities	3	4,688	179,171	183,859
Total Income		<u>35,161</u>	<u>179,171</u>	<u>214,332</u>
Expenditure on:				
Charitable activities	5	<u>(240)</u>	<u>(245,731)</u>	<u>(245,971)</u>
Total Expenditure		<u>(240)</u>	<u>(245,731)</u>	<u>(245,971)</u>
Net income/(expenditure)		34,921	(66,560)	(31,639)
Gross transfers between funds		<u>(9,558)</u>	<u>9,558</u>	<u>-</u>
Net movement in funds		25,363	(57,002)	(31,639)
Reconciliation of funds				
Total funds brought forward		20,467	115,942	136,409
Total funds carried forward	15	<u><u>45,830</u></u>	<u><u>58,940</u></u>	<u><u>104,770</u></u>

Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	824	720
Current assets			
Debtors	12	27,144	6,061
Cash at bank and in hand	13	79,805	101,302
		106,949	107,363
Creditors: Amounts falling due within one year	14	(19,591)	(3,313)
Net current assets		87,358	104,050
Net assets		88,182	104,770
Funds of the charity:			
Restricted income funds			
Restricted funds	15	76,518	58,940
Unrestricted income funds			
Unrestricted funds		11,664	45,830
Total funds	15	88,182	104,770

The financial statements on pages 16 to 21 were approved by the trustees, and authorised for issue on 29 / 01 / 2025 and signed on their behalf by:



Vanessa Lea McFarlane
Trustee

Notes to the Financial Statements for the Year Ended 31 March 2023

1. Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Breaking Barriers Building Bridges meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and equipment	20% straight line
Computer equipment	33% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2. Income from donations and legacies

	Total 2024 £	Total 2023 £
Donations and legacies;		
Donations from companies, trusts and similar proceeds	-	473
Grants, including capital grants;		
Grants from companies	-	30,000
	<u>-</u>	<u>30,473</u>

3. Income from charitable activities

	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	244,704	244,704	179,171
Service income	-	-	4,688
	<u>244,704</u>	<u>244,704</u>	<u>183,859</u>

4. Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
Blue Light	-	39,910	39,910
Castle Cavendish	-	7,180	7,180
Divert Plus	-	17,500	17,500
HAF	-	14,284	14,284
Jones Charitable Trust	-	4,800	4,800
Million Hours Fund	-	10,000	10,000
National Justice Museum	-	3,000	3,000
Nottingham Forest Community Trust	-	20,050	20,050
Nottingham City Detached Project	-	102,130	102,130
Nottingham Women's Centre	-	2,212	2,212
PCC	-	23,638	23,638
	-	244,704	244,704

5. Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Drivers expenses	-	53	53	1
Delivery	-	14,680	14,680	21,858
Equipment, repair & renewals	-	2,002	2,002	176
IT costs	-	1,885	1,885	3,041
Insurance	1,263	-	1,263	716
Membership & Subscriptions	-	216	216	4
Advertising & promotional	-	-	-	37
Mentoring	-	253	253	-
Purchases	-	138	138	-
Printing & stationery	-	116	116	220
Professional services	6,336	9,184	15,520	2,028
Travel	-	1,999	1,999	1,606
DBS fees	-	150	150	106
Recruitment	-	14	14	29
Sessional workers	-	5,055	5,055	5,972
Wages, NI & pensions	25,945	167,511	193,456	184,669
Cleaning	-	1,858	1,858	760
Rent	-	19,971	19,971	19,310
Telephone	-	750	750	781
Staff expenses	250	571	821	319
Staff training	300	132	432	25
Staff wellbeing	190	58	248	2,705
Sundry expenses	-	-	-	155
Volunteer expenses	-	-	-	190
Depreciation	412	-	412	240
Hospitality & refreshments	-	-	-	861
Interest paid	-	-	-	163
	<u>34,696</u>	<u>226,596</u>	<u>261,292</u>	<u>245,971</u>

6. Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	Total 2024 £	Total 2023 £
Depreciation of fixed assets	412	240

7. Staff costs

The aggregate payroll costs were as follows:

	Total 2024 £	Total 2023 £
Wages and salaries	181,263	173,115
Social security costs	9,300	9,272
Pension costs	2,893	2,282
	<u>193,456</u>	<u>184,669</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Average number of employees	10	9

5 (2023 - 6) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £2,893 (2023 - £2,282).

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £54,752 (2023 - £50,123).

8. Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2024 £	2023 £
Independent examination	875	750
Other financial services	1,364	1,068
	<u>2,239</u>	<u>1,818</u>

9. Taxation

The charity is a registered charity and is therefore exempt from taxation.

10. Trustees remuneration and expenses

Ebony Francis

Ebony Francis received remuneration of £900 (2023: £Nil) during the year.

This payment was for support provided for Summer Holiday Activities.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11. Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2023	1,200	-	1,200
Additions	-	516	516
At 31 March 2024	<u>1,200</u>	<u>516</u>	<u>1,716</u>

Depreciation

At 1 April 2023	480	-	480
Charge for the year	240	172	412
At 31 March 2024	<u>720</u>	<u>172</u>	<u>892</u>

Net book value

At 31 March 2024	<u>480</u>	<u>344</u>	<u>824</u>
At 31 March 2023	<u>720</u>	<u>-</u>	<u>720</u>

12. Debtors

	2024 £	2023 £
Trade debtors	27,028	4,688
Prepayments	116	1,373
	<u>27,144</u>	<u>6,061</u>

13. Cash and cash equivalents

	2024 £	2024 £
Cash on hand	202	134
Cash at bank	79,603	101,168
	<u>79,805</u>	<u>101,302</u>

14. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	-	1,710
Other taxation and social security	18,086	-
Other creditors	1,505	1,603
	<u>19,591</u>	<u>3,313</u>

15. Funds

	Balance at 1 April 2023 £ (rated)	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General	45,830	-	(34,696)	530	11,664
Restricted funds					
City Youth	-	164,424	(140,174)	-	24,250
Women	797	-	(797)	-	-
Mentoring	-	29,324	(19,153)	-	10,171
Community	5,418	5,212	(9,092)	-	1,538
Office	31,976	19,480	(23,440)	-	28,016
Radford Youth	17,392	26,264	(31,113)	-	12,543
Youth Worker IT	530	-	-	(530)	-
Holiday Activity Fund	2,827	-	(2,827)	-	-
Total restricted funds	58,940	244,704	(226,596)	(530)	76,518
Total funds	104,770	244,704	(226,596)	-	88,182

The specific purposes for which the funds are to be applied are as follows:

City Youth - this is detached outreach around Nottingham City Centre to engage with young people, build relationships and de-escalate conflict between young people and groups of young people.

Women - Funding from various sources for work supporting women in vulnerable situations.

Mentoring - this is 1-2-1 and group mentoring with young people and a qualified and experienced youth worker to identify changes they want to achieve in their lives.

Community - Funding from various sources for work to provide activities for adults within the Radford area of Nottingham.

Office - this relates to the office we refer to as a "Safe Space" where young people can come to remove them from a challenging situation that is available to the team at all hours that are needed. It also covers rental costs for Radford Methodist Church where we run Holiday Activity Fund activities and regular youth club sessions.

Radford Youth - Funding from various sources for youth work within the Radford area of Nottingham.

Youth Worker IT - Funding to purchase iPads for the youth workers.

Holiday Activity Fund - Provision of youth work sessions with 4 school holidays over the year, including healthy hot meals for children entitled to free school meals.

Part of the transfer from the Youth Worker IT fund to the General fund represents the net book value of fixed assets, the use of which is not subject to any restriction.

Part of the transfer from the Youth Worker IT fund to the General fund relates to activities which have ceased, and the release of any restrictions on the use of these funds.

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
<i>General</i>					
General	20,467	35,161	(240)	(9,558)	45,830
Restricted funds					
City Youth	11,195	89,117	(103,028)	2,716	-
Women	7,735	3,772	(10,710)	-	797
Mentoring	27,199	7,000	(41,041)	6,842	-
Community	6,728	10,009	(11,319)	-	5,418
Office	33,445	45,882	(47,351)	-	31,976
Radford Youth	29,640	10,203	(22,451)	-	17,392
Youth Worker IT	-	530	-	-	530
Holiday Activity Fund	-	12,658	(22,451)	-	2,827
Total restricted funds	115,942	179,171	(245,731)	9,558	58,940
Total funds	136,409	214,332	(245,971)	-	104,770

16. Analysis of net assets between funds

	Unrestricted funds General £	Restricted £	2024 Total funds £
Tangible fixed assets	824	-	824
Current assets	30,431	76,518	106,949
Current liabilities	(19,591)	-	(19,591)
Total net assets	11,664	76,518	88,182

	Unrestricted funds General £	Restricted £	31 March 2022 Total funds £
Tangible fixed assets	720	-	720
Current assets	48,423	58,940	107,363
Current liabilities	(3,313)	-	(3,313)
Total net assets	<u>45,830</u>	<u>58,940</u>	<u>104,770</u>

17. Related party transactions

There were no related party transactions in the year.



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Accounts



ANNUAL REPORT

2022 - 2023



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Charity Registration Number: 1194396



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REFERENCE AND

ADMINISTRATIVE DETAILS

Trustees	Morris Samuels (Resigned 21/11/2023) Ebony Francis Carl Towner (Resigned 21/11/2023) Lisa Churchill (Appointed 21/11/2023) Asad Fazil MBE (Appointed 21/11/2023) Vanessa Lea McFarlane (Appointed 21/11/2023)
Senior Management Team	Maxine Cockett (CEO)
Registered Office	Cubo, 12 Fenchurch Street Nottingham NG1 2AS
Email	admin@4bddd.org.uk
Phone	0300 1021650
Social Media	Facebook: @4bddd.org.uk Instagram: @ddd_nottm X (Twitter): @BBBB_Nottm
Bankers	Lloyds Bank 12-16 Lower Parliament Street Nottingham NG1 3DA
Accountants and Independent Examiners	Community Accounting Plus Units 1 and 2, Northwest 41 Talbot Street Nottingham, NG1 5GL

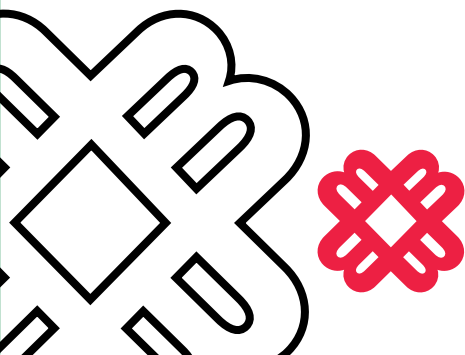
TRUSTEES REPORT

The objects of the Breaking Barriers Building Bridges are:

1. To advance in life and relieve needs of young people within Nottinghamshire and its border counties through:
 - a. The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;
 - b. Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
2. The relief of those in need by reason of old age, ill health, disability, financial hardship or other disadvantage.

We support young people, their families, and women who are marginalised because of their differences and vulnerabilities, especially those viewed as challenging or difficult to engage with. Within each person's journey, we aim to raise their cultural, personal and spiritual awareness supporting them to reach their full potential, as well as helping the target group to sustain healthy appropriate relationships with family, partners and friends and become citizens that are more active.

The service we provide is holistic, as we focus on the person and their family - we look at the person's home life, school/ work life, peers, education, training, employment and housing needs along with social activity. We recognise that each person is different and unique, so we tailor-make a package for each individual. We do this through a range of services including weekly football and youth group sessions, other sporting activities, street outreach, coffee mornings, one to one and group mentoring, and through social media contact, phone calls and video chats.





Public Benefit

The public benefits that flow from our purposes are: (a) an enhanced quality of life and sense of well-being through engagement with and participation in activities and events that bring people together, leading to improvements in physical and emotional well-being, quality of life and a more stable and cohesive community; (b) increased opportunities to engage in new activities

that bring people together, leading to greater social cohesion and fulfilment; (c) enhanced active citizenship and involvement in community life.

The trustees can confirm that the work of Breaking Barriers Building Bridges meets the charity commission definition of Public Benefit.

Projects delivered throughout 2022-2023 financial and reporting year.

Detached Youth Work – City Centre

Our City Centre Street Outreach project is the largest single project delivered by Breaking Barriers Building Bridges and is funded through the Violence Reduction Partnership who bring together partners including Nottingham Business Improvement District (BID) along with Nottingham Forest Community Trust and ourselves to have a team of experienced youth workers within the city centre 5 days a week.



The team have built trust with many young people who come through the city centre on their route from school to home. Many young people come together in groups and sometimes this can lead to tensions between different groups and we work to de-escalate potential violent situations. Our work often focuses on de-escalation between groups of young people, helping young people and young adults to understand the consequences of getting involved in criminality. The key to success is the

positive relationship built – no two days are the same.

Our detached outreach team is based on creating initial engagement. We have effectively used this to prevent and deter young people and young adults from being involved in violence and criminal behaviour. Breaking Barriers Building Bridges have successfully developed, delivered and maintained a detached youth work model in Nottingham City Centre taking a highly effective public health approach.

Blue Light (Detached Youth Work - Neighbourhoods)

This project sees a team of youth workers across different neighbourhoods in Nottingham that are identified through Nottinghamshire Police as hotspots for youth anti-social behaviour. Once an area has been identified our team of youth workers walk around the area in the evenings to develop relationships with young people, local agencies and

small businesses. The work currently moves to a new neighbourhood every 3 months as we are continuously directed by police and city council intelligence.

Detached youth work is engaging where young people chose to meet. Detached youth work is planned in consultation with young people to ensure that it really meets their needs. We seek to empower, politicise and support young people within their community (neighbourhoods). The main aim of this work is to engage with the local community and young people that choose not to attend, or do not know where youth clubs and community centres are and therefore are not engaged with established local provision. We will engage and divert the young people we meet to local services in the area where they live or congregate with their peers/friendship group. We seek to identify local issues and help the local community to have their voices heard via local residents meetings, central locality meetings etc.

Divert Plus

The mentees on this programme have been referred from the Youth Offending Team (YOT), Social Workers or Police who refer young people who have been involved in the youth justice system.

This work funded a programme of mentoring which was delivered by a specialist youth worker who had established expertise in mentoring programmes. The mentoring was often on a 1-2-1 basis with young people, who would share their challenges and they would develop with the youth worker a mentoring plan to help them develop

skills and confidence to achieve the outcomes that they wanted help to progress towards. This was often based on education and training and was targeted at young people who were becoming disaffected with mainstream education and were facing exclusion (temporary or permanent, or were already within the Pupil Referral Units provision). We also worked on the basis of helping the young people to explore choices and consequences which helped them make more positive choices and aimed to remove young people from the criminal justice system.

Mentoring

As well as the Divert Plus project, we also provided both 1-2-1 and group mentoring which was part of our Reaching Communities funded project where young people are either referred from an external partner or referred themselves. We have worked with young people aged 11-25 years old within our mentoring provision. We focus on helping young people and young adults and diverting them away from negative influences such as violence, youth offending, knife crime etc. Our focus was to help provide young people and young adults with opportunities to help each person achieve their full potential.

Our mentoring helps young people to identify their aims and aspirations in life, and then guiding and supporting them to plan a path for their ambitions. Many young people who engage with us have experienced poverty that can often limit what they believe as reasonable expectations of themselves. Our mentoring is aimed at raising their aspirations and providing a positive

role model to see they have more opportunities than they might have previously expected of themselves.

The focus of our group mentoring was more around choices and consequences and we delivered workshops within this theme with the aim of diverting as many young people as possible from the criminal justice system. We worked on helping young people to understand the negative impacts of having a police or criminal record, in terms of when they mature and are looking for paid employment or building other aspects of a purposeful life. The results of these sessions included feedback such as:

“ *if I didn't have the mentoring, I wouldn't have anybody to help navigate where I wanted to go as I struggled to know what opportunities in life were available to me.* **”**

Another young person said:

“ *Mentoring helped me have someone independent I could speak to, that helped me understand consequences of negative pathways for me and encouraged me to make positive choices that will impact the rest of my life.* **”**

Youth Club

Every Wednesday evening we hold a youth club session at Radford Methodist Church where we have full use of the centre. Young people can come from 6:30pm through to 8:30pm. The group has been running for the last 10 years since we first formed as a youth charity because of lack of youth provision in Nottingham.

Putting young people at the heart of our work, our services are very much youth led. Young people are at the centre of our organisation, ensuring their voices are listened to at all times. We offer centre based activities with opportunities for 1-2-1 work with young people and the youth workers. Also if the young people identify need for other services such as counselling, bereavement support, mental health advice etc we will also signpost and refer young people to the most appropriate service available.

The group will plan and organise specific trips and activities they want to undertake with the youth workers, they will play football on the school grounds opposite the church, or just hang out and play board games, table tennis, table football etc. The session also buys in refreshments for the young people so anyone who attends will get a free hot meal. This project has been funded by Castle Cavendish as part of the Area Based Grant.



Friday Football Sessions

We provide a weekly Friday evening of football kickabout on the 3G pitches at Forest Recreation Ground between 6pm – 8pm. We have around 50-80 young people attend this each week. Football has the ability to engage many young people and positively impact many young lives. Our Friday evening sessions bring together many young people from all over the city. For 2 hours no matter where you come from you can take part in this session. We have young people from all postcodes, all faiths and all backgrounds.

Holiday Activity Fund

We have been funded by Nottingham City Council to provide Holiday Activity Fund support for young people who are eligible for free school meals during school holidays. We provide youth club type activities from Radford Methodist Church or at Forest Recreation Ground 4 days a week for three weeks during the summer holidays, and one week during Christmas, Easter and October half term. We provide 4-hour sessions, 4 days a week over a Monday – Friday each week.

Delivering activities such as football, centre based youth work and sometimes trips we are able to engage a high number of young people. All attendees at these sessions also receive a nutritious hot meal therefore ensuring they do not go hungry during school holidays. We regularly see around 80 young people attend some of our sessions which is testament to the value young people

place on our activities. We also received young people at these sessions from all postcodes around Nottingham City.

Anecdotal feedback we have received from the local community is that these sessions are highly valued as it means all the young people who attend are able to continue to get a hot meal during school holidays but it also critically provides positive activity that keeps young people off the streets and therefore reduces reports of anti-social behaviour in neighbourhoods across Nottingham.

Social Media

We have very active response to social media posts whereby young people can reach out to us through Instagram. Our Instagram channel is monitored outside of working hours and we aim to respond as soon as possible. Our use of social media sets us apart from other organisations as it enables us to provide a response very quickly and as a result of gaining confidence of young people we are able to prevent many incidents from escalating. Indeed, the use of social media to alert us to issues demonstrates the trust we have established with young people across the city.

Young people use this platform to reach out to us, i.e. for support, advice or guidance. We also use this platform to advertise what we do or to reach out to young people in the community.



Adult Support Work

Our CEO also provides additional support work for adults such as being an advocate for the service user. This can include help accessing benefits, supporting parents when children are facing exclusion from school, as well as being an “Appropriate Adult” role for adults who are deemed as needing support during interviews with the police etc.

Women's Support Work

Our CEO, Maxine Cockett provides individual support to women who are vulnerable and need support to access benefits, services they need such as housing, education, Domestic Abuse support, support to open a bank account, helping to access women's refuge accommodation, helping to access social housing, reporting repairs issues to landlords, accessing universal credit etc. Maxine has supported over 75 women over this financial year.

Many women are referred from other women who have benefited from advice and support, or self-referred, or referred from a number of agencies in Nottingham. The support is provided for a short-term engagement through to ongoing longer needs which can span over several years. Maxine can visit the woman at home, in a neutral place in the city, or at the Cubo office, which is an accessible safe space for meetings.

Maxine also previously taught the Freedom Programme and this has enabled her to have a wider network to refer women into for any specialist support needed that is outside of her capacity or experience.

Coffee Morning

We hold a weekly coffee morning that is attended by 10-15 people each week on a Thursday morning which was funded by Peoples Health Trust initially. The group have group discussions, arts & crafts, chair exercise sessions etc and the activities are led by the interests of the attendees. The group also decide on additional activities such as river cruise on the river Trent, a visit to Skegness, as well as theatre visits for plays that local Radford residents are interested in attending. This group has been meeting for over 15 years now (initially it was provided by another local charity, but Breaking Barriers Building Bridges took this over when the other charity closed down). The group is very diverse, with people from different faith and ethnic groups attending. The group has asked if we can extend this provision to 2 mornings a week to help them overcome isolation and build a stronger community together which we are hoping to be able to provide in 2024 and beyond.

One of the attendees of the coffee morning said he comes each week, giving him a chance to come out of the house and meet people. He said he has



made great friends and connections through the coffee morning group. Another participant described the group as “being like a family, as I don’t have my own”. We also support people with claiming benefits that often people didn’t know about such as Personal Independence Payment or helping them to access Universal Credit etc. The staff member who runs the group will also call or visit if anyone doesn’t attend to ensure they are safe and well.

Partnership Working

We work closely with a range of partners including the Violence Reduction Unit, the Office of the Police and Crime Commissioner for Nottinghamshire, Nottinghamshire Police, Nottingham College, Castle Cavendish, Nottingham Women’s Centre, Al-Huraya, Take 1 Studios, Nottingham Forest Community Trust and Nottingham Trent University (who researched and wrote a substantial report on the impact of our detached youth work in Nottingham City – <https://tinyurl.com/4n64pj8n>).

We thank all our partners and funders for their support, which is vital to enabling us to achieve the results we do for many young people, young adults, women and older adult citizens who engage in our projects in Nottingham city.

Governance

Breaking Barriers Building Bridges has a board of trustees that meets on a quarterly basis to review the charities strategy, finances, governance and policies. They work diligently to ensure that the charity continues to evolve but

remains committed to our objectives of providing high quality youth and community development projects, to meet the needs of the citizens of Nottingham.

Induction of Trustees

We are planning on bringing new trustees into the CIO in the coming months and as part of this work we will be developing a trustee induction process. We will be speaking with new trustees to make them aware of the Charity Commission guidance for trustees (CC3), the small charities governance guide and ensuring they are aware of our constitution, as well as core policies to ensure we are equipping them with the information needed to completely fulfil their duties as trustees. As part of this we will also be offering new trustees training through Nottingham CVS so they are fully equipped in terms of their roles as charity trustees.

Policy on Reserves

We would like to get to a position of holding at least three months of running costs in reserves to cover gaps between funding. At current levels this would be around £66,250 and we currently have around £45,830 in general reserve. We have to date been very dependent on grant funding which is largely restricted to specific activities. We are however planning on speaking with funders to see whether any of our projects could be paid as a contract or unrestricted grant to give us more flexibility going forwards.

STATEMENT OF TRUSTEES'

RESPONSIBILITIES

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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 Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 08 / 03 / 2024 and signed on its behalf by:



Asad Fazil
Trustee

INDEPENDENT

EXAMINER'S REPORT

Independent examiner's report to the trustees of Breaking Barriers Building Bridges

I report to the trustees on my examination of the accounts of Breaking Barriers Building Bridges (the Charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity 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 Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the 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 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 Charity 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 accounting 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.



Date: 11 / 03 / 2024

John O'Brien MSc, FAIA, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Statement of Financial Activities for the Year Ended 31 March 2023

				Total 31 March 2023 £	Total 10 May 2021 to 31 March 2022 £
	Note	Unrestricted £	Restricted £		
Income and Endowments from:					
Donations and legacies	2	30,473	-	30,473	14,888
Charitable activities	3	4,688	179,171	183,859	328,212
Total Income		<u>35,161</u>	<u>179,171</u>	<u>214,332</u>	<u>343,100</u>
Expenditure on:					
Charitable activities	5	(240)	(245,731)	(245,971)	(206,691)
Total Expenditure		<u>(240)</u>	<u>(245,731)</u>	<u>(245,971)</u>	<u>(206,691)</u>
Net income/ (expenditure)		34,921	(66,560)	(31,639)	136,409
Gross transfers between funds		<u>(9,558)</u>	<u>9,558</u>	<u>-</u>	<u>-</u>
Net movement in funds		25,363	(57,002)	(31,639)	136,409
Reconciliation of funds					
Total funds brought forward		<u>20,467</u>	<u>115,942</u>	<u>136,409</u>	<u>-</u>
Total funds carried forward	15	<u>45,830</u>	<u>58,940</u>	<u>104,770</u>	<u>136,409</u>

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for the period is shown in note 15.

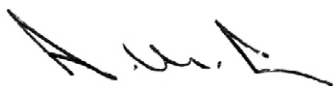
		Unrestricted	Restricted	Total 31 March 2022
	Note	£	£	£
Income and Endowments from:				
Donations and legacies	2	14,888	-	14,888
Charitable activities	3	1,562	326,650	328,212
Total Income		<u>16,450</u>	<u>326,650</u>	<u>343,100</u>
Expenditure on:				
Charitable activities	5	(14,176)	(192,515)	(206,691)
Total Expenditure		<u>(14,176)</u>	<u>(192,515)</u>	<u>(206,691)</u>
Net income		2,274	134,135	136,409
Gross transfers between funds		<u>18,193</u>	<u>(18,193)</u>	<u>-</u>
Net movement in funds		20,467	115,942	136,409
Reconciliation of funds				
Total funds carried forward	15	<u><u>20,467</u></u>	<u><u>115,942</u></u>	<u><u>136,409</u></u>

The notes on pages 9 to 18 form an integral part of these financial statements.

Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	<u>720</u>	<u>960</u>
Current assets			
Debtors	12	6,061	2,875
Cash at bank and in hand	13	<u>101,302</u>	<u>144,839</u>
		107,363	147,714
Creditors: Amounts falling due within one year	14	<u>(3,313)</u>	<u>(12,265)</u>
Net current assets		<u>104,050</u>	<u>135,449</u>
Net assets		<u><u>104,770</u></u>	<u><u>136,409</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds	15	58,940	115,942
Unrestricted income funds			
Unrestricted funds		<u>45,830</u>	<u>20,467</u>
Total funds	15	<u><u>104,770</u></u>	<u><u>136,409</u></u>

The financial statements on pages 7 to 18 were approved by the trustees, and authorised for issue on 08 / 03 / 2024 and signed on their behalf by:



Asad Fazil
Trustee

The notes on pages 9 to 18 form an integral part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2023

1. Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Breaking Barriers Building Bridges meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class

Furniture and equipment

Depreciation method and rate

20% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2. Income from donations and legacies

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	473	473	-
Grants, including capital grants;			
Grants from companies	30,000	30,000	14,888
	<u>30,473</u>	<u>30,473</u>	<u>14,888</u>

3. Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Grants & donations	-	179,171	179,171	326,650
Service income	4,688	-	4,688	-
Sundry income	-	-	-	7
	<u>4,688</u>	<u>179,171</u>	<u>183,859</u>	<u>328,212</u>

4. Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
Nottingham Forest Community Trust	-	96,301	96,301
Reaching Communities	-	21,891	21,891
Violence Reduction Unit	-	13,385	13,385
Holiday Hunger (HAF)	-	12,658	12,658
Peoples Health Trust	-	10,309	10,309
Castle Cavendish	-	8,000	8,000
Thomas Farr	-	5,000	5,000
Nottingham BID	-	4,950	4,950
Nottingham Women's Centre	-	2,280	2,280
PCC	-	2,000	2,000
Lady Hind Trust	-	1,000	1,000
Labyrinth	-	492	492
Tesco via Groundworks	-	375	375
Divert Plus	30,000	-	30,000
Sundry grants & donations	473	530	1,003
	<u>30,473</u>	<u>179,171</u>	<u>209,644</u>

5. Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Delivery	-	21,858	21,858	13,464
Equipment, repair & renewals	-	176	176	2,054
IT costs	-	3,041	3,041	1,957
Insurance	-	716	716	90
Membership & Subscriptions	-	4	4	-
Advertising & promotional	-	37	37	-
Bank charges	-	-	-	-
Hospitality & refreshments	-	861	861	4,605
Interest paid	-	163	163	83
Printing & stationery	-	220	220	88
Professional services	-	2,028	2,028	1,700
Travel	-	1,606	1,606	1,970
DBS fees	-	106	106	53
Payroll	-	-	-	1,131
Recruitment	-	29	29	-
Sessional workers	-	5,972	5,972	5,994
Wages, NI & pensions	-	184,669	184,669	162,754
Cleaning	-	760	760	1,082
Rent	-	19,310	19,310	7,800
Telephone	-	781	781	827
Resource materials	-	-	-	17
Staff expenses	-	319	319	212
Staff training	-	2,705	2,705	-
Staff wellbeing	-	155	155	84
Sundry expenses	-	179,171	179,171	326,650
Volunteer expenses	-	190	190	240
Depreciation	240	-	-	7
	<u>240</u>	<u>245,731</u>	<u>245,971</u>	<u>206,691</u>

6. Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	Total 2023 £	Total 2022 £
Depreciation of fixed assets	240	240

7. Staff costs

The aggregate payroll costs were as follows:

	Total 2023 £	Total 2022 £
Wages and salaries	173,115	51,372
Social security costs	9,272	9,754
Pension costs	2,282	1,628
	184,669	162,754

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	31 March 2023 No	31 March 2022 No
Average number of employees	9	10

6 (2022 - 5) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £2,282 (2022 - £1,628).

No employee received emoluments of more than £60,000 during the year

The total employee benefits of the key management personnel of the charity were £50,123 (2022 - £46,812).

8. Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	Year ended 31 March 2023 £	10 May 2021 to 31 March £
Independent examination	750	-
Other financial services	1,068	1,131
	<u>1,818</u>	<u>1,131</u>

9. Taxation

The charity is a registered charity and is therefore exempt from taxation.

10. Trustees remuneration and expenses

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11. Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	<u>1,200</u>	<u>1,200</u>
At 31 March 2023	<u>1,200</u>	<u>1,200</u>
Depreciation		
At 1 April 2022	240	240
Charge for the year	<u>240</u>	<u>240</u>
At 31 March 2023	<u>480</u>	<u>480</u>
Net book value		
At 31 March 2023	<u>720</u>	<u>720</u>
At 31 March 2022	<u>960</u>	<u>960</u>

12. Debtors

	2023 £	2022 £
Trade debtors	4,688	2,423
Prepayments	1,373	452
	<u>6,061</u>	<u>2,875</u>

13. Cash and cash equivalents

	2023 £	2022 £
Cash on hand	134	177
Cash at bank	101,168	144,662
	<u>101,302</u>	<u>144,839</u>

14. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	1,710	1,760
Other taxation and social security	-	9,419
Other creditors	1,603	1,086
	<u>3,313</u>	<u>12,265</u>

15. Funds

	Balance at 1 April 2022 £ (rated)	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
<i>General</i>					
General	20,467	35,161	(240)	(9,558)	45,830
Restricted funds					
City Youth	11,195	89,117	(103,028)	2,716	-
Women	7,735	3,772	(10,710)	-	797
Mentoring	27,199	7,000	(41,041)	6,842	-
Community	6,728	10,009	(11,319)	-	5,418
Office	33,445	45,882	(47,351)	-	31,976
Radford Youth	29,640	10,203	(22,451)	-	17,392
Youth Worker IT	-	530	-	-	530
Holiday Activity Fund	-	12,658	(9,831)	-	2,827
Total restricted funds	115,942	179,171	(245,731)	9,558	58,940
Total funds	136,409	214,332	(245,971)	-	104,770

The specific purposes for which the funds are to be applied are as follows:

City Youth - this is detached outreach around Nottingham City Centre to engage with young people, build relationships and de-escalate conflict between young people and groups of young people.

Women - Funding from various sources for work supporting women in vulnerable situations.

Mentoring - this is 1-2-1 and group mentoring with young people and a qualified and experienced youth worker

to identify changes they want to achieve in their lives.

Community - Funding from various sources for work to provide activities for adults within the Radford area of Nottingham.

Office - this relates to the office we refer to as a "Safe Space" where young people can come to remove them from a challenging situation that is available to the team at all hours that are needed. It also covers rental costs for Radford Methodist Church where we run Holiday Activity Fund activities and regular youth club sessions.

Radford Youth - Funding from various sources for youth work within the Radford area of Nottingham.

Youth Worker IT - Funding to purchase iPads for the youth workers.

Holiday Activity Fund - Provision of youth work sessions with 4 school holidays over the year, including healthy hot meals for children entitled to free school meals.

The transfer from the General fund to the Mentoring and Street funds is to cover the deficit on these activities.

	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds				
<i>General</i>				
General	16,450	(14,176)	18,193	20,467
Restricted funds				
Women	11,152	(3,417)	-	7,735
Community	27,199	(20,471)	-	6,728
Radford Youth	35,686	(16,046)	-	19,640
Holiday Activity Fund	154,111	(72,272)	-	81,839
City Centre	98,502	(80,309)	(18,193)	-
Total restricted funds	<u>326,650</u>	<u>(192,515)</u>	<u>(18,193)</u>	<u>115,942</u>
Total funds	<u><u>343,100</u></u>	<u><u>(206,691)</u></u>	<u><u>-</u></u>	<u><u>136,409</u></u>

16. Analysis of net assets between funds

	Unrestricted funds General £	Restricted £	31 March 2023 Total funds £
Tangible fixed assets	720	-	720
Current assets	48,423	58,940	107,363
Current liabilities	(3,313)	58,940	104,770
Total net assets	<u><u>45,830</u></u>	<u><u>58,940</u></u>	<u><u>104,770</u></u>

	Unrestricted funds General £	Restricted £	31 March 2022 Total funds £
Tangible fixed assets	960	-	960
Current assets	31,772	115,942	147,714
Current liabilities	(12,265)	-	(12,265)
Total net assets	<u>20,467</u>	<u>115,942</u>	<u>136,409</u>

17. Related party transactions

There were no related party transactions in the year.





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Accounts

Charity registration number: 1194396

Breaking Barriers Building Bridges

Annual Report and Financial Statements

for the period from 10 May 2021 to 31 March 2022

Breaking Barriers Building Bridges

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Breaking Barriers Building Bridges

Reference and Administrative Details

Trustees	Morris Samuels Ebony Francis Carl Towner
Senior Management Team	Maxine Cockett, Chief Executive Officer
Charity Registration Number	1194396
Principal Office	Cubo Offices Fenchurch House 12 King St Nottingham NG1 2AS
Independent Examiner	John O'Brien, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

Breaking Barriers Building Bridges

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the period ended 31 March 2022.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Morris Samuels
	Ebony Francis
	Carl Towner

Structure, governance and management

Nature of governing document

The charity is operated under the rules of its constitution adopted 07/05/2021.

Recruitment and appointment of trustees

Trustees are recruited through word of mouth and advertisement. They are appointed by the existing trustees.

Objectives and activities

Objects and aims

The objects of the CIO are:

- 1) To advance in life and relieve needs of young people within Nottinghamshire and its border counties through:
 - (a) The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;
 - (b) Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- 2) The relief of those in need by reason of old age, ill health, disability, financial hardship or other disadvantage.

Objectives, strategies and activities

We support young people, their families, and women who are marginalised because of their differences and vulnerabilities, especially those viewed as challenging or difficult to engage with. Within each person's journey, we aim to raise their cultural, personal and spiritual awareness supporting them to reach their full potential, as well as helping the target group to sustain healthy appropriate relationships with family, partners and friends and become positive role models who actively engage within the community. The service we provide is holistic, as we focus on the person and their family - we look at the person's home life, school/work life, peers, education, training, employment and housing needs along with social activity. We recognise that each young person is different and unique, so we tailor-make a package for each individual. We do this through a range of services including weekly football and youth group sessions, other sporting activities, street outreach, coffee mornings, one to one and group mentoring, and through social media contact, phone calls and video chats.

Public benefit

The public benefits that flow from our purposes are: (a) an enhanced quality of life and sense of well-being through engagement with and participation in activities and events that bring people together, leading to improvements in physical and emotional well-being, quality of life and a more stable and cohesive community; (b) increased opportunities to engage in new activities that bring people together, leading to greater social cohesion and fulfilment; (c) enhanced active citizenship and involvement in community life.

Breaking Barriers Building Bridges

Trustees' Report

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

- Our Detached Team work in Nottingham City Centre alongside Nottinghamshire Police to help combat knife crime. They have contact with around 300 people each day, being a diverse group of young people and adults.
- One to one mentoring of young people has continued, with others being supported from within our youth club and football sessions. We get referrals from Divert Plus, Social Workers, Youth Offending Team, schools and self-referral.
- Our Instagram account has over 1,000 followers. We have daily conversations with young people and continued to post supportive suggestions and information concerning lockdown and Covid. Staff monitor young people's discussions, sometimes late into the night, to deter abusive or negative behaviour and language. We are able to spot situations on social media and intervene to stop potential violence. Young people also use social media to contact the detached team for help or assistance with defusing negative situations.
- Re-starting face to face football and youth club sessions has enabled young people to get used to social situations again, and we have been able to intervene in potential negative situations. These included:
 - Weekly football sessions at Forest Sports Ground.
 - Twice weekly youth club sessions at NGY for young people with complex needs.
 - Weekly youth club sessions at Radford Methodist Church.
- Extra activities over the Easter, Christmas, summer and half term holidays under the Holiday Hunger (HAF) programme, which were highly subscribed to and have all been attracting young people from Radford and other areas.
- Since having our own premises we have seen higher footfall of young people and their families attending our various sessions.
- Weekly coffee morning and food parcels for residents of Radford.
- Advice and support sessions for adults.
- Supporting young women with issues around self-esteem and confidence.
- We have seen increased awareness of our presence and services amongst statutory bodies and positive feedback.
- An excellent report by Lucy Becks from the University of Nottingham covering our knife crime and detached work.
- Becoming a CIO. This will give us the structure to grow and attract more trustees.

Breaking Barriers Building Bridges

Trustees' Report

Financial review

We have been fortunate in the continued funding for the City Centre Street Work and the National Lottery Reaching Communities funding. We have also been successful with other small funding bids which have served to make our Reaching Communities funding go further. We are in a fairly strong position at present, which will ensure we are able to continue all of our services in the coming year.

Policy on reserves

We would like to get to a position of holding three months of running costs in reserves to cover gaps between funding. At current levels this would be around £63,000 and we currently have around £20,000 in general reserve. We are aware of the difficulties in growing reserves when we are solely dependant on grant funding which cannot often be used for this purpose so the trustees will aim to investigate ways to do this.

Breaking Barriers Building Bridges

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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 Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on ~~25/01/2023~~ and signed on its behalf by:


.....
Ebony Francis
Trustee

Breaking Barriers Building Bridges

Independent Examiner's Report to the trustees of Breaking Barriers Building Bridges

Independent examiner's report to the trustees of Breaking Barriers Building Bridges

I report to the trustees on my examination of the accounts of Breaking Barriers Building Bridges (the Charity) for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the charity 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 Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 Charity 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 accounting 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.



.....
John O'Brien MSc, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:.....25/01/2023.....

Breaking Barriers Building Bridges

Statement of Financial Activities for the Period from 10 May 2021 to 31 March 2022

	Note	Unrestricted £	Restricted £	Total 31 March 2022 £
Income and Endowments from:				
Donations and legacies	2	14,888	-	14,888
Charitable activities	3	<u>1,562</u>	<u>326,650</u>	<u>328,212</u>
Total Income		<u>16,450</u>	<u>326,650</u>	<u>343,100</u>
Expenditure on:				
Charitable activities	5	<u>(14,176)</u>	<u>(192,515)</u>	<u>(206,691)</u>
Total Expenditure		<u>(14,176)</u>	<u>(192,515)</u>	<u>(206,691)</u>
Net income		2,274	134,135	136,409
Gross transfers between funds		<u>18,193</u>	<u>(18,193)</u>	<u>-</u>
Net movement in funds		<u>20,467</u>	<u>115,942</u>	<u>136,409</u>
Reconciliation of funds				
Total funds carried forward	15	<u>20,467</u>	<u>115,942</u>	<u>136,409</u>

All of the charity's activities derive from continuing operations during the above period.

Breaking Barriers Building Bridges

(Registration number: 1194396)
Balance Sheet as at 31 March 2022

	Note	2022 £
Fixed assets		
Tangible assets	11	960
Current assets		
Debtors	12	2,875
Cash at bank and in hand	13	<u>144,839</u>
		147,714
Creditors: Amounts falling due within one year	14	<u>(12,265)</u>
Net current assets		<u>135,449</u>
Net assets		<u><u>136,409</u></u>
Funds of the charity:		
Restricted income funds		
Restricted funds	15	115,942
Unrestricted income funds		
Unrestricted funds		<u>20,467</u>
Total funds	15	<u><u>136,409</u></u>

The financial statements on pages 7 to 16 were approved by the trustees, and authorised for issue on ~~...25/01/2023..~~ and signed on their behalf by:


.....
Ebony Francis
Trustee

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Breaking Barriers Building Bridges meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

The charity opted to adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Disclosure of long or short period

This organisation was incorporated on 10/05/2021 so these accounts are prepared for the period 10/05/2021 - 31/03/2022.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and equipment	20% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2022 £
Grants, including capital grants;		
Grants from companies	14,888	14,888
	14,888	14,888

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Grants & donations	-	326,650	326,650
Service income	1,555	-	1,555
Sundry income	7	-	7
	1,562	326,650	328,212

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

4 Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
Nottingham Forest Community Trust	-	96,079	96,079
National Lottery Community Fund	-	67,500	67,500
Nottingham City Council	-	42,500	42,500
Castle Cavendish	-	18,500	18,500
People's Health Trust	-	15,584	15,584
Nottingham Women's Centre	-	3,000	3,000
Radford Community House	-	2,500	2,500
Violence Reduction Unit	-	2,423	2,423
JN Derbyshire	-	2,000	2,000
Tesco via Groundworks	-	1,125	1,125
Nottingham Youth Justice Service	720	-	720
Breaking Barriers Building Bridges (Opening Donation)	14,146	74,650	88,796
Sundry donations	22	789	811
	<u>14,888</u>	<u>326,650</u>	<u>341,538</u>

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

5 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Delivery	-	13,464	13,464
Equipment, repair & renewals	-	2,054	2,054
IT costs	-	1,957	1,957
Insurance	-	90	90
Advertising & promotional	-	151	151
Bank charges	3	-	3
Hospitality & refreshments	139	4,466	4,605
Interest paid	83	-	83
Printing & stationery	-	88	88
Professional services	1,700	-	1,700
Travel	13	1,957	1,970
DBS fees	-	53	53
Payroll	-	1,131	1,131
Sessional workers	1,555	4,439	5,994
Wages, NI & pensions	10,150	152,604	162,754
Cleaning	-	1,082	1,082
Rent	200	7,600	7,800
Telephone	-	827	827
Resource materials	-	17	17
Staff expenses	-	212	212
Staff training	9	286	295
Sundry expenses	84	-	84
Volunteer expenses	-	37	37
Depreciation	240	-	240
	<u>14,176</u>	<u>192,515</u>	<u>206,691</u>

6 Net incoming/outgoing resources

Net incoming/outgoing resources for the period include:

	2022
	£
Depreciation of fixed assets	<u>240</u>

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

7 Staff costs

The aggregate payroll costs were as follows:

	2022 £
Staff costs during the period were:	
Wages and salaries	151,372
Social security costs	9,754
Pension costs	<u>1,628</u>
	<u><u>162,754</u></u>

The monthly average number of persons (including senior management team) employed by the charity during the period was as follows:

	31 March 2022 No
Average number of employees	<u><u>10</u></u>

5 of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the period totalled £1,628.

No employee received emoluments of more than £60,000 during the period

The total employee benefits of the key management personnel of the charity were £46,812.

8 Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	10 May 2021 to 31 March 2022 £
Other financial services	<u>1,131</u>
	<u><u>1,131</u></u>

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

10 Trustees remuneration and expenses

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
Additions	1,200	1,200
At 31 March 2022	1,200	1,200
Depreciation		
Charge for the year	240	240
At 31 March 2022	240	240
Net book value		
At 31 March 2022	960	960

12 Debtors

	2022 £
Trade debtors	2,423
Prepayments	452
	2,875

13 Cash and cash equivalents

	2022 £
Cash on hand	177
Cash at bank	144,662
	144,839

14 Creditors: amounts falling due within one year

	2022 £
Trade creditors	1,760
Other taxation and social security	9,419
Other creditors	1,086
	12,265

Breaking Barriers Building Bridges

Notes to the Financial Statements for the Period from 10 May 2021 to 31 March 2022

15 Funds

	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds				
<i>General</i>				
General	16,450	(14,176)	18,193	20,467
Restricted funds				
Reaching Communities	154,111	(72,272)	-	81,839
Women	11,152	(3,417)	-	7,735
City Centre	98,502	(80,309)	(18,193)	-
Community	27,199	(20,471)	-	6,728
Radford Youth	35,686	(16,046)	-	19,640
Total restricted funds	<u>326,650</u>	<u>(192,515)</u>	<u>(18,193)</u>	<u>115,942</u>
Total funds	<u><u>343,100</u></u>	<u><u>(206,691)</u></u>	<u><u>-</u></u>	<u><u>136,409</u></u>

The specific purposes for which the funds are to be applied are as follows:

Reaching Communities - Funding from the National Lottery for youth work, mentoring services and general running costs.

Women - Funding from various sources for work supporting women in vulnerable situations.

City Centre - Funding from various sources for detached youth work in Nottingham City Centre.

Community - Funding from various sources for work to provide activities for adults within the Radford area of Nottingham.

Radford Youth - Funding from various sources for youth work within the Radford area of Nottingham.

The transfer from the City Centre fund to the General fund represents the deficit on this fund that pre-existed the incorporation of the organisation.

16 Analysis of net assets between funds

	Unrestricted		31 March 2022
	General £	Restricted £	Total funds £
Tangible fixed assets	960	-	960
Current assets	31,772	115,942	147,714
Current liabilities	<u>(12,265)</u>	<u>-</u>	<u>(12,265)</u>
Total net assets	<u><u>20,467</u></u>	<u><u>115,942</u></u>	<u><u>136,409</u></u>