

SPEAR BRISTOL

England & Wales · Charity number 1195810

Details

Status Registered

Legal form CIO

Registered 2021-09-14

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

Contact

Address Christ Church Office
Linden Gate
Clifton Down Road
Bristol
BS8 4AH

Phone 01179736524

Email hello@spearbristol.co.uk

Website <https://spear-bristol.org/>

Activities

Objects: THE OBJECTS OF THE CIO ARE FOR THE BENEFIT OF THE PUBLIC AND WITHIN A CHRISTIAN ETHOS, TO ACT AS A RESOURCE FOR YOUNG PEOPLE BETWEEN THE AGES OF 16 TO 24 LIVING IN AND AROUND BRISTOL BY PROVIDING ADVICE, ASSISTANCE AND SUPPORT, EDUCATIONAL PROGRAMMES AND OTHER ACTIVITIES AS A MEANS OF:A) HELPING YOUNG PEOPLE ADVANCE IN LIFE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO INTEGRATE INTO AND PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;B) ADVANCING EDUCATION;C) RELIEVING UNEMPLOYMENT, ENABLING YOUNG PEOPLE TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT;D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE. NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH [SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005] AND [SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008]

Activities: Bristol Spear oversees the running of the Spear Centre in Bristol. In joint venture partnership with Resurgo Trust, Bristol Spear runs a free twelve-month programme beginning with an intensive six-week foundation phase aimed at getting disadvantaged young people (16-24) year olds ready for work, followed by support to find work or relevant further training.

Classification

- **How:** Provides Services
- **What:** Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, People With Disabilities, Other Defined Groups

Geography

- Bristol City
- Somerset
- South Gloucestershire
- Wiltshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£270,126	£150,977	-	-
2024-08-31	£116,403	£130,233	-	-
2023-08-31	£174,694	£147,786	-	-
2022-08-31	£136,954	£113,287	-	-

Trustees

Name	Role	Appointed
Caroline Jowett-Ive	Chair	2024-06-17
ANDREW STREET		2021-09-14
Claire Harman		2024-09-16
Daniel Haustead		2023-12-01
Paddy Sykes		2021-11-15
Rev Andrew James Murray		2025-06-16
Rev Janet Lee		2025-06-16
Tony Condon		2023-01-01

SPEAR BRISTOL

England & Wales - Charity number 1195810

Accounts

SPEAR BRISTOL
TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

Charity Number: 1195810

SPEAR BRISTOL

FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

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SPEAR BRISTOL

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 AUGUST 2025

Spear Bristol is a registered Charitable Incorporated Organisation

Trustees	Caroline Jowett-Ive (Chair of Trustee Board) Andrew Street Patrick Sykes Tony Condon Daniel Haustead Claire Harman (Appointed 16 September 2024) Rev Janet Lee (Appointed 16 June 2025) Rev Dr Andrew Murray (Appointed 16 June 2025) Dr Graham Stuart (Resigned 31 December 2025) Rev Paul Langham (Resigned 31 July 2025) Sophie Brookes (Resigned 31 May 2025) Samuel Wright (Resigned 31 May 2025) Solomon Hardy (Resigned 31 December 2024) Anna Wright (Resigned 31 December 2024)
Charity registration number	1195810
Principal and registered address	Christ Church Linden Gate, Clifton Down Road, Bristol BS8 4AH
Independent Examiner	Joshua Kingston BSc (Hons) FCA Burton Sweet Ltd, The Clock Tower, 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR
Telephone	07840527336
Email	hello@spearbristol.co.uk
Website	https://www.spear.org.uk/centre/bristol/
Bankers	CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2025

Structure, Governance and Management

Spear Bristol is a Charitable Incorporated Organisation governed by its Constitution and led by a Board of Trustees who meet quarterly. The Board is made up of people living or working in Bristol.

A person who is willing and eligible to act as a trustee, and who would not be disqualified from this action, may be appointed to be a trustee by a decision of the trustees. Trustees with relevant knowledge, skills or experience are appointed for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Objects:

Spear Bristol equips 16–24 year-olds, facing the most significant barriers to employment, with the skills, mind-sets and attitudes needed to secure and thrive in work.

The objects of Spear Bristol as set out in its constitution:

The objects of Spear Bristol are for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in and around Bristol by providing advice, assistance and support, educational programmes and other activities as a means of:

- a) helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;
- b) advancing education;
- c) relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;
- d) providing recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the guidance issued by the Charity Commission

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2025

on public benefit.

Activities

Spear Bristol was established in 2021. Through the award-winning Spear Programme, we equip young people (16-24 year-olds) facing significant barriers to employment with the skills, mind-sets and attitudes needed to secure and thrive in work.

We run six programmes per year with up to 15 young people on each programme. Starting with a six-week phase known as Spear Foundation, our coaches follow a diverse curriculum, equipping trainees with the mindset and skillset required for employment e.g., Professionalism Week, Interview Week, Communication Week. The programme addresses CV writing and job search skills and offers insights including the hidden rules of work such as how to dress for an interview and how to make small talk.

The second phase, Spear Career, provides a year of follow-on support as trainees gain greater independence and move into employment or training opportunities that increase their prospects.

We operate in partnership with the national charity Spear (formerly Resurgo Trust) who have many years of experience working with unemployed young people and partner with eighteen other Spear Centres across the country. They provide on-going training and development delivered by coaches accredited by the International Coaching Federation (ICF), programme curriculum support and development, impact monitoring, quality assurance, and fundraising support.

Achievements and Performance

During this financial period, we ran 6 Spear programmes and 77 young people completed Spear Foundation. 75% of all young people completing Foundation with Spear Bristol are in employment, education or training twelve months later.

Our trainees have gone to work for a wide range of employers, including: Pets at Home, Bristol City Council, Anne's House Childcare Centre, Artist's Residence, MacDonald's, Ashton Gate Stadium, Electrical Solutions, Footlocker, Nando's and Greggs.

We have worked with a variety of referrers to find the young people we can best support, these have included: DWP Job Centres (Temple Street, Bedminster, Broadwalk and the Galleries Youth Hub), Bristol City Council, Families in Focus, Bristol Drugs Project, One Front Door, The Prince's Trust, Barnardo's, City of Bristol College and St Giles Trust.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2025

All of the young people we work with have 1 or more barriers to entering employment and staying there. Over half of those we worked with in this reporting period had 3 or more of those barriers including: being a care leaver, having family involved in crime, living in supported housing, having less than 5 GCSE's, mental health challenges, a criminal record or being entitled to free school meals.

The young people we have worked with come from all over Bristol with a high proportion from Bedminster, Knowle, Avonmouth, Easton and Hartcliffe, medium proportions from St George's, Clifton, Eastville, Bishopsworth, Kingswood, Brislington and Horfield, and lower proportions from Southmead, Lawrence Weston, Knowle West, St Paul's, and Whitehall.

Contribution made by volunteers

Spear Bristol relies on volunteers generously giving their time to support our trainees. During this financial period over 60 volunteers supported Spear Bristol with Mock Interviews and Career Panels – encouraging our trainees through the sharing of their own experience, identifying the trainee's strengths, and supporting their interview skills development.

In addition to this, many volunteers have attended the celebrations held at the end of each 6-week programme to encourage and support the trainees as they move onto Spear Career and looking for work.

Financial Review

This year Spear Bristol's income exceeds the £250,000 threshold for preparing accounts on an accruals basis. As a result, the figures for 2023/24 reported on a receipts and payments basis in the previous year have been re-stated to ensure consistency of reporting in the current year.

In 2024/25 Spear Bristol received total income of £270,126 (2023/24 - £116,903) through the generous support of corporate and individual donors, charitable trusts and local foundations. The income comprised £190,076 (2023/24 - £82,158) from corporate and individual donors, £43,000 (2023/24 - £20,500) from charitable trusts and grants, £36,126 (2023/24 - £14,182) from gift aid on eligible donations and £924 (2023/24 - £63) from bank interest.

Total expenditure for the financial period, all of which was incurred in support of Spear Bristol's charitable activities, was £150,977 (2023/24 - £159,104). There was no expenditure against restricted funds in either the current financial period or the previous one.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2025

Total spending in the period was closely managed within the budget set by the trustees at the start of the year.

Over 90% of payments made during the period represented staff salaries, including national insurance and pension contributions, and programme costs, including costs paid to charitable partners with whom we deliver the Spear programme.

As at 31 August 2025 Spear Bristol held total free reserves of £118,126.

Reserves Policy

The trustees review the charity's requirements for reserves annually in light of the key operational, governance, compliance and risks to the organisation. The latest review has identified a target range for reserves of £50,000 to £100,000 in order to ensure the charity is able to meet its ongoing operational needs.

If free reserves fall below the target range the board will urgently consider whether this poses any serious risk to the charity. The board will also aim to address any shortfall within 2 years.

In line with Charity Commission guidance, if free reserves are above the maximum target, the board will agree how such funds should best be used to further the aims of the charity, as unnecessarily holding onto funds limits the benefits that can be delivered.

Unrestricted funds of £118,126 as at 31 August 2025 (2024 – £20) were above the higher level of the target range set by the trustees as a result of successful fundraising during the financial year. The trustees expect that reserves will fall back into the target range as a result of normal operations within a few months and that no further action is needed.

Future Plans

Spear Bristol plans to continue to deliver exceptional training and impressive results, working to deepen relationships with other organisations in the local community, to increase referrals and open up new opportunities for the young people we have the privilege of working with.

In 2026 Spear Bristol plans to open a new centre in Avonmouth in the North West of Bristol. The new centre will deliver the same training framework and will increase the number of trainees that can be supported into education, employment and training.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2025

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales 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 income and expenditure 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 judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK 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 sufficient 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 Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They 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 Board of Trustees on the 20th of April 2026 and signed on its behalf by:

Caroline Jowett-Ive

.....
Caroline Jowett-Ive
Chair of Trustees

SPEAR BRISTOL

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 AUGUST 2025

Independent examiner's report to the trustees of Spear Bristol

I report to the trustees on my examination of the accounts of Spear Bristol (the Charity) for the year ended 31 August 2025.

Responsibilities and basis of report

As the charity 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 Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

SPEAR BRISTOL

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 AUGUST 2025

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.

Joshua Kingston

Joshua Kingston BSc (Hons) FCA
Burton Sweet Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 20th of April 2026

SPEAR BRISTOL
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 AUGUST 2025

		Total Funds 2025 £	Total Funds 2024 £
Income from:	Note		
Donations and grants	2	269,202	116,840
Investments	3	924	63
Total income		<u>270,126</u>	<u>116,903</u>
Expenditure on:			
Charitable activities	4	150,977	159,104
Total expenditure		<u>150,977</u>	<u>159,104</u>
Net income/(expenditure) and net movement in funds	5	119,149	(42,201)
Total funds at start of year	11	20	42,221
Total funds at end of year	11	<u>119,169</u>	<u>20</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

All of the current and prior year funds are unrestricted.

The notes on pages 11 to 16 form part of these financial statements

SPEAR BRISTOL
BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	8	1,043	2,084
		<u>1,043</u>	<u>2,084</u>
Current assets			
Debtors	9	3,000	500
Cash at bank and in hand		127,562	36,745
		<u>130,562</u>	<u>37,245</u>
Liabilities			
Creditors : amounts falling due within one year	10	(12,436)	(39,309)
Net current assets		<u>118,126</u>	<u>(2,064)</u>
Net assets		<u><u>119,169</u></u>	<u><u>20</u></u>
FUNDS			
Unrestricted funds			
General funds	12	118,126	(2,064)
Designated funds	12	1,043	2,084
Total funds		<u><u>119,169</u></u>	<u><u>20</u></u>

These financial statements were approved by the Trustees on the 20th of April 2026 and are signed on their behalf by:

Caroline Jowett-Ive

Caroline Jowett-Ive
Chair of Trustees

The notes on pages 11 to 16 form part of these financial statements

SPEAR BRISTOL

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

1 Accounting policies

Accounting convention

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

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

The charity is a public benefit entity as defined under FRS102. The Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Investment income is included on a receivable basis.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Assets costing less than £1,500 are not capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Computer Equipment - over 5 years; straight line

SPEAR BRISTOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

1 Accounting policies (continued)

Fund accounting

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

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

Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time at the discretion of the Trustees.

Further explanation of the nature and purpose of each fund is included in note 11 of the financial statements.

2 Income from: Donations and grants

	Total Funds 2025	Total Funds 2024
	£	£
Donations	190,076	82,158
Gift aid	36,126	14,182
Grants received	43,000	20,500
	<u>269,202</u>	<u>116,840</u>

3 Income from: Investments

	Total Funds 2025	Total Funds 2024
	£	£
Interest received	924	63
	<u>924</u>	<u>63</u>

SPEAR BRISTOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

4 Expenditure on: Charitable activities

	Total Funds 2025 £	Total Funds 2024 £
Direct costs		
Staff costs (see note 6)	73,193	90,327
Subcontractor Costs	1,735	-
Equipment costs	2,707	535
Programme costs	53,832	55,000
Event costs	6,362	2,385
Support costs		
Bank charges	55	66
Staff welfare	292	357
Travel costs	5,236	3,754
Subsistence costs	735	679
Telephone costs	140	296
Legal and professional fees	1,223	1,610
Insurance	326	318
Trainee costs	826	480
Subscriptions	268	386
Office costs	246	3
Depreciation	1,041	1,042
Governance costs (see note 5)	2,760	1,866
	<u>150,977</u>	<u>159,104</u>

5 Net income/(expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Independent examiner's fee - for independent examination services	1,260	1,034
- for accounts preparation services	1,500	784
- under/(over) accrual	-	48
Trustees' travel, meeting and training expenses	-	-
Depreciation	1,041	1,042
	<u>1,041</u>	<u>1,042</u>

No Trustees have been reimbursed for their out of pocket travel expenses this year or in the prior year. No Trustee received any remuneration during the year.

Aggregate donations from Trustees, key management personnel, and other related parties was £48,050 (2024: £53,417).

SPEAR BRISTOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

6 Staff costs and numbers

The aggregate payroll costs were:

	2025	2024
	£	£
Wages & salaries	65,290	80,992
Social security costs	6,030	7,463
Pension contributions	1,873	1,872
	<u>73,193</u>	<u>90,327</u>

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

The average headcount of employees during the year was:

	2025	2024
	No.	No.
General staff	<u>3</u>	<u>3</u>

The total employment benefits received by key management personnel including employer national insurance and employer pension were £19,543 (2024: £34,567).

7 Taxation

The charity is exempt from corporation tax on its charitable activities.

8 Tangible fixed assets

	Computer Equipment £	Total £
Cost or valuation		
At 1 September 2024	5,209	5,209
Additions	-	-
At 31 August 2025	<u>5,209</u>	<u>5,209</u>
Depreciation		
At 1 September 2024	3,125	3,125
Charge for the year	1,041	1,041
At 31 August 2025	<u>4,166</u>	<u>4,166</u>
Net book value		
At 31 August 2025	<u>1,043</u>	<u>1,043</u>
At 31 August 2024	<u>2,084</u>	<u>2,084</u>

SPEAR BRISTOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

9 Debtors

	2025	2024
	£	£
Due in less than one year:		
Gift aid	3,000	500
	<u>3,000</u>	<u>500</u>

10 Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals	2,760	2,388
Other creditors	149	254
Resurgo	9,527	36,667
	<u>12,436</u>	<u>39,309</u>

11 Movement in funds

For the year ended 31 August 2025

	At 1 Sep 2024	Income	Expenditure	Transfers	At 31 Aug 2025
	£	£	£	£	£
Unrestricted funds					
Fixed asset designated fund	2,084	-	(1,041)	-	1,043
Other current assets	(2,064)	270,126	(149,936)	-	118,126
	<u>20</u>	<u>270,126</u>	<u>(150,977)</u>	<u>-</u>	<u>119,169</u>
Total funds	<u>20</u>	<u>270,126</u>	<u>(150,977)</u>	<u>-</u>	<u>119,169</u>

For the year ended 31 August 2024

	At 1 Sep 2023	Income	Expenditure	Transfers	At 31 Aug 2024
	£	£	£	£	£
Unrestricted funds					
Fixed asset designated fund	3,126	-	(1,042)	-	2,084
Other current assets	39,095	116,903	(158,062)	-	(2,064)
	<u>42,221</u>	<u>116,903</u>	<u>(159,104)</u>	<u>-</u>	<u>20</u>
Total funds	<u>42,221</u>	<u>116,903</u>	<u>(159,104)</u>	<u>-</u>	<u>20</u>

Designated funds

The fixed asset designated fund represents the net book value of the fixed assets held at the year end.

SPEAR BRISTOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

12 Analysis of net assets between funds

	Unrestricted Designated Funds	Unrestricted General Funds	Total 2025
	£	£	£
As at 31 August 2025			
Fixed assets	1,043	-	1,043
General funds	-	118,126	118,126
	<u>1,043</u>	<u>118,126</u>	<u>119,169</u>

	Unrestricted Designated Funds	Unrestricted General Funds	Total 2024
	£	£	£
As at 31 August 2024			
Fixed assets	2,084	-	2,084
General funds	-	(2,064)	(2,064)
	<u>2,084</u>	<u>(2,064)</u>	<u>20</u>


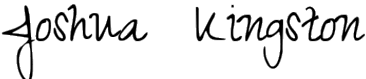
13 Related party transactions

There are no transactions with trustees or other related parties other than those disclosed as required by the SORP elsewhere in the financial statements.

Document Details

Title	Spear Accounts for YE 31 August 2025
File Name	Spear Accounts and TAR 2025 21.04.2026.pdf
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SPEAR BRISTOL

England & Wales - Charity number 1195810

Accounts

SPEAR BRISTOL
TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

Charity Number: 1195810

SPEAR BRISTOL

FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

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SPEAR BRISTOL

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 AUGUST 2024

Spear Bristol is a registered Charitable Incorporated Organisation

Trustees	Mr Samuel Wright (Chair of Trustee Board) Mrs Anna Wright (resigned 31 December 2024) Rev Paul Langham Dr Graham Stuart Mr Andrew Street Mrs Sophie Brookes Mr Patrick Sykes Mr Kamran Zahid (resigned 19 July 2024) Mr Solomon Hardy (resigned 31 December 2024) Mr Tony Condon Mr Daniel Haustead (appointed 1 December 2023) Ms Caroline Jowett-Ive (appointed 17 July 2024) Claire Harman (appointed 16 September 2024)
Charity registration number	1195810
Principal and registered address	Christ Church Linden Gate, Clifton Down Road, Bristol, BS8 4AH
Independent Examiner	Joshua Kingston BSc (Hons) ACCA Burton Sweet Ltd, The Clock Tower 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR
Telephone	07840527336
Email	hello@spearbristol.co.uk
Website	www.spear-bristol.org
Bankers	CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2024

Structure, Governance and Management

Spear Bristol is a Charitable Incorporated Organisation governed by its Constitution and led by a Board of Trustees who meet quarterly. The Board is made up of people living or working in Bristol.

A person who is willing and eligible to act as a trustee, and who would not be disqualified from this action, may be appointed to be a trustee by a decision of the trustees. Trustees with relevant knowledge, skills or experience are appointed for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Objects:

Spear Bristol equips 16–24 year-olds, facing the most significant barriers to employment, with the skills, mind-sets and attitudes needed to secure and thrive in work.

The objects of Spear Bristol as set out in its constitution:

The objects of Spear Bristol are for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in and around Bristol by providing advice, assistance and support, educational programmes and other activities as a means of:

- a) helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;
 - b) advancing education;
 - c) relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;
 - d) providing recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life.
-

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2024

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the guidance issued by the Charity Commission on public benefit.

Activities

Spear Bristol was established in 2021. Through the award-winning Spear Programme, we equip young people (16-24 year-olds) facing significant barriers to employment with the skills, mind-sets and attitudes needed to secure and thrive in work.

We run six programmes per year with up to 15 young people on each programme. Starting with a six-week phase known as Spear Foundation, our coaches follow a diverse curriculum, equipping trainees with the mindset and skillset required for employment e.g., Professionalism Week, Interview Week, Communication Week. The programme addresses CV writing and job search skills and offers insights including the hidden rules of work such as how to dress for an interview and how to make small talk.

The second phase, Spear Career, provides a year of follow-on support as trainees gain greater independence and move into employment or training opportunities that increase their prospects.

We operate in partnership with Resurgo Trust who have many years of experience working with unemployed young people and partner with fourteen other Spear Centres across the country. They provide on-going training and development delivered by coaches accredited by the International Coaching Federation (ICF), programme curriculum support and development, impact monitoring, quality assurance, and fundraising support.

Achievements and Performance

During this financial period, we ran 6 Spear programmes and 78 young people completed Spear Foundation. 77% of all young people completing Foundation with Spear Bristol are in employment, education or training twelve months later.

Our beneficiaries have gone to work for a wide range of employers, including: Pets at Home, Bristol City Council, Anne's House Childcare Centre, Artist's Residence, MacDonald's, Ashton Gate Stadium, Electrical Solutions, Footlocker, Nando's and Greggs.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2024

We have worked with a variety of referrers to find the young people we can best support, these have included: DWP Job Centres (Temple Street, Bedminster, Broadwalk and the Galleries Youth Hub), Bristol City Council, Families in Focus, Bristol Drugs Project, One Front Door, The Prince's Trust, Barnardo's, City of Bristol College and St Giles Trust.

All of the young people we work with have 1 or more barriers to entering employment and staying there. Over half of those we worked with in this reporting period had 3 or more of those barriers including: being a care leaver, having family involved in crime, living in supported housing, having less than 5 GCSE's, mental health challenges, a criminal record or being entitled to free school meals.

The young people we have worked with come from all over Bristol with between 20-25% coming from Bedminster, between 10-20% from Knowle, Avonmouth, Easton and Hartcliffe, between 5-10% from St George's, Clifton, Eastville, Bishopsworth, Kingswood, Brislington and Horfield, less than 5% from Southmead, Lawrence Weston, Knowle West, St Paul's, and Whitehall.

Contribution made by volunteers

Spear Bristol relies on volunteers generously giving their time to support our trainees. During this financial period over 60 volunteers supported Spear Bristol with Mock Interviews and Career Panels – encouraging our trainees through the sharing of their own experience, identifying the trainee's strengths, and supporting their interview skills development.

In addition to this, many volunteers have attended the celebrations held at the end of each 6-week programme to encourage and support the trainees as they move onto Spear Career and looking for work.

Financial Review

Through the generous support of our donors, trusts, and local grant bodies, Spear Bristol received total income of £116,403 (2022/23 - £174,694). Receipts comprised £82,158 (2022/23 - £121,650) from individual donors, £20,500 (2022/23 - £36,000) from charitable trusts and grants, £13,682 (2022/23 - £16,951) from gift aid on eligible donations and £63 (2022/23 - £93) from bank interest.

Total payments for the financial period, all of which were incurred in support of Spear Bristol's charitable activities, were £130,233 (2022/23 - £147,786), of which £nil (2022/23 - £2,823) was non-salary spending set against restricted funds. Total

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2024

spending in the period was closely managed within the budget set by the trustees at the start of the year.

Over 90% of payments made during the period represented staff salaries, including national insurance and pension contributions, and programme costs, including costs paid to charitable partners with whom we deliver the Spear programme.

As at 31 August 2024 Spear Bristol held total reserves, and total cash, of £36,745.

Reserves Policy

The trustees have examined the charity's requirements for reserves in light of the key operational, governance, compliance and risks to the organisation. The trustees have stipulated that the charity should aim to operate with unrestricted reserves sufficient to fund at least three months of operating costs, in order to ensure the charity is able to meet its ongoing operational needs.

The unrestricted funds of £36,745 as at 31 August 2024 (2023 – £50,575) represented approximately two and a half months of budgeted operating costs, and therefore was slightly below the target set by the trustees.

Fundraising to meet ongoing obligations and to maintain sufficient unrestricted reserves is ongoing, and the trustees do not currently have concerns about the ability of the charity to continue as a going concern.

Future Plans

Spear Bristol plans to continue the activities outlined above in forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open up new opportunities for the young people we have the privilege of working with. To support this view of the future, opportunities for expansion are being developed and followed up with interested parties in Bristol with the aim of increasing the number of centres available to deliver training.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2024

Statement of trustees' responsibilities

The trustees are responsible for keeping sufficient 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 Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They 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 Board of Trustees on 17th March 2025 and signed on its behalf by:

Samuel Ashley John Wright

Samuel Ashley John Wright
Chair of Trustees

SPEAR BRISTOL

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 AUGUST 2024

Independent examiner's report to the trustees of Spear Bristol

I report to the trustees on my examination of the accounts of Spear Bristol (the Charity) for the year ended 31 August 2024.

Responsibilities and basis of report

As the charity 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

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

Joshua Kingston

Joshua Kingston BSc (Hons) ACA
Burton Sweet Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 17th March 2025

SPEAR BRISTOL

YEAR ENDED 31 AUGUST 2024

RECEIPTS AND PAYMENTS ACCOUNT

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
RECEIPTS				
Voluntary Income to further charity's objectives				
Donations	82,158	-	82,158	121,650
Gift aid	13,682	-	13,682	16,951
Grants	20,500	-	20,500	36,000
	<u>116,340</u>	<u>-</u>	<u>116,340</u>	<u>174,601</u>
Investment income				
Bank interest	63	-	63	93
	<u>63</u>	<u>-</u>	<u>63</u>	<u>93</u>
TOTAL RECEIPTS	<u>116,403</u>	<u>-</u>	<u>116,403</u>	<u>174,694</u>
PAYMENTS				
Costs of charitable activities				
Wages and salaries	90,336	-	90,336	73,589
Travel costs	3,754	-	3,754	2,760
Subsistence costs	679	-	679	711
Telephone costs	296	-	296	248
Printing and stationery costs	-	-	-	296
Legal and professional fees	1,440	-	1,440	1,776
Insurance	318	-	318	304
Equipment costs	535	-	535	567
Programme costs	27,500	-	27,500	55,000
Event costs	2,385	-	2,385	3,923
Trainee costs	480	-	480	84
Subscriptions	386	-	386	180
Office costs	3	-	3	550
Other running costs	-	-	-	50
Accountancy	1,698	-	1,698	1,650
Staff welfare	357	-	357	192
Advertising	-	-	-	5,700
Other charges	-	-	-	236
Bank charges	66	-	66	60
	<u>130,233</u>	<u>-</u>	<u>130,233</u>	<u>147,786</u>
TOTAL PAYMENTS	<u>130,233</u>	<u>-</u>	<u>130,233</u>	<u>147,786</u>
Transfers between funds	-	-	-	-
NET RECEIPTS/(PAYMENTS)	<u>(13,830)</u>	<u>-</u>	<u>(13,830)</u>	<u>26,908</u>

SPEAR BRISTOL

AS AT 31 AUGUST 2024

STATEMENT OF ASSETS AND LIABILITIES

	2024 £	2023 £
Fixed Assets		
Computer and other equipment	2,084	5,209
	<u>2,084</u>	<u>5,209</u>
Current Assets		
Gift aid debtor	500	-
Cash at bank and in hand	36,745	50,575
	<u>37,245</u>	<u>50,575</u>
Total Assets	<u><u>39,329</u></u>	<u><u>55,784</u></u>
Liabilities		
Accruals		
Accountancy	1,818	1,650
Professional fees	570	400
Resurgo	36,667	-
Other creditors	254	9,429
	<u>39,309</u>	<u>11,479</u>
Total Liabilities	<u><u>39,309</u></u>	<u><u>11,479</u></u>
CASH RESERVES		
Unrestricted funds		
Brought forward	50,575	20,844
Net receipts/(payments) for the year	<u>(13,830)</u>	<u>29,731</u>
	36,745	50,575
Restricted funds		
Brought forward	-	2,823
Net receipts/(payments) for the year	<u>-</u>	<u>(2,823)</u>
	-	-
Total reserves	<u><u>36,745</u></u>	<u><u>50,575</u></u>

Signed on behalf of the Trustees on 17th March 2025

Samuel Ashley John Wright

Samuel Ashley John Wright
Chair of Trustees

SPEAR BRISTOL

England & Wales - Charity number 1195810

Accounts

SPEAR BRISTOL
TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023

Charity Number: 1195810

SPEAR BRISTOL

FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

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SPEAR BRISTOL

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 AUGUST 2023

Spear Bristol is a registered Charitable Incorporated Organisation

Trustees	Mr S Wright (Chair) Mr S Hardy Mr K Zahid Mr P Sykes Mr A Street Rev P Langham Mrs A Wright Mrs S Brooks Dr A Stuart Mr D Haustead (appointed 1 December 2023) Mr T Condon (appointed January 2023)
Charity registration number	1195810
Principal and registered address	Christ Church Linden Gate, Clifton Down Road, Bristol, BS8 4AH
Independent Examiner	Joshua Kingston BSc (Hons) ACCA Burton Sweet Ltd, The Clock Tower 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR
Telephone	01179736524
Email	hello@spearbristol.co.uk
Website	www.spear-bristol.org
Bankers	CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2023

Structure, Governance and Management

Spear Bristol is a Charitable Incorporated Organisation governed by its Constitution and led by a Board of Trustees who meet quarterly. The Board is made up of people living or working in Bristol.

A person who is willing and eligible to act as a trustee, and who would not be disqualified from this action, may be appointed to be a trustee by a decision of the trustees. Trustees with relevant knowledge, skills or experience are appointed, for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Objectives

Spear Bristol equips 16–24-year-olds facing the most significant barriers to employment with the skills, mind-sets and attitudes needed to secure and thrive in work.

The objects of Spear Bristol as set out in its constitution are:

The objects of Spear Bristol are for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in and around Bristol by providing advice, assistance and support, educational programmes and other activities as a means of:

- a) helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;
- b) advancing education;
- c) relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;
- d) providing recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2023

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the guidance issued by the Charity Commission on public benefit.

Activities

Spear Bristol was established in 2021. Through the award-winning Spear Programme, we equip young people facing significant barriers to employment (16-24-year olds) with the skills, mind-sets and attitudes needed to secure and thrive in work.

We run six programmes per year with up to 15 young people on each programme. Starting with a six-week phase known as Spear Foundation, our coaches follow a diverse curriculum, equipping trainees with the mindset and skillset required for employment e.g. Professionalism Week, Interview Week, Communication Week. The programme addresses CV writing and job search skills and offers insights including the hidden rules of work such as how to dress for an interview and how to make small talk.

The second phase, Spear Career, provides a year of follow-on support as trainees gain greater independence and move into employment or training opportunities that increase their prospects.

We operate in partnership with Resurgo Trust who have nearly 20 years of experience working with unemployed young people and partner with 12 other Spear Centres across the country. They provide on-going training and development delivered by coaches accredited by the International Coaching Federation (ICF), programme curriculum support and development, impact monitoring, quality assurance, and fundraising support.

Achievements and Performance

During this financial period, we ran 6 Spear programmes and 68 young people completed Spear Foundation. 76% of those beneficiaries are now in employment or education as a result.

Our beneficiaries have gone to work for a wide range of employers, including Lush, M&S, Co-op, Lidl, The Restore Trust, Hargreaves Lansdown, Timberland, Sainsburys, St Pauls Leisure Centre, Tier Scooters, Bishop Road Primary School, St Monica Trust,

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2023

MacDonalds, NHS and the Royal Mail. Many have also gone back into education including, City of Bristol College, SGS College, UWE, University of Bristol and The Open University.

We have worked with a variety of referrers to find the young people we can best support, these have included: DWP Job Centres (Temple Street, Bedminster, Broadwalk (now closed), Bishopsworth and the Galleries Launch Pad), Bristol City Council, Families in Focus, Bristol Drugs Project, One Front Door, The Prince's Trust, Barnardo's, City of Bristol College, National Careers service, P16 centre, Step Together and 1625 Independent People.

Our target population of young people we work with comprises young people with 1 or more barriers to entering employment, these barriers include being a care leaver, having family involved in crime, living in supported housing, having less than 5 GCSE's, mental health challenges, a criminal record or being entitled to free school meals.

The young people we have worked with during this time live in the following post codes; BS1, BS2, BS3, BS4, BS5, BS6, BS7, BS9, BS10, BS11, BS13, BS14, BS15, BS16, BS14, BS16, BS34, BS37, BS41,

We think that the young people speak best about the impact Spear has had on them. Read below what some of our young people have said:

"Spear's so helpful for me. [Presenting to a group] is super terrifying, but also it's something I never thought I'd be able to do. My confidence has boosted so much. I've loved learning all about the different mindsets, and neuroplasticity especially has been really helpful, which is helping you think about positive ways of thinking - to change the pathways in your brain, rather than always being negative about things, which I have a tendency to do".

"I also believe that something fantastic that I've learned from the Spear Programme is the power and victim mindset. In the past I was very much in a victim mindset - and what this means is I saw the pandemic and its effects on me, and I said, 'alright, that's the problem. I'm not at fault, so I don't really need to do anything about it'. And what ended up happening is I just went face first into it and I couldn't get through it. So I stopped and I gave up.

But what the power mindset is, what I've learned is that, sure, even if there is a real problem that really exists, there's always something that you can do to get around it. In this case, instead of trying to go face first into the problem and hitting a wall, perhaps I could have walked around the wall.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2023

That's another thing I'm very thankful for learning on Spear Programme, because I feel just knowing about these mindsets has really changed how I think. So I would once again like to thank the Spear Programme for all that they've done for me"

And here is what some of our referrers have said:

"I have noticed with X her confidence has double even at the jobs fair this week she seemed to have a spring in her step which is all down to you guys and your amazing work"

"I saw her on Friday and I could see the transformation already. She didn't need her mum to attend her appointment with and spoke highly of SPEAR. She already seems to have accepted and taken on these early challenges that you have set"

Here is feedback from a parent:

"With Spear 1 now ending I'd like to take this opportunity to thank you and all the staff at Spear. X has got an awful lot out of the course and has enjoyed it. She, and ourselves have also been struck by the high level of support she received, especially when running into difficulties travelling. Again, many thanks both for the high degree of professionalism, and the real care you have shown over the past few weeks"

Contribution made by volunteers

Spear Bristol relies on volunteers generously giving their time to support our trainees. During this financial period (74, last year 60) volunteers supported Spear Bristol with Mock Interviews and Career Panels – encouraging our trainees through the sharing of their own experience, identifying the trainee's strengths, and supporting their interview skills development.

In addition to this, many volunteers have attended the celebrations held at the end of each 6-week programme to encourage and support the trainees as they move onto Spear Career and looking for work.

Financial Review

Through the generous support of our donors, trusts, and local grant bodies, we generated total receipts of £174,694 (2021/22 - £136,954). Total receipts comprised £121,650 (2021/22 - £96,003) from fundraising from individual donors, £36,000

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2023

(2021/22 - £24,500) from fundraising from charitable trusts and grants, £16,951 (2021/22 - £16,448) from gift aid on eligible donations and £93 from bank interest.

Total payments for the financial period, all of which were incurred in support of Spear Bristol's charitable activities, were £147,786 (2021/22 - £113,287), of which £2,823 was non-salary spending set against restricted funds. Total spending in the period was closely managed to our budget.

Over 85% of payments made during the period represented staff salaries (including national insurance and pension contributions) and programme costs, including costs paid to charitable partners with whom we deliver the Spear programme.

As at 31 August 2023 we held total reserves, and total cash, of £50,575.

Reserves Policy

The trustees have examined the charity's requirements for reserves in light of the key operational, governance, compliance and risks to the organisation. The trustees have stipulated that the charity should aim to operate with unrestricted reserves sufficient to fund at least three months of operating costs, in order to ensure the charity is able to meet its ongoing operational needs.

The unrestricted funds of £50,575 as at 31 August 2023 (2022 – £20,844) represented approximately 3.75 months of budgeted operating costs, and therefore was above the target set by the trustees.

Fundraising to meet ongoing obligations and to maintain sufficient unrestricted reserves is ongoing, and the trustees do not currently have any concerns about the ability of the charity to continue as a going concern.

Future Plans

Spear Bristol plans to continue the activities outlined above in forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open up new opportunities for the young people we have the privilege of working with.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 AUGUST 2023

Statement of trustees' responsibilities

The trustees are responsible for keeping sufficient 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 Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They 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 Board of Trustees on 22 April 2024 and signed on its behalf by:

Samuel Ashley John Wright

.....
Samuel Ashley John Wright
Chair of Trustees

SPEAR BRISTOL

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 AUGUST 2023

Independent examiner's report to the trustees of Spear Bristol

I report to the trustees on my examination of the accounts of Spear Bristol (the Charity) for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

SPEAR BRISTOL

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 AUGUST 2023

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.

Joshua Kingston

Joshua Kingston BSc (Hons) ACA
Burton Sweet Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: .22 April.2024.....

SPEAR BRISTOL

YEAR ENDED 31 AUGUST 2023

RECEIPTS AND PAYMENTS ACCOUNT

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
RECEIPTS				
Voluntary Income to further charity's objectives				
Donations	121,650	-	121,650	96,003
Gift aid	16,951	-	16,951	16,448
Grants	36,000	-	36,000	24,500
	<u>174,601</u>	<u>-</u>	<u>174,601</u>	<u>136,951</u>
Investment income				
Bank interest	93	-	93	3
	<u>93</u>	<u>-</u>	<u>93</u>	<u>3</u>
TOTAL RECEIPTS	<u>174,694</u>	<u>-</u>	<u>174,694</u>	<u>136,954</u>
PAYMENTS				
Costs of charitable activities				
Wages and salaries	73,589	-	73,589	69,756
Travel costs	1,136	1,624	2,760	3,489
Subsistence costs	711	-	711	357
Telephone costs	248	-	248	393
Printing and stationery costs	111	185	296	-
Legal and professional fees	1,776	-	1,776	1,095
Insurance	304	-	304	296
Equipment costs	-	567	567	8,108
Programme costs	55,000	-	55,000	27,500
Event costs	3,628	295	3,923	917
Trainee costs	84	-	84	190
Subscriptions	28	152	180	86
Office costs	550	-	550	610
Other running costs	50	-	50	-
Accountancy	1,560	-	1,560	-
Staff welfare	192	-	192	-
Advertising	5,700	-	5,700	-
Other charges	236	-	236	437
Bank charges	60	-	60	53
	<u>144,963</u>	<u>2,823</u>	<u>147,786</u>	<u>113,287</u>
TOTAL PAYMENTS	<u>144,963</u>	<u>2,823</u>	<u>147,786</u>	<u>113,287</u>
Transfers between funds	-	-	-	-
NET RECEIPTS/(PAYMENTS)	<u>29,731</u>	<u>- 2,823</u>	<u>26,908</u>	<u>23,667</u>

SPEAR BRISTOL**AS AT 31 AUGUST 2023****STATEMENT OF ASSETS AND LIABILITIES**

	2023	2022
	£	£
Fixed Assets		
Computer and other equipment	5,209	5,209
	<u>5,209</u>	<u>5,209</u>
Current Assets		
Cash at bank and in hand	50,575	23,667
	<u>50,575</u>	<u>23,667</u>
Total Assets	<u><u>55,784</u></u>	<u><u>28,876</u></u>
Liabilities		
Accruals		
Accountancy	1,650	1,560
Professional fees	400	240
Other creditors	9,429	9,459
	<u>11,479</u>	<u>11,259</u>
Total Liabilities	<u><u>11,479</u></u>	<u><u>11,259</u></u>
CASH RESERVES		
Unrestricted funds		
Brought forward	20,844	-
Net receipts/(payments) for the year	29,731	20,844
	<u>50,575</u>	<u>20,844</u>
Restricted funds		
Brought forward	2,823	-
Net receipts/(payments) for the year	- 2,823	2,823
	<u>-</u>	<u>2,823</u>
Total reserves	<u><u>50,575</u></u>	<u><u>23,667</u></u>

Signed on behalf of the Trustees on 22 April 2024

Samuel Ashley John Wright

Samuel Ashley John Wright
Chair of Trustees

SPEAR BRISTOL

England & Wales - Charity number 1195810

Accounts

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

FINANCIAL PERIOD 14 SEPTEMBER 2021 TO 31 AUGUST 2022

Charity Number: 1195810

SPEAR BRISTOL

FINANCIAL STATEMENTS

PERIOD ENDED 31 AUGUST 2022

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SPEAR BRISTOL

REFERENCE & ADMINISTRATIVE INFORMATION

PERIOD ENDED 31 AUGUST 2022

Spear Bristol is a registered Charitable Incorporated Organisation

Trustees	Mr S Wright (Chari, Appointed 14 September 2021) Mr S Hardy (Appointed 4 July 2022) Mr K Zahid (Appointed 24 January 2022) Mr P Sykes (Appointed 15 November 2021) Mr A Street (Appointed 14 September 2021) Rev P Langham (Appointed 14 September 2021) Mrs A Wright (Appointed 14 September 2021) Mrs S Brooks (Appointed 14 September 2021) Dr A Stuart (Appointed 14 September 2021) Mr N Ingram (Appointed 14 September 2021 and resigned 4 November 2021)
Charity registration number	1195810
Principal and registered address	Christ Church Linden Gate, Clifton Down Road, Bristol, BS8 4AH
Independent Examiner	Joshua Kingston BSc (Hons) ACCA Burton Sweet Ltd, The Clock Tower 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR
Telephone	01179736524
Email	hello@spearbristol.co.uk
Website	www.spear-bristol.org
Bankers	CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

PERIOD ENDED 31 AUGUST 2022

Structure, Governance and Management

Spear Bristol is a Charitable Incorporated Organisation governed by its Constitution dated 27th August 2021 and registered with the Charity Commission on 14th September 2021. It is led by a Board of Trustees who meet quarterly. The Board is made up of people living or working in Bristol.

A person who is willing to act as a trustee and who would not be disqualified from action, may be appointed to be a trustee by a decision of the trustees. Trustees with relevant knowledge, skills or experience are selected and appointed, for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Objectives

Spear Bristol equips 16–24-year-olds facing the most significant barriers to employment with the skills, mind-sets and attitudes needed to secure and thrive in work.

The objects of Spear Bristol as set out in its constitution are:

The objects of Spear Bristol are for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in and around Bristol by providing advice, assistance and support, educational programmes and other activities as a means of:

- a) helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;
- b) b) advancing education;
- c) c) relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;
- d) d) providing recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

PERIOD ENDED 31 AUGUST 2022

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the guidance issued by the Charity Commission on public benefit.

Activities

Spear Bristol was established in 2021. Through the award-winning Spear Programme, we equip young people facing significant barriers to employment (16-24-year olds) with the skills, mind-sets and attitudes needed to secure and thrive in work.

We run six programmes per year with up to 15 young people on each programme. Starting with a six-week phase known as Spear Foundation, our coaches follow a diverse curriculum, equipping trainees with the mindset and skillset required for employment e.g. Professionalism Week, Interview Week, Communication Week. The programme addresses CV writing and job search skills and offers insights including the hidden rules of work such as how to dress for an interview and how to make small talk.

The second phase, Spear Career, provides a year of follow-on support as trainees gain greater independence and move into employment or training opportunities that increase their prospects.

We operate in partnership with Resurgo Trust who have nearly 20 years of experience working with unemployed young people and partner with 12 other Spear Centres across the country. They provide on-going training and development delivered by coaches accredited by the International Coaching Federation (ICF), programme curriculum support and development, impact monitoring, quality assurance, and fundraising support.

Achievements and Performance

During this financial period, we ran 4 Spear programmes (starting in January 2022) and 41 young people completed Spear Foundation. 83% of those beneficiaries are now in employment or education as a result.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

PERIOD ENDED 31 AUGUST 2022

Our beneficiaries have gone to work for a wide range of employers from the following industries amongst others: retail, hospitality, charity, civil service, electrical trades, artistic etc.

We have worked with a variety of referrers to find the young people we can best support, these have included job centres, Bristol City Council, other local charities, schools and colleges.

All of the young people we work with have 1 or more barriers to entering employment and staying there. 50% of those we worked with in this reporting period had 3 or more of those barriers including: being a care leaver, having family involved in crime, living in supported housing, having less than 5 GCSE's, mental health challenges, a criminal record or being entitled to free school meals. The young people we have worked with have come from Horfield, Southmead, Lawrence Weston, Bedminster, Knowle, Knowle West, Hartcliffe, St Paul's, St George's Kingswood, Easton, Eastville and Whitehall.

We think that the young people speak best about the impact Spear has had on them. Read below what some of our young people have said:

'Spear is a place where we are invited to confront our worries in the workplace, whilst also growing our strength, confidence and determination'.

'Spear is a place where I grew my confidence and motivation to continue my studies'.

'When I think of Spear I think of work readiness, enthusiasm and laughter.'

'Spear is where I learned about hope'

And here is what some of our referrers have said:

'I especially appreciate how your approach is long term and focuses on equipping and empowering young people - this is such a good way to sustain change'

'I am so happy with the Programme ...! The amount of confidence and support it has brought our customers is incredible'

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

PERIOD ENDED 31 AUGUST 2022

'Thanks for the lovely email and the outstanding work you and your team do. You have positively influenced the lives of loads of young people and have inspired them and me. We have the easy part, referring people'.

Contribution made by volunteers

Spear Bristol relies on volunteers generously giving their time to support our trainees. During this financial period 60 volunteers supported Spear Bristol with Mock Interviews and Career Panels – encouraging our trainees through the sharing of their own experience, identifying the trainee's strengths, and supporting their interview skills development.

In addition to this, many volunteers have attended the celebrations held at the end of each 6 week programme to encourage and support the trainees as they move onto Spear Career and looking for work.

Financial Review

Through the generous support of our donors, trusts, and local grant bodies, we generated total receipts of £136,954 for the financial period, of which £132,954 was unrestricted. The restricted receipt represents a grant of £4,000 that was restricted to non-salary costs.

Total receipts in the financial period of £136,954 comprised £76,003 from fundraising from individual donors, £20,000 from fundraising from charitable trusts, £24,500 from grants (of which £4,000 was restricted), £16,448 from gift aid on eligible donations and £3 from bank interest.

Total payments for the financial period, all of which were incurred in support of Spear Bristol's charitable activities, were £113,287, of which £1,177 was spent on non-salary costs using the restricted grant noted above. Our total spending in the period was closely managed to our budget.

Over 85% of our payments made during the period represented staff salaries (including national insurance and pension contributions) and programme costs, which represent costs paid to charitable partners with whom we deliver the Spear programme.

As at 31 August 2022 we held total reserves, and total cash, of £23,667, of which £20,844 was unrestricted, and £2,823 was restricted to non-salary costs.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

PERIOD ENDED 31 AUGUST 2022

Reserves Policy

The trustees have examined the charity's requirements for reserves in light of the key operational, governance, compliance and risks to the organisation. The trustees have stipulated that the charity should aim to operate with unrestricted reserves sufficient to fund at least three months of operating costs, in order to ensure the charity is able to meet its ongoing operational needs.

Although the unrestricted funds of £20,844 as at 31 August 2022 represented approximately 1.5 months of operating costs, and therefore was below the target set by the trustees, the charity was engaged in several fundraising opportunities at that date (including grants as well as fundraising from individual and corporate donors) to enable the charity to meet its financial obligations and protect its financial health. As a result of these activities, the charity generated total receipts of over £120,000 in the 4 months to 31 December 2022, meaning the charity ended calendar year 2022 with unrestricted funds in excess of the target set by the trustees.

Fundraising to meet ongoing obligations and to maintain sufficient unrestricted reserves is ongoing, and the trustees do not currently have any concerns about the ability of the charity to continue as a going concern.

Future Plans

Spear Bristol plans to continue the activities outlined above in forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open up new opportunities for the young people we have the privilege of working with.

SPEAR BRISTOL

TRUSTEES' ANNUAL REPORT

PERIOD ENDED 31 AUGUST 2022

Statement of trustees' responsibilities

The trustees are responsible for keeping sufficient 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 Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They 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 Board of Trustees on Mar 15 2023
behalf by:

Samuel Ashley John Wright

.....
Samuel Ashley John Wright
Chair of Trustees

SPEAR BRISTOL

INDEPENDENT EXAMINER'S REPORT

PERIOD ENDED 31 AUGUST 2022

Independent examiner's report to the trustees of Spear Bristol

I report to the trustees on my examination of the accounts of Spear Bristol (the Charity) for the period ended 31 August 2022.

Responsibilities and basis of report

As the charity 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

SPEAR BRISTOL

INDEPENDENT EXAMINER'S REPORT

PERIOD ENDED 31 AUGUST 2022

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.

Joshua Kingston

Joshua Kingston BSc (Hons) ACA
Burton Sweet Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: Mar 15 2023

SPEAR BRISTOL

YEAR ENDED 31 AUGUST 2022

RECEIPTS AND PAYMENTS ACCOUNT

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
RECEIPTS			
Voluntary Income to further charity's objectives			
Donations	96,003	-	96,003
Gift aid	16,448	-	16,448
Grants	20,500	4,000	24,500
	<u>132,951</u>	<u>4,000</u>	<u>136,951</u>
Investment income			
Bank interest	<u>3</u>	<u>-</u>	<u>3</u>
TOTAL RECEIPTS	<u><u>132,954</u></u>	<u><u>4,000</u></u>	<u><u>136,954</u></u>
PAYMENTS			
Costs of charitable activities			
Wages and salaries	69,756	-	69,756
Travel costs	2,476	1,013	3,489
Subsistence costs	357	-	357
Telephone costs	319	74	393
Printing and stationery costs	-	-	-
Legal and professional fees	1,095	-	1,095
Insurance	296	-	296
Equipment costs	8,108	-	8,108
Programme costs	27,500	-	27,500
Event costs	917	-	917
Trainee costs	184	6	190
Subscriptions	57	29	86
Office costs	555	55	610
Other charges	437	-	437
Bank charges	53	-	53
	<u>112,110</u>	<u>1,177</u>	<u>113,287</u>
TOTAL PAYMENTS	<u><u>112,110</u></u>	<u><u>1,177</u></u>	<u><u>113,287</u></u>
Transfers between funds	-	-	-
NET RECEIPTS/(PAYMENTS)	<u><u>20,844</u></u>	<u><u>2,823</u></u>	<u><u>23,667</u></u>

SPEAR BRISTOL

AS AT 31 AUGUST 2022

STATEMENT OF ASSETS AND LIABILITIES

	2022
	£
Fixed Assets	
Computer and other equipment	5,209
	<u>5,209</u>
Current Assets	
Cash at bank and in hand	23,667
	<u>23,667</u>
Total Assets	<u><u>28,876</u></u>
Liabilities	
Accruals	
Accountancy	1,560
Professional fees	240
Other creditors	9,459
	<u>11,259</u>
Total Liabilities	<u><u>11,259</u></u>
CASH RESERVES	
Unrestricted funds	
Brought forward	-
Net receipts/(payments) for the year	20,844
	<u>20,844</u>
Restricted funds	
Brought forward	-
Net receipts/(payments) for the year	2,823
	<u>2,823</u>
Total reserves	<u><u>23,667</u></u>

Signed on behalf of the Trustees on Mar 15 2023

Samuel Ashley John Wright

Samuel Ashley John Wright
Chair of Trustees