

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.

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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.

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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'

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'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.

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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

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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.

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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
Date:

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>

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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