

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.

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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 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,

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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.

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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

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(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.

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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

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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.

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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	<u>29,731</u>	<u>20,844</u>
	50,575	20,844
Restricted funds		
Brought forward	2,823	-
Net receipts/(payments) for the year	<u>- 2,823</u>	<u>2,823</u>
	-	2,823
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