



Trustees' Annual Report and Account

# KNOW YOUR WORTH

Year End 31st August 2023

Charity number: 1198913

Registered Address: 11, Bernwood Road. Oxford. OX3 9LG



# Table of Contents

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- 3** — Trustees and staff
- 4** — Structure, Governance and Management
- 6** — Chair's Report
- 7** — Aims and Objectives
- 8** — Achievements and Performance
- 10** — Testimonials
- 12** — Independent Examiner's Report
- 13** — Statement of Financial Activities
- 14** — Balance Sheet



# Trustees and Staff

The Board of Trustees presents its annual report and audited financial statements for the year ended August 2023.

## Board of Trustees



Rachael Power	Chair (May 2022-present)
Emma Davies Day	Treasurer (May 2022-August 2023)
Patrick Roberts	Treasurer (September 2023-present)
Lola Chapman	Secretary (May 2022-present)
Nailah James	Trustee (May 2022-present)

## Staff Team



Deborah Peake	CEO and Founder (May 2022-present)
Emilie Middleton	Course Facilitator (September 2023-present)

## Additional Team



Ruth Gass	Freelance Creative Lead (May 2022-present)
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This is our first Annual Report. As the organisation works primarily during term time, the Board of Trustees approved changing the financial year to end on 31st August. Know Your Worth achieved Charity Status on 11th May, 2022 and this report reflects data from 11th May 2022 to 31st August, 2023.

# Structure, Governance and Management

Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

All members of the Board of Trustees received no benefits from the charity. As the objectives of the charity are to improve the self esteem of young people, the Board of Trustees seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The Board of Trustees is made up of individuals who have a passion for improving the lives of young people as well as bringing a broad mix of skills to the group. The board primarily consists of female trustees under the age of 50, who have not had previous trustee experience, several trustees completed relevant training to ensure they were suitably equipped to fulfil their role.

The Board has identified some skills gaps within the group and will work to recruit suitable Trustees in the coming months. In the coming year we hope to recruit an apprentice board member from previous participants of the programme.



## Trustee Induction and Training

Most trustees were already familiar with the practical work of the charity having been supporters of the charity from its inception. Additionally, new trustees are invited and encouraged to attend a series of short training sessions (of no more than an hour) to familiarise themselves with the charity and the context within which it operates.

These are jointly led by the Chair of the Board of Trustees and the Founder of the charity and cover:

- The obligations of Trustees
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Future plans and objectives.

A Question & Answer pack has also been prepared drawing information from the various Charity Commission publications signposted through the Commission's guide "the Essential Trustee" as a follow up to these sessions. This is distributed to all new trustees along with the Memorandum and Articles and the latest financial statements.



# Chair's Report

It has been an honour to fulfil the role of Chair of Know Your Worth and see it through its very early stages. It has been exciting to watch it begin to form and to see and hear stories of change in the lives of teenage girls.

Regarding our processes, internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and participants.

A scheme of delegation is in place and day to day responsibility for the provision of the charity rests with the Chair. The Chair is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

Responsibilities of the Board of Trustees requires the Board to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Board should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

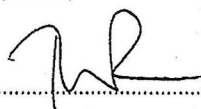
The Board of Trustees is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985.

These accounts were inspected by John Price, our Independent Examiner.

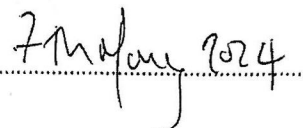
Approved by the Board of Trustees on 7th May 2024 and signed on its behalf by Rachael Power

Rachael Power (Chair)

Signature: .....



date: .....



Know Your Worth Annual Report 2023

# Aims and Objectives

Many teenagers are really struggling. Low self-worth, anxiety and a lack of confidence and motivation are prevalent. Girls are especially affected. According to Dove, 61% struggle with low self-esteem - fuelled by social media that encourages comparison, and accelerated by a pandemic that has dented social confidence. By the time they reach 18, girls are twice as likely to experience mental health conditions than boys, which inevitably has strong links with conditions such as anxiety, eating disorders, self-harming and low mood.

The aim of Know Your Worth is simple; to build self-esteem in teenagers, especially girls. The main way that we seek to do this is through an 8-week course that we run in schools, churches and community groups.

The course covers emotions, relationships and consent, social media, resilience and hopes, and is designed to help teenagers place greater value on themselves, and expect others to do the same.

In addition to our Know Your Worth course, we also run workshops in schools for all students, which cover topic areas such as healthy relationships and the power of words; all of which we link back to self-esteem. We recognise that if we can help build self-esteem in young people, especially girls, it has the potential to impact all areas of their lives for the better.

Finally, we also offer one to one support for teenage girls who may be struggling with self-esteem, through bespoke sessions, which are adapted from our 8 week course.

To date, we've worked with 67 girls, building self-esteem in Oxfordshire. Moving forward, we expect to build our team to meet the growing demand and work with 100 girls locally. We are also starting to pilot a Train the Trainer programme which would mean other leaders are trained to run our Know Your Worth courses across the UK.



# Achievements and Performance

We are so proud of the work we do. We know that it makes a difference in the lives of the teenage girls we are privileged to work with.

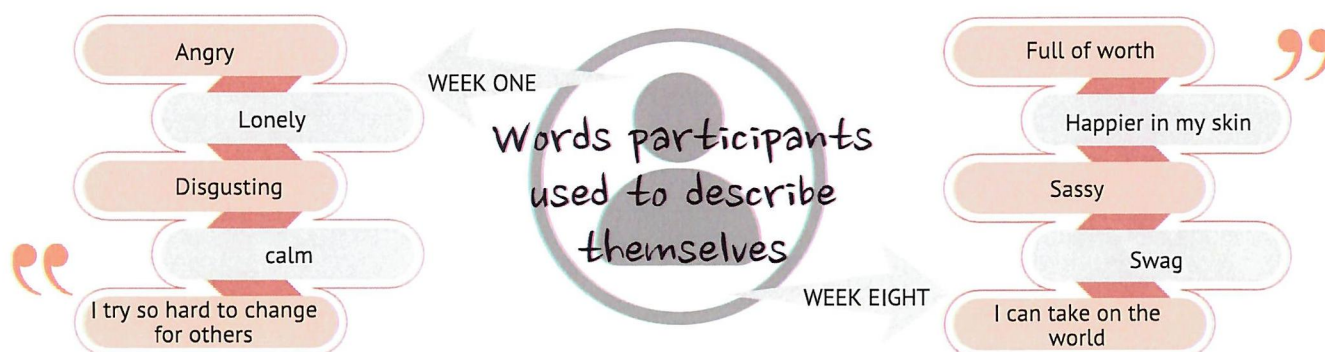
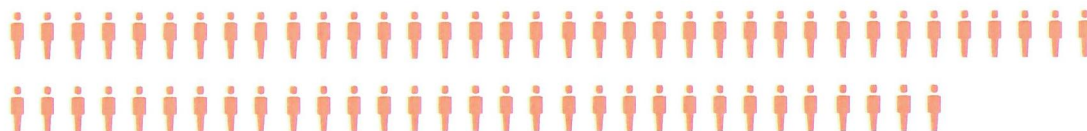
Word of mouth has led to securing more bookings in the same places and in others too, as our reach is widening.

100% of staff and organisational leads rate their experience with us as excellent.

85.7% of staff and organisational leads classify our Know Your Worth course content as excellent with the remainder classifying it as good.

Of the 67 girls that we have worked with, 83% reported higher self-esteem upon completion of the Know Your Worth Course

67 teenagers across Oxfordshire have completed the 8 week course





## The Self-Esteem Continuum

Low self-esteem



High self-esteem



83%

of participants recorded themselves further along the continuum towards higher self-esteem at the end of the course.



50% of participants reported feeling "happy with themselves on the whole" at the beginning of the course, compared to 83% at the end.

Over half of those who agreed with the statement 'at times I think I am no good at all' didn't agree with it after completing the course

\*We use the Rosenberg Self-Esteem Scale as a measurement tool during the first and final week of the course

from participants

"My favourite thing about the course is that it builds your self-esteem and has a community which allows me to feel safe"

14 year old participant

"What I love about Know Your Worth is that you can be honest about anything and you won't get judged – you can actually open up. It makes me happy."

14 year old participant

and staff

"The girls developed throughout the weeks and began to show a real sense of empowerment. For some, they have altered pathways they were on and are making more positive choices arounds school and home life".

School Safeguarding Lead

KNOW  
YOUR  
WORTH

# Testimonials

"Know Your Worth came into our school to work with a group of Year 8 and 9 girls that were really struggling with their confidence. The group, although very hesitant at the start with lots of encouragement needed to attend the first session, very quickly settled in and became comfortable, to the point, they were asking for additional sessions! The girls developed throughout the weeks and began to show a real sense of empowerment. For some, they have altered the pathways they were on and are making more positive choices around school and home life."

-Shelley Baker, Designated Safeguarding Lead, Oxford Spire Academy

"I just wanted to express how thankful I am for the kindness and warmth you gave not just to me, but many others. Over the past few weeks, you have taught me to be more confident in myself, how not just to be kind to others, but also myself and most of all you helped me find my worth. I will always be grateful for that and how you know that this is such a blessing to many teenage girls like me. Thank you! Thank you! Thank you!"

-A 15 year old participant's thank you card



"Through KYW, I have learnt positive coping mechanisms, ways to rephrase my thinking, to think more positively and that it's okay to feel emotions."

14 year old participant

"Know Your Worth has taught me the value of myself and how important believing is. This has been a great place and I have not felt judged on this course."

13 year old participant

"I would recommend it to both young people and adults. I have witnessed how the positive effect it had on our students and I myself learned so much."  
Teaching Assistant - The Iffley Academy





### **Eva's story...**

Eva came along to a local course when struggling with school and finding life hard at times, which was having an impact on her self-esteem. She was missing some lessons and occasionally getting in trouble at school.

After the course, her mum got in touch to say:

"Eva has loved every minute of Know Your Worth. It made her week knowing she had her Thursday night session. She was a child who didn't do well with meeting new people. This course gave her the confidence and encouragement to be able to do that comfortably.

Eva has surprised herself on how well she can open up with the right support that Know Your Worth gave her. It inspired her in so many ways and she started thinking about things in a more positive way. I would 1 million percent recommend it to others and have done so already. Seeing how happy it made her and how much confidence she gained was just incredible.

Thank you so much for all you have done... Thursdays were her favourite days"

## **Testimonials**

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"I've stayed in most of my maths lessons. At Know Your Worth, we heard from a Know Your Worth assistant about when she didn't pass her exams, and I don't want that to happen to me." – 12 year old participant.

"The KYW course has been a great way to work with some local girls. The course facilitator made it so easy to run, and it's opened up some great conversations. It's a perfect jump start into a longer-term mentoring project where we can build even more on the relationships formed through the course. It's been such fun journeying with the girls and I'd highly recommend the course!" – Emma, Project manager – Love Barton



# Independent Examiner's Report

I report to the trustees on my examination of the accounts of Know Your Worth for the period ended 31 st August 2023.

## Responsibilities and basis of report

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

The trustees consider that an audit is not required for this year under section 144(2) of the Act and that an independent examination is required.

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act. In carrying out my examination, it is my responsibility to :

- examine the accounts under section 145 of the Act;
- follow procedures laid down in the General Directions given by the Charity Commissioners under section 145(5)(b) of the Act; and
- state whether any particular matters come to my attention.

My examination was carried out in accordance with the general Directions given by the Charity Commission under section 145(5)(b) of the Act.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes considering any unusual items or disclosure in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair" view, and the report is limited to those matters set out in the statement below.

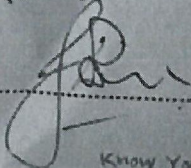
## Examiner's statement

I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008.

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

John Price (Independent financial examiner)

Signature:  date: 04. May 24

Know Your Worth Annual Report 2023



# Statement of Financial Activities

2023

## Turnover

Charitable Activities - Courses	10,940.00
Charitable Activities - Workshops	2,600.00
Other Revenue	2,086.94
<b>Total Turnover</b>	<b>15,626.94</b>

## Other Income

Donations - Individual One Off	7,924.53
Donations - Individuals Regular	1,360.00
Donations - Trusts	4,670.00
<b>Total Other Income</b>	<b>13,954.53</b>

**Total Income** **29,581.47**

## Administrative Costs

Advertising & Marketing	130.01
Cards, Gifts, Postage	114.14
Consumable Resources / Crafts	133.42
General Expenses	1,340.81
Insurance	458.38
IT Software	232.50
Learning content (books, resources)	70.99
Pensions Costs	130.58
Printing	27.00
Refreshments	35.08
Salaries	12,862.44
Staff Training	121.46
Subscriptions and Memberships	279.84
Travel	4.00
<b>Total Administrative Costs</b>	<b>15,940.65</b>

**Surplus on Ordinary Activities** **13,640.82**

*Profits*

# Balance Sheet

31 AUG 2023

## Current Assets

### Cash at bank and in hand

KNOW YOUR WORTH 13,781.87

Total Cash at bank and in hand 13,781.87

Total Current Assets 13,781.87

## Creditors: amounts falling due within one year

Accounts Payable 141.05

Total Creditors: amounts falling due within one year 141.05

Net Current Assets (Liabilities) 13,640.82

Total Assets less Current Liabilities 13,640.82

Net Assets 13,640.82

## Capital and Reserves

Current Year Surplus 13,640.82

Total Capital and Reserves 13,640.82

Patrick Roberts (Treasurer)

Signature: PRoberts date: 23.05.2024.