THE GIRLS' BRIGADE ENGLAND AND WALES

England & Wales · Charity number 206655

Details

Other names	THE GIRLS' BRIGADE NATIONAL COUNCIL FOR ENGLAND AND WALES
Status	Registered
Legal form	Charitable company
Company number	00206877
Registered	1962-09-22
Register	View on the Charity Commission register

Contact

Address	Cliff College Calver Hope Valley S32 3XG
Phone	01246582322
Email	gbco@gb-ministries.org
Website	www.girlsbrigadeministries.org.uk

Activities

Objects: THE OBJECT FOR WHICH THE CHARITY IS ESTABLISHED IS TO PROMOTE, EXTEND AND MAINTAIN CHRISTIAN BELIEF AND BEHAVIOUR PRIMARILY IN GIRLS. THIS IS DONE THROUGH THE FORMATION AND DEVELOPMENT OF LOCAL COMPANY GROUPS AND OTHER INITIATIVES FOR THE PURPOSE OF TRAINING SUCH MEMBERS TO FOLLOW THE STANDARD SET BY JESUS CHRIST FOR THE WHOLE OF LIFE AND TO PROVIDE POSITIVE CHRISTIAN TEACHING REGARDING THE SOCIAL ISSUES FACING THEM IN THEIR GROWING AND ADULT LIVES.

Activities: The mission of The Girls' Brigade England and Wales is centred on working with local churches to enable (primarily) girls and young women to engage with the Christian gospel.

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Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Religious Activities, Amateur Sport
- **Who:** Children/young People, The General Public/mankind

Geography

- **Area of benefit:** ENGLAND AND WALES
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£573,971	£607,157	£517,601	9
2023-12-31	£648,086	£718,424	£559,151	9
2022-12-31	£541,188	£539,555	£624,333	10
2021-12-31	£406,224	£437,930	-	-
2020-12-31	£585,813	£542,503	£689,878	12

Trustees

Name	Role	Appointed
Emily Brailsford	Chair	2025-07-16
Andrena Hylouise Elaine Palmer		2024-02-26
CLAIRE JILL BOXALL		2021-08-15
Charlotte Louise Berry		2026-03-10
Denise Elizabeth Thomas		2024-02-26
Hayley Rona Flint		2021-02-22
Janice Margaret Ogilvie		2026-04-24
Joanne Eveline Reeves		2026-02-16
Sara Fagg		2023-05-14
Sarah Helen Hall		2021-02-22
Susan Elizabeth Parkin		2021-11-01

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Linked charities

- MATILDA ALICE HUBBARD TRUST (206655-1)

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THE GIRLS' BRIGADE ENGLAND AND WALES

England & Wales - Charity number 206655

Accounts

Registered number: 00206877
Charity number: 206655

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

Document ID: f0faf741480a05d06d2fd69ad26b5ddc5c129ed2328276cd25a476136fd6b892

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

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THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees	Mrs A Allchorn Ms C Boxall E Brailsford, Chair from 5 July 2025 (appointed 5 July 2025) Mrs S Fagg Miss H Flint Mrs J Greengrass, Chair until 5 July 2025 (resigned 5 July 2025) Mrs S Hall Mrs A Palmer (appointed 26 February 2024) Mrs S Parkin Mrs D E Thomas (appointed 26 February 2024)
Company registered number	00206877
Charity registered number	206655
Registered office	Cliff College Calver Hope Valley Derbyshire S32 3XG
Company secretary	Mrs Julie Murdy (resigned 4 May 2024) Mrs Judith Davey-Cole (appointed 4 May 2024)
Senior management team	Mrs Julie Murdy, Director (resigned 17 January 2024) Mrs Judith Davey-Cole, Chief Executive (from 18 January 2024) Miss Catherine Burt, Deputy CEO (resigned 31 August 2024) Mrs Jess Gill, Operations Manager (from 1 September 2024) Ms Eleanor Harding, Comms and Media Manager (from 5 February 2025) Mrs Sheryl Meakin, Finance Manager (from 1 September 2024)
Accountants	Rachel Heath FCCA DChA BHP LLP Albert Works Sidney Street Sheffield S1 4RG
Bankers	The Co-operative Bank plc 4th Floor 9 Prescot Street London E1 8BE

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Solicitors	Anthony Collins 134 Edmund Street Birmingham B3 2ES
Investment managers	Epworth Investment Management Limited 9 Bonhill Street London EC2A 4PE

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CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2024

2024 was a good year for The Girls' Brigade England & Wales.

We made good progress in bouncing back from the challenges we experienced during the COVID period when our weekly youth groups couldn't meet and consequently caused a large dip in our income. The number of girls and young women are growing, as is the number of volunteers that run the Girls' Brigade groups up and down England and Wales. We're grateful to all those volunteers who give so generously of their time to improve the lives of the young people in their care. Crucially we know that our impact is strong – we help girls and young women build their confidence, gain life skills, and develop leadership skills so that they're able to contribute to their communities and to society. We sow the seeds of faith.

We've raised our profile through various national events and were featured in the national media on numerous occasions. We're delighted that the amazing Margaret Casely-Hayford became our patron.

We developed new income streams through our Fundraising Challenge and were successful in applying for Match Funding from The Big Give. The Girls' Brigade were successful in bidding for grant funding from the Department of Culture, Media and Sport and put that to good use in modernising our approaches and extending our reach. At the same time, we reviewed our cost base and made some substantial ongoing savings.

We are well positioned for the future and are confident that we can continue to play a role in shaping the lives of girls and young girls for generations to come.

Amanda Allchorn

Amanda Allchorn

Signer ID: RYOJ9YKTBR...

Deputy Chair

Date: 26/09/2025 GMT

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees are delighted to present their annual report together with the audited financial statements of The Girls' Brigade England & Wales for the year 1 January 2024 to 31 December 2024.

The Annual Report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Girls' Brigade England & Wales is part of the Girls' Brigade International fellowship, and we operate solely in England and Wales. Our purpose is to develop confident girls and young women who have the life skills they need to live their lives to the full and to contribute to their communities and to society. Crucially, we sow the seeds of Christian faith. Although we are a proudly Christian organisation, we understand and respect that some of our young people and our volunteers have other faiths or no faith. Everyone is welcome.

We work with girls and young women between the ages of 4-18, and our young leaders' pathway is from the age of 14-26. We're proud that we provide a girls-only space as research shows that the challenges facing girls and young women are quite different from the challenges facing boys and young men.

We're well over 130 years and we're determined to ensure that we empower, equip, and enable girls and young women to build their skills and confidence in contributing to their local communities and to society. We're determined to develop female leaders of the future for generations to come. We've developed and transformed over these 130 years and continue to do so. This ensures that we remain relevant to girls and young women and work with them on the things that matter most to them.

b. Our activities to deliver public benefit

The Girls' Brigade delivers public benefit through providing safe spaces where young people have fun, learn Christian values, and develop life skills and leadership skills through physical activity, crafts, teamwork and community outreach. Our work is sustainable, holistic and life-enriching, enabling young people to live life to the full.
This has a positive impact on communities and society.

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Objectives and activities (continued)

c. Objectives and activities

Our "theory of change" describes what change we want to see for children and young people in England and Wales. It shows the "what and how" needed to enable children and young people to live their best lives - live life to the full as set out in scripture. It informs our short-, medium-, and long-term decision making. The strategic plan takes account of the tough environment within which uniformed youth charities like Girls' Brigade are operating:

- People. We continuously celebrate the achievements of our girls and the contribution of our volunteers and leaders. We are committed to continuously improving the volunteer experience to ensure that our retention of volunteers remains high. We provide top quality training to our volunteers on youth work and safeguarding so that they provide an environment that is safe and well managed, in which our girls and young women can thrive and develop.

- Profile. We are raising our profile, shouting about our work, and sharing stories that evidence the transformational impact that we have on the lives of girls and young women. These stories show powerfully and viscerally that we're as relevant to girls today as we were 130 years ago and will encourage people to join us as members of our groups or as volunteers.

- Sustainability. We are seeking to increase our income so that we can invest more in our programme work – how we build girls' and young women's skills and confidence and develop their leadership skills. We also want to increase our resilience to external shocks and diversify our sources of income so that we are not so heavily dependent on a small number of income streams.

We assess performance against the strategic plan objectives quarterly using a KPI dashboard to ensure that we're on track.

Achievements and performance

a. Achievements and performance

We reduced costs in 2024 and the benefits from this will flow through into 2025 and beyond. Bringing our trading activities in-house has helped reduce costs. Changes and improvements to our online shop have helped drive additional efficiencies in trading. Our fundraising campaigns and grant applications were successful, which has helped our financial position considerably.

Feedback from girls and young women attending our groups is very positive about the activities we undertake. Surveys show that they have fun, make friends, and develop skills. Developing their leadership potential is seen as a key strength. "Bring a friend" events are successful in ensuring that our groups grow and flourish.

Our volunteer retention remains incredibly high, with just under 1000 volunteers with over 50 years' service as a Girls' Brigade volunteer. Our focus remains on recruiting new volunteers and ensuring a positive volunteer experience,

An external agency assessed our policies, procedures and practice on equality, diversity and inclusion to ensure that we have the necessary approaches in place to address any specific needs such as neurodiversity and SEND. We were delighted that we were assessed as a "potential trailblazer".

We successfully delivered the grant from the Department for Culture, Media and Sport and achieved all the required KPIs and milestones.

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Achievements and performance (continued)

All policies and procedures were reviewed to ensure compliance with legislation and regulation. There were no reportable incidents.

Financial review

a. Financial Review

The deficit for the year was £23,349 (2023: deficit of £83,383 after a prior year adjustment increasing the deficit by £18,201). This is made up of a deficit of £7,244 (2023: £52,046) from unrestricted funds and a deficit of £16,105 (2023: £28,337) from restricted funds. Funds total £517,601 (2023: £540,950 after a prior year adjustment reducing it by £18,201) comprising of unrestricted funds of £113,452 (2023: £120,696) and restricted funds of £404,149 (2023: £420,254).

Our income has largely been drawn from membership subscriptions, which for the 12-month period to 31 December was £246,032 (compared to £234,117 in 2023). This increase in subscription income reflects the positive work done through the DCMS grant to increase young people and volunteers in groups. A further grant from the DCMS Uniformed Youth Fund was also received during 2024 which has allowed us to continue to build on this work. The provision of grants shows the value placed upon the work of Girls' Brigade externally.

The national fundraising campaign that took place in October 2024 was also very successful which coincided with Match Funding we received from the Big Give. This formed a large portion of the total donations we received in 2024 (£75,859, compared to £26,795 in 2023). We're grateful to those people who have supported our mission financially - whether through the Fundraising Challenge, one-off donations or regular giving.

b. Investment powers and policies

The trustees, who have a keen awareness of the need for Girls' Brigade to balance operational liquidity and stable growth of investments, benefited from the services of Epworth Investment Management Service again this year.
Aims and parameters for the portfolio are well established, and we receive a quarterly performance report to enable timely monitoring and control of this important issue.

The aims and parameters for the year were established in October 2002 for unrestricted funds as follows: To achieve a balance of capital growth and current income. Investment parameters are set for this as follows: Equities (50-70%); Fixed interest (30-50%).

Some funds were kept in interest-bearing deposit accounts to provide access as needed for cash flow management.

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c. Going concern

In 2025 we will continue to build on the profile-raising work that we've been doing to ensure Girls' Brigade is at the front of parents' minds when they're looking for activities for their children. The work we've done in 2024 has proven that the local advertising and sharing powerful stories about our girls works. Attracting more girls will also help increase subscription income.

The laser sharp focus for 2025-26 is on increasing and diversifying income through fundraising. We have also planned a national fundraising appeal in October 2025. We will also be seeking additional grant funding.

The Trustees have reviewed detailed financial forecasts over a period of 24 months to December 2026 based upon known costs and projected income, the latter of which is supported by a fundraising campaign scheduled for launch in September 2025. The Trustees recognise there are challenges from generating voluntary income both from subscription income and that income from the fundraising campaign can be unpredictable. We have undertaken sensitivity testing on the forecasts and have appropriate plans in place.

In summary, the Trustees are of the opinion that despite the challenge in increasing voluntary income, the charity has adequate resources to meet its financial obligations, and to continue in operational existence for at least 12 months from approval of these financial statements. It is for the reasons stated above that the directors are satisfied that the charity will have adequate resources to continue in operational existence for the foreseeable future and has prepared these financial statements on the going concern basis.

d. Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency expenditure. The trustees consider the ideal level of reserves at 31 December 2024 to be in the range of three to six months cover of annual charitable expenditure which gives a target of £103,000 to £206,000.

Defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity, but not yet spent, committed, or designated, the free reserves held by GB England & Wales at 31 December 2024 comprised the following:

	£
Total consolidated funds per Balance Sheet (Group)	517,601
Less: Restricted Funds	(404,149)
Fixed assets - unrestricted funds	(2,965)
Free Reserves	£110,482

Although the year end level of free reserves is within the target range of £103,000 to £206,000 trustees recognise that they are at the lower end of aspirations and they keep the free reserves level under close review. 2025 will benefit from a full year of reduced overheads after a thorough review through 2024 and another focus on the fundraising campaign will help contribute to unrestricted income.

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e. Grant-making funds

The Holcot Fund (Matilda Alice Hubbard Trust 2001) was established following the sale, in 2001, of a property (Holcot) originally donated by Matilda Alice Hubbard. Within the terms of the Trust, the criteria for grant support are to provide or assist in the provision of holiday or residential event accommodation for members to assist in their training. Grants awarded from this trust are administered centrally, through a written application process. An annual report of applications and awards is made to the trustees. During the year, 3 grants were given which subsidised individual girls and this fund paid for the delivery of the Esther Generation Weekend for 19 Queen's Award candidates aged between 18 and 25.

f. Plans for future periods

Our plans for 2025 include:

People
- Focus on recruitment of new volunteers as this is the key constraint in growing groups, increasing impact and deepening our impact
- Improving our volunteer experience
- Re-vamping our young leader training to ensure it remains current and relevant and helps provide pathways to employment for young women. This will also help us increase the numbers of adult volunteers as young leaders become fully fledged volunteer leaders
- Continuing to augment our place-based groups with online groups as we know many young people enjoy online activities and some groups of young people prefer online

Profile
- Continuing to raise our profile by sharing powerful stories of change with the media and press.
- Deepening our reputation as an agency that has insightful things to say about issues that matter to girls and young women.
- Celebrating the achievements of our children, young people and volunteers

Sustainability
- Continuing to run a national fundraising appeal every year to raise funds to invest in delivering our mission
- Diversifying our income and funding streams
- Updating our programme work – the activities undertaken in the community groups – to ensure that our work remains relevant and reflects current issues facing girls and young women and we attract new members
- Strengthening our governance and compliance – particularly of local groups and districts

Structure, governance and management

a. Governing document

The Girls' Brigade England & Wales is a charitable company limited by guarantee, governed by its Memorandum and Articles of Association dated July 2017. It is registered as a charity with the Charity Commission.

Members of the Girls' Brigade England & Wales Board are the company members and, in the event of the company being wound up, the liability of each member is limited to a maximum of £1.

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Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

The Girls' Brigade is governed by a board of trustees who serve for a three-year period renewable for one further, consecutive, term.

c. Recruitment and training of Trustees

To maintain a mature and well-equipped trustee Board, information about the role, responsibilities and skills needed for Board membership is made available internally and externally when vacancies arise. New trustees undergo a formal induction process and training in governance-related matters is offered to trustees on an ongoing basis.

d. Organisation

The Board comprises a maximum of 10 trustees. The Board meets four times in the year, although other meetings may be called if required. The Board can appoint standing groups for specific purposes. Currently the standing groups are the Network Executive (which maintains oversight of the uniformed youth work), Personnel, Finance, and Risk. The Network Executive meets 3 times a year and the other groups meet on an “as required” basis but meet at least once a year. The board has nominated a lead trustee for safeguarding.

The Chief Executive is appointed by the Board to manage day-to-day operations of the charity. This person has delegated authority for strategic and operational matters including finance, employment, and delivery of the strategic plan.

e. Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with an organisation used by the charity is disclosed in the same way as any other contractual relationship with a related party. No such transactions were reported within the reporting period.

Details of directors’ expenses and related party transactions are disclosed in note 15 and 32 to the accounts.

f. Fundraising standards information

Girls’ Brigade are registered with the Fundraising Regulator. During the year we have not appointed any professional fundraisers to support the work of the charity. We are registered with Give as You Live and our supporters can raise donations for our work through this. We are also registered on the Stewardship and PayPal donation platforms.

We have not received any complaints about our fundraising practice during 2024. There have been no serious or reportable incidents during 2024.

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Structure, governance and management (continued)

g. Pay policy for senior staff

The Board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running, and operating GBM on a day-to-day basis. All trustees give of their time freely and no trustee received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 15 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with cost of living/inflation levels.

h. Risk Management

The trustees have a risk management strategy, which comprises:

- An annual "deep dive" review of the principal risks and uncertainties that the charity faces and quarterly review of the risk register.
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

Key risks to the organization are:

- financial sustainability bearing in mind the external environment. Ongoing attention is paid to both income generation, efficiency and effectiveness.

- Compliance with legislation and regulation (including safeguarding), particularly at the local groups and districts, given the nature of our work (which could have financial and reputational consequences). We continue to maintain an intense focus on this risk through safer recruitment, DBS checks, embedding of policies and procedures, and continually raising the awareness of our volunteer leaders of their responsibilities and duties in this regard. We are a member of thirtyone:eight – the Christian safeguarding agency and can access help and advice through their helpline should we judge that's necessary.

- Cyber attack on our systems to access sensitive personal data about children, young people, their parents and volunteers. Advice is being sought on penetration and other forms of "white hat" testing on key systems.

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Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP 2019 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to 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 Companies Act 2006. 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 order of the members of the board of Trustees and signed on their behalf by:

Amanda Allchorn
Signer ID: RYOJ9YKTBR...

Mrs A Allchorn
Deputy Chair
Date: 26/09/2025 GMT

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INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Independent examiner's report to the Trustees of The Girls' Brigade England and Wales ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 ACCA, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

Signed:  Dated: 26/09/2025 GMT

Signer ID: WKOLTHN6RI...

Rachel Heath FCCA DChA

BHP LLP
Albert Works
Sidney Street
S1 4RG

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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	As restated Total funds 2023 £
Income from:					
Donations and legacies	4	**67,981**	**142,877**	**210,858**	282,767
Charitable activities	5	**257,599**	**22,406**	**280,005**	273,547
Other trading activities	6	**64,823**	**-**	**64,823**	83,541
Investments	7	**9,231**	**8,005**	**17,236**	8,231
Other income	8	**1,049**	**-**	**1,049**	-
Total income		**400,683**	**173,288**	**573,971**	648,086
Expenditure on:					
Raising funds	9	**61,140**	**-**	**61,140**	83,406
Charitable activities	10	**350,692**	**195,325**	**546,017**	653,219
Total expenditure		**411,832**	**195,325**	**607,157**	736,625
Net expenditure before net gains on investments		**(11,149)**	**(22,037)**	**(33,186)**	(88,539)
Net gains on investments		**-**	**9,837**	**9,837**	5,156
Net expenditure		**(11,149)**	**(12,200)**	**(23,349)**	(83,383)
Transfers between funds	24	**3,905**	**(3,905)**	**-**	-
Net movement in funds		**(7,244)**	**(16,105)**	**(23,349)**	(83,383)
Reconciliation of funds:					
Total funds brought forward as previously stated		**65,322**	**493,829**	**559,151**	624,333
Prior year adjustment		**55,374**	**(73,575)**	**(18,201)**	-
Total funds brought forward as restated		**120,696**	**420,254**	**540,950**	624,333
Net movement in funds		**(7,244)**	**(16,105)**	**(23,349)**	(83,383)
Total funds carried forward		**113,452**	**404,149**	**517,601**	540,950

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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The Statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

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THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)
REGISTERED NUMBER: 00206877

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note		2024 £		As restated 2023 £
Fixed assets					
Intangible assets	16		**-**		-
Tangible assets	17		**2,965**		1,191
Investments	18		**153,737**		143,900
			156,702		145,091
Current assets					
Stocks	19	**20,653**		17,699	
Debtors	20	**84,125**		109,894	
Cash at bank and in hand		**359,003**		408,345	
		463,781		535,938	
Current liabilities					
Creditors: amounts falling due within one year	21	**(91,516)**		(139,625)	
Net current assets			**372,265**		396,313
Total assets less current liabilities			**528,967**		541,404
Creditors: amounts falling due after more than one year	22		**(11,366)**		(454)
Total net assets			**517,601**		540,950

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BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

	Note		2024 £		As restated 2023 £
Charity funds					
Restricted funds	24		**404,149**		420,254
Unrestricted funds					
General funds	24	**79,264**		78,819	
Revaluation reserve		**50,458**		50,458	
Unrestricted funds excluding pension liability	24	**129,722**		129,277	
Pension reserve	24	**(16,270)**		(8,581)	
Total unrestricted funds	24		**113,452**		120,696
Total funds			**517,601**		540,950

The charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Amanda Allchorn
Signer ID: RYOJ9YKTBR...

Mrs A Allchorn
Deputy Chair
Date: 26/09/2025 GMT

The notes on pages 18 to 46 form part of these financial statements.

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STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 £	As restated 2023 £
Cash flows from operating activities			
Net cash (used in) operating activities	27	**(53,138)**	(88,015)
Cash flows from investing activities			
Dividends and interest from investments		**15,978**	8,231
Purchase of tangible fixed assets		**(2,700)**	(1,586)
Net cash provided by investing activities		**13,278**	**6,645**
Cash flows from financing activities			
Pension deficit contributions		**(9,482)**	(8,127)
Net cash used in financing activities		**(9,482)**	**(8,127)**
Change in cash and cash equivalents in the year		**(49,342)**	**(89,497)**
Cash and cash equivalents at the beginning of the year		**408,345**	497,842
Cash and cash equivalents at the end of the year	28	**359,003**	408,345

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. General information

The charitable company is a company limited by guarantee. The members of the company are the trustees names on page 1. in the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Girls' Brigade England and Wales meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Following an agreement to transfer the assets, liabilities and undertakings of GBEW Trading in July 2024, the financial statements for the charity have adopted the merger method of accounting, which involves aggregating the assets, liabilities and funds as a combined entity and presenting them as though they had always been part of the same reporting charity.

The financial statements include the results of the combining charities for the whole reporting period in which the merger occurred and present comparative amounts on the same basis to show the aggregated results of for the combining charities for the previous reporting period.

2.2 Going concern

The Trustees have reviewed the detailed financial forecasts over a period of 24 months to December 2026 based upon known costs and projected income. The Trustees recognise there are challenges from generating voluntary income both from subscription income and that income from the fundraising campaign is unpredictable.

To combat the identified unpredictability of voluntary income the charity is taking proactive steps to manage costs and has undertaken sensitivity testing on the forecasts, to ensure that all options have been considered in the event that fundraising income does not achieve current projections.

In summary, the Trustees are of the opinion that despite the significant challenges of increasing voluntary income, the charity has adequate resources to meet its financial obligations, and to continue in operational existence for at least 12 months from approval of these financial statements. It is for the reasons stated above that the directors are satisfied that the charity will have adequate resources to continue in operational existence for the foreseeable future and has prepared these financial statements on the going concern basis.

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2. Accounting policies (continued)

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

2.5 Taxation

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

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2. Accounting policies (continued)

2.6 Intangible assets and amortisation

Intangible assets costing £NIL or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website costs	-	33 %	straight line

2.7 Tangible fixed assets and depreciation

Tangible fixed assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives .

Depreciation is provided on the following basis:

Fixtures and fittings	-	10%	per annum straight line
Computer equipment	-	25%	per annum straight line

2.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.9 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

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2. Accounting policies (continued)

2.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.13 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

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2. Accounting policies (continued)

2.15 Employee benefits and pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity also contributes to The Pensions Trust Growth Plan for its employees. This is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. Since the charity has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the contributions paid are shown in the income and expenditure account. Under FRS 102, the fair value of the commitment is recognised. The calculation of their fair value of the commitment is subject to an assumption on the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality bonds.

2.16 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

***3.* Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The commitment in respect of the Pensions Trust Growth Plan is subject to an assumption on the discount rate.

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4. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	**Total funds 2024 £**	Total funds 2023 £
Donations and legacies	67,981	7,878	**75,859**	26,795
Grants	-	134,999	**134,999**	255,972
	67,981	142,877	**210,858**	282,767
Total 2023	17,818	264,949	282,767	

5. Income from the development of the Christian faith

	Unrestricted funds 2024 £	Restricted funds 2024 £	**Total funds 2024 £**	Total funds 2023 £
Subscriptions	243,324	2,708	**246,032**	234,117
Activities and camp fees	4,956	19,683	**24,639**	28,643
Annual meeting	-	-	**-**	25
International office income	8,333	-	**8,333**	8,386
Other income	986	15	**1,001**	2,376
	257,599	22,406	**280,005**	273,547
Total 2023	244,665	28,882	273,547	

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6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Trading income	33,296	**33,296**	83,032
Charity trading income	31,527	**31,527**	509
	64,823	**64,823**	83,541
Total 2023	83,541	83,541	

7. Investment income

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Dividends received	9,231	-	**9,231**	5,596
Bank interest	-	8,005	**8,005**	2,635
	9,231	8,005	**17,236**	8,231
Total 2023	5,280	2,951	8,231	

8. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Other income	1,049	**1,049**	-

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9. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Trading expenses	61,140	**61,140**	83,406
Total 2023	83,406	83,406	

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Development of the Christian faith	350,692	195,325	**546,017**	653,219
Total 2023	331,369	321,850	653,219	

Summary by expenditure type

	Staff costs 2024 £	Depreciation 2024 £	Other costs 2024 £	Total 2024 £	Total 2023 £
Development of the Christian faith	226,418	926	318,673	**546,017**	653,219
Total 2023	220,011	1,992	431,216	653,219	

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Summary by activity type

	Direct costs 2024 £	**Support costs 2024 £**	**Total funds 2024 £**	Total funds 2023 £
Volunteer and Group Support	139,327	-	**139,327**	165,712
Insurance and Insurance Administration	49,362	-	**49,362**	58,710
Programme Delivery	56,021	-	**56,021**	66,630
Programme Development	31,500	-	**31,500**	37,465
Governance and Strategy Development	86,315	31,454	**117,769**	140,071
Volunteer Equipping	52,615	-	**52,615**	62,577
Subscriptions	33,465	-	**33,465**	39,802
Communications and Media Presence	42,761	-	**42,761**	50,860
Networking	10,982	-	**10,982**	13,062
Fundraising and Donor Management	15,411	-	**15,411**	18,330
	517,759	31,454	**549,213**	653,219
Total 2023	618,664	34,555	653,219	

The allocation of the costs between activities is based on the proportion of staff time spent on each activity.

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11. Charitable activities

	2024	2023
	£	£
Rent and rates	**21,881**	30,300
Telephone costs	**10,289**	9,562
Insurances	**36,527**	33,863
Printing costs	**1,853**	2,844
Computer costs	**46,203**	44,903
Recruitment costs	**1,212**	3,504
Training costs	**-**	450
Legal and professional costs	**96**	651
Motor and travel costs	**4,404**	1,422
Meeting costs	**75**	233
International fees	**319**	186
Subscriptions	**1,939**	3,133
Activities and camp costs	**48,674**	67,147
Costs associated with DCMS fund	**85,379**	189,250
The View costs	**268**	1,629
Development costs - programme	**790**	506
Sundries	**9,033**	3,226
Bank charges and interest paid	**2,338**	3,866
Wages and salaries	**199,437**	198,068
National insurance	**11,198**	10,513
Pension cost	**15,783**	11,430
Remeasurement of pension scheme	**16,964**	(14)
Depreciation	**926**	1,992
Governance costs (note 12)	**30,429**	34,555
	546,017	653,219

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12. Governance costs

	2024	2023
	£	£
Auditor and independent examiner fees	**8,140**	23,472
Accountancy fees - outsourced	**17,979**	8,800
Trustees' and executives' travel and meeting costs	**4,310**	2,283
	30,429	34,555

13. Net income/(expenditure)

	2024	2023
	£	£
Depreciation of tangible fixed assets owned by the charity	**926**	1,992
Amortisation of intangible fixed assets	**-**	2,916
Auditor's remuneration - audit	**-**	20,200
Auditor's remuneration - non audit	**-**	2,800
Operating lease payments	**41,438**	69,237

14. Independent examiner's/ auditor's remuneration

	2024	2023
	£	£
Fees payable to the charity's independent examiner for the independent examination of the charity's annual accounts	**7,645**	-
Fees payable to the charity's auditor in respect of:		
Audit services	**-**	20,200
Other accountancy and VAT services	**-**	2,800

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15. Staff costs

	2024	2023
	£	£
Wages and salaries	**199,437**	198,068
Social security costs	**11,198**	10,513
Contribution to defined contribution pension schemes	**15,783**	11,430
	226,418	220,011

The average number of persons employed by the charity during the year was as follows:

	2024	2023
	No.	No.
Employees	**9**	9

No employee received remuneration amounting to more than £60,000 in either year.

None of the trustees, nor any person connected to them, received any remuneration during the current or preceding year. 9 members of the Trustee Board (2023: 7) received reimbursed travel expenses amounting to £788 (2023: £490).

During the period, trustees made donations to the charity totalling £2,850 (2023: £135).

The charity is heavily reliant upon the support of volunteers who give their time to the work of the Girls' Brigade, which cannot be valued.

The total amount of employee benefits, including employer's pension contributions and employers' national insurance, received by the senior management team is £96,311 (2023: £101,977). The charity's senior management team are detailed on page 1.

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16. Intangible assets

	Website £
Cost	
At 1 January 2024	**44,000**
At 31 December 2024	**44,000**
Amortisation	
At 1 January 2024	**44,000**
At 31 December 2024	**44,000**
Net book value	
At 31 December 2024	**-**
At 31 December 2023	-

17. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2024	**69,117**	**50,040**	**119,157**
Additions	**182**	**2,518**	**2,700**
Disposals	**-**	**(8,434)**	**(8,434)**
At 31 December 2024	**69,299**	**44,124**	**113,423**
Depreciation			
At 1 January 2024	**68,722**	**49,244**	**117,966**
Charge for the year	**161**	**765**	**926**
On disposals	**-**	**(8,434)**	**(8,434)**
At 31 December 2024	**68,883**	**41,575**	**110,458**

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17. Tangible fixed assets (continued)

	Fixtures and fittings £	Computer equipment £	Total £
Net book value			
At 31 December 2024	**416**	**2,549**	**2,965**
At 31 December 2023	395	796	1,191

18. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2024	**143,900**
Revaluations	**9,837**
At 31 December 2024	**153,737**
Net book value	
At 31 December 2024	**153,737**
At 31 December 2023	143,900

The historical cost of listed investments held in the charity was £93,442 (2023: £93,442).

19. Stocks

	2024 £	2023 £
Finished goods and goods for resale	**20,653**	17,699

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20. Debtors

	2024	2023
	£	£
Trade debtors	**2,421**	17,416
Other debtors	**2,536**	9,465
Prepayments and accrued income	**79,168**	83,013
	84,125	109,894

21. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Pension liability	**4,904**	8,127
Trade creditors	**13,953**	28,770
Other taxation and social security	**4,615**	4,673
Other creditors	**1,438**	2,001
Accruals and deferred income	**66,606**	96,054
	91,516	139,625

	2024	2023
	£	£
Deferred income at 1 January 2024	**57,450**	55,138
Resources deferred during the year	**52,299**	57,450
Amounts released from previous periods	**(57,450)**	(55,138)
Deferred income at 31 December 2024	**52,299**	57,450

The deferred income relates to events occuring in future periods and subscriptions received in advance.

22. Creditors: Amounts falling due after more than one year

	2024	2023
	£	£
Pension liability	**11,366**	454

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23. Prior year adjustments

A transfer from restricted to unrestricted of £55,374 was made as a prior year adjustment. This represents the correction of the allocation of staff costs to DCMS funding.

A prior year adjustment of £18,202 was made to Branches' funds. This reflects expenditure that occurred during 2023 (£7,876), an amount which was misclassified as Branches' funds (£2,332) and an investment still held that was transferred from restricted to unrestricted funds (£7,994).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

24. Statement of funds

Statement of funds - current year

	As restated Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
Unrestricted funds						
General funds - charity	**96,083**	**367,425**	**(373,858)**	**(10,386)**	**-**	**79,264**
General funds - trading	**(17,264)**	**33,258**	**(30,285)**	**14,291**	**-**	**-**
Revaluation reserve	**50,458**	**-**	**-**	**-**	**-**	**50,458**
Pension reserve	**(8,581)**	**-**	**(7,689)**	**-**	**-**	**(16,270)**
	120,696	**400,683**	**(411,832)**	**3,905**	**-**	**113,452**
Restricted funds						
Matilda Alice Hubbard fund	**21,911**	**-**	**(1,154)**	**-**	**-**	**20,757**
The Irene Bosworth Friendship Fund	**3,707**	**-**	**-**	**-**	**-**	**3,707**
DCLG Grant	**424**	**-**	**-**	**-**	**-**	**424**
DCLG Start Up Grants	**14,990**	**-**	**(803)**	**-**	**-**	**14,187**
SLF/YML Income	**175**	**-**	**-**	**-**	**-**	**175**
YUF	**2,223**	**-**	**-**	**-**	**-**	**2,223**
DofE	**1,010**	**-**	**-**	**-**	**-**	**1,010**
Build Hope	**793**	**-**	**-**	**-**	**-**	**793**
Branches' funds	**350,368**	**49,495**	**(68,085)**	**(3,905)**	**9,837**	**337,710**
Keep On Keepin On	**533**	**91**	**-**	**-**	**-**	**624**
Bristol Development Project	**23,501**	**-**	**(962)**	**-**	**-**	**22,539**
DCMS Uniformed Youth New Groups Funding	**619**	**123,702**	**(124,321)**	**-**	**-**	**-**

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24. Statement of funds (continued)

Statement of funds - current year (continued)

	As restated Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
	420,254	**173,288**	**(195,325)**	**(3,905)**	**9,837**	**404,149**
Total of funds	**540,950**	**573,971**	**(607,157)**	**-**	**9,837**	**517,601**

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24. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2023 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2023 £
Unrestricted funds						
General funds - charity	167,340	268,237	(342,763)	3,269	-	96,083
General funds - trading	(20,761)	83,067	(79,570)	-	-	(17,264)
Revaluation reserve	45,302	-	-	5,156	-	50,458
Pension reserve	(16,139)	-	7,558	-	-	(8,581)
	175,742	351,304	(414,775)	8,425	-	120,696
Restricted funds						
Matilda Alice Hubbard fund	24,207	-	(2,296)	-	-	21,911
The Irene Bosworth Friendship Fund	3,707	-	-	-	-	3,707
DCLG Grant	424	-	-	-	-	424
DCLG Start Up Grants	15,143	-	(153)	-	-	14,990
SLF/YML Income	175	-	-	-	-	175
YUF	2,367	-	(144)	-	-	2,223
DofE	1,010	-	-	-	-	1,010
Build Hope	793	-	-	-	-	793
Branches' funds	376,936	65,098	(88,397)	(8,425)	5,156	350,368
Keep On Keepin On	328	205	-	-	-	533
Bristol Development Project	23,501	-	-	-	-	23,501

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24. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 January 2023 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2023 £
DCMS Uniformed Youth New Groups Funding	-	231,479	(230,860)	-	-	619
	448,591	296,782	(321,850)	(8,425)	5,156	420,254
Total of funds	624,333	648,086	(736,625)	-	5,156	540,950

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24. Statement of funds (continued)

Matilda Alice Hubbard fund
Matilda Alice Hubbard left a property to the charity in her will specifically for the purpose of providing a training and holiday home/camp for the use of charity. Subsequent to her death in 1932, the charity purchased an adjacent property and land and two properties became known as "Holcot". The property was sold during the year ending 31 March 2002 and the proceeds relating to the original bequest were transferred into a specific restricted fund.

Irene Bosworth Friendship fund
The Irene Bosworth Friendship Fund is to support leadership and training.

DCLG Grant
This fund is to help open new groups, increase existing groups and recruit and equip new leaders in specific geographical locations.

DCLG Start Up Grants
This fund is available to local new groups being established via the DCLG work. Groups may apply for one grant up to a maximum of £4,500 to financially support the new group as it becomes established and self-sustaining.

SLF/YML Income
This fund is to help open new groups, increase existing groups and recruit and equip new leaders across the London area.

YUF
The YUF Stronger Foundations grant was awarded through the Uniformed Youth Fund provided by the Department for Digital, Culture Media and Sport, administered by Youth United Foundation. The grant was given in order to fund work of key staff in developing sustainability for GB moving forward. The initial tranche received in 2018 funded core posts to free up capacity to create a sustainability plan and work on redeveloping GB's new group process. Further tranches in 2019 continued to fund core work on implementing the plan, as well as funding new digital infrastructure in the form of a new website and database. Alongside this, further funding under the banner of Reach, enabled GB to grow new and existing groups.

DofE
The DofE Diamond Fund was launched by the Duke of Edinburgh's Award to celebrate its Diamond Anniversary. It aims to enable more disadvantaged young people to take part in the DofE Scheme. As a long-term licenced DofE partner, GB has been offering young people the opportunity to take part in the scheme for many years. This additional funding provided opportunities for more young people to take part through the funding of equipment and resource packs.

Build Hope
The Build Hope Project, funded through a Methodist Connexional Grant, aims to Build Hope for girls and young women, for the local church, and for GB. Through the project, GB aims to:

- Increase our engagement and partnership with local churches and extend the number of local groups that are delivered across England and Wales.
- Work with local churches to develop communities of 18-30s women looking to explore the Christian faith
- Help to increase the confidence of GB leaders and church members to share their faith at work, school and in the local community.
- Consult with local churches to enable them to 'look out from the Rooftop' to identify the needs of the local communities and develop strategies to engage with and share the love of God with those around them.

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24. Statement of funds (continued)

Branches' Funds
Branch funds are only available for use by the branches concerned and therefore are deemed to be restricted funds for the purposes of the financial statements.

Keep On Keepin On
Koko is a film and digital project for a target audience - teenage girls. It provides encouraging and constructive views on issues facing teenage girls, pointing them to support agencies on specific issues e.g. Self-Harm. The initiative also resources youth leaders, working alongside GBEW to release resources that accompany films, for use in youth groups.

Bristol Development Project
The Bristol Development Fund was set up by the Bristol District of Girls' Brigade England & Wales in fund a Development Worker to extend the outreach and mission of Girls' Brigade in the Bristol area by:

- Setting up new groups and new expressions of mission
- Encouraging more people to become volunteers within GB's local community groups
- Increasing the number of children and young people who participate in GB's local community groups and activities across the Bristol area.

DCMS Uniformed Youth New Groups Funding
The funding is a grant given by the Department of Culture, Media and Sport to support growth in available spaces for young people and the training and recruitment of volunteer leaders.

Transfers
There has been a transfer from restricted to unrestricted funds of £3,905 in relation to branches closed in the period with funds transferred to the charity.

25. Summary of funds

Summary of funds - current year

	As restated Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
General funds	**120,696**	**400,683**	**(411,832)**	**3,905**	**-**	**113,452**
Restricted funds	**420,254**	**173,288**	**(195,325)**	**(3,905)**	**9,837**	**404,149**
	540,950	**573,971**	**(607,157)**	**-**	**9,837**	**517,601**

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25. Summary of funds (continued)

Summary of funds - prior year

	Balance at 1 January 2023 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2023 £
General funds	175,742	351,304	(414,775)	8,425	-	120,696
Restricted funds	448,591	296,782	(321,850)	(8,425)	5,156	420,254
	624,333	648,086	(736,625)	-	5,156	540,950

26. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	**Restricted funds 2024 £**	**Total funds 2024 £**
Tangible fixed assets	2,965	-	**2,965**
Fixed asset investments	7,016	146,721	**153,737**
Current assets	206,353	257,428	**463,781**
Creditors due within one year	(91,516)	-	**(91,516)**
Creditors due in more than one year	(11,366)	-	**(11,366)**
Total	113,452	404,149	**517,601**

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26. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	As restated As restated Unrestricted funds 2023 £	As restated Restricted funds 2023 £	As restated Total funds 2023 £
Tangible fixed assets	1,191	-	1,191
Fixed asset investments	4,317	139,583	143,900
Current assets	255,267	280,671	535,938
Creditors due within one year	(139,625)	-	(139,625)
Creditors due in more than one year	(454)	-	(454)
Total As restated	120,696	420,254	540,950

27. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net expenditure for the period (as per Statement of Financial Activities)	**(23,349)**	(83,383)
Adjustments for:		
Depreciation charges	**926**	1,992
Amortisation charges	**-**	2,916
Gains on investments	**(9,837)**	(5,156)
Dividends and interest from investments	**(15,978)**	(8,231)
(Increase)/decrease in stocks	**(2,954)**	7,729
Decrease/(increase) in debtors	**25,769**	(31,862)
(Decrease)/ increase in creditors	**(44,886)**	27,411
Pension deficit adjustments	**17,171**	569
Net cash (used in) operating activities	**(53,138)**	(88,015)

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28. Analysis of cash and cash equivalents

	2024	As restated 2023
	£	£
Cash in hand	**359,003**	408,345
Total cash and cash equivalents	**359,003**	408,345

29. Analysis of changes in net debt

	At 1 January 2024	Cash flows	At 31 December 2024
	£	£	£
Cash at bank and in hand	**408,345**	**(49,342)**	**359,003**
	408,345	**(49,342)**	**359,003**

30. Pension commitments

Pensions Trust Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The charge to the statement of financial activities in respect of the scheme was £17,171 (2023: £11,430). Amounts owed at year end were £16,270 (2023: £8,581) which and held within creditors.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

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30. Pension commitments (continued)

Deficit contributions		
From 1 April 2025 to 31 March 2028:	'£2,100,000 per annum	(payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2022 to 31 January 2025:	'£3,312,000 per annum	(payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities. Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

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30. Pension commitments (continued)

PRESENT VALUES OF PROVISION

	31 December 2024 (£s)	31 December 2023 (£s)	31 December 2022 (£s)
Present value of provision	16,270	8,581	16,139

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 December 2024 (£s)	**Period Ending** 31 December 2023 (£s)
Provision at start of period	8,581	16,139
Unwinding of the discount factor (interest expense)	207	583
Deficit contribution paid	(9,482)	(8,127)
Remeasurements - impact of any change in assumptions	101	(14)
Remeasurements - amendments to the contribution schedule	16,863	-
Provision at end of period	16,270	8,581

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 December 2024 (£s)	**Period Ending** 31 December 2023 (£s)
Interest expense	207	583
Remeasurements – impact of any change in assumptions	101	(14)
Remeasurements – amendments to the contribution schedule	16,863	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 December 2024 % per annum	31 December 2023 % per annum	31 December 2022 % per annum
Rate of discount	4.90	5.31	4.96

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30. Pension commitments (continued)

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions. The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 December 2024 (£s)	31 December 2023 (£s)	31 December 2022 (£s)
Year 1	4,904	8,127	8,127
Year 2	5,635	677	8,127
Year 3	5,635	-	677
Year 4	1,409	-	-
Year 5	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises. It is these contributions that have been used to derive the company's balance sheet liability.

31. Operating lease commitments

At 31 December 2024 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	**1,163**	41,438
Later than 1 year and not later than 5 years	**2,616**	3,779
	3,779	45,217

32. Related party transactions

The company owns 100% of its subsidary GBEW Trading Limited. During the year this subsidary ceased trading. Prior to cessation, expenditure was recharged of £1,500 (2023: £3,000) to the subsidiary company. At 31 December 2023 amounts totalling £87,519 were included in debtors owed to the parent charitable company. This balance was after a provision has been made of £19,328, which is the portion of the balance which was deemed to be irrecoverable. Details of trustees' remuneration and transactions are detailed in note 15.

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33. Merger accounting

In the year, GBEW Trading Limited ceased trading and its assets and liabilities were transferred to The Girls' Brigade England and Wales. To present a true and fair view, the 2023 comparative figures in these financial statements combine the results of GBEW Trading and The Girls' Brigade England and Wales.

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THE GIRLS' BRIGADE ENGLAND AND WALES

England & Wales - Charity number 206655

Accounts

Registered number: 00206877
Charity number: 206655

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

Document ID: 52e49e11f9743f65b9cdfcbac0ca75a06a9fbacf4083f08ef4e585f17c39b900

THE GIRLS' BRIGADE ENGLAND AND WALES
(A Company Limited by Guarantee)

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THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees	Mrs A Allchorn (Appointed 2 September 2023) Ms C Boxall Mrs C De Beger (Resigned 18 August 2023) Mrs S Fagg (Appointed 14 May 2023) Mrs C Fanawopo (Resigned 18 August 2023) Miss H Flint Mrs J Greengrass, Chair Mrs S Hall Mrs E Insley (Resigned 14 May 2023) Mrs A Palmer (Appointed 26 February 2024) Mrs S Parkin Mrs D E Thomas (Appointed 26 February 2024)
Company registered number	00206877
Charity registered number	206655
Registered office	Cliff College Calver Hope Valley Derbyshire S32 3XG
Company secretary	Mrs Julie Murdy (resigned 4 May 2024) Mrs Judith Davey-Cole (appointed 4 May 2024)
Senior management team	Mrs Julie Murdy, Director (resigned 17 January 2024) Mrs Judith Davey-Cole, Chief Executive (from 18 January 2024) Miss Catherine Burt, Deputy CEO
Independent auditor	BHP LLP Chartered Accountants Statutory Auditor 2 Rutland Park Sheffield S10 2PD
Bankers	The Co-operative Bank plc 4th Floor 9 Prescot Street London E1 8BE
Solicitors	Anthony Collins 134 Edmund Street Birmingham B3 2ES

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Investment managers	Epworth Investment Management Limited 9 Bonhill Street London EC2A 4PE

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CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023

The chair presents her statement for the year.

In 2023 we celebrated our 130-year anniversary. It was a wonderful opportunity to look back and celebrate our many and varied achievements but also to continue to think about our future strategy. It was interesting to see how we've developed and changed over the years but that we remain relevant and relational with our work, continuing to be a safe place for children and young people to make friends and develop leadership and life skills in a fun environment.

Like many of my fellow volunteers for Girls' Brigade, I'm a "lifer". I've been involved in the fellowship since the age of 5. I have been a young leader, group leader, district leader and board chair - quite a journey. I'm delighted to share with you that 376 leaders have more than 50 years of service, 528 have more than 40 years, and 932 have more than 20 years of service. The reason our volunteers have "staying power" is that we can clearly see the profound and lasting impact that we have on the lives of children and young people, and the positive contribution that they make to their communities and to society. I thank all our volunteers for their commitment, hard work and inspirational leadership. You can see former members in every aspect of public life. We have also been sharing our stories on the impact of Girls Brigade on the lives of children and young people. It's such a privilege to develop the leaders of the future and celebrate their achievements.

Girls Brigade continues to play an important part to the outreach of local churches, and an opportunity for sharing the Christian faith.

It's been another tough year for us as we've tried to re-build after the COVID pandemic and weather the post-pandemic cost of living crisis which has exacerbated financial and other pressures on parents, carers, and families. This has also had an impact on Girls Brigade. Thanks to our laser-sharp focus on mission and impact, combined with a strong strategic plan and good leadership, we've continued to see the green shoots of recovery. We have robust plans for 2024 and beyond, we look forward to meeting the challenges ahead of us head on so that we continue to benefit generations to come. We also have to say goodbye to Jules Murdy and want to thank her for all her hard work and dedication working in GB as National Director, steering us through the significant challenges we have faced. We wish her well in her retirement. Also we have been blessed with the appointment of Judith Davey-Cole as our CEO, she brings a wealth of experience and knowledge to Girls Brigade which will help us in delivering on our strategy.

God will continue to be at the centre of all that we do both locally and nationally.



Joanne Greengrass

Signer ID: 9A1R6NDNSN...
Mrs Joanne Greengrass
Chair
Date: 29/08/2024 GMT

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees are delighted to present their annual report and the audited financial statements of The Girls' Brigade England & Wales for the year to 31 December 2023.

The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements of the charitable company's governing document and the provisions of the Statement Of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102) published in October 2019.

Since the group and the company qualify as small, under section 383 of the Companies Act 2006, the group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Our purpose and activities

Girls' Brigade England & Wales is part of the Girls' Brigade International fellowship, but we operate solely in England and Wales. We have around 300 community groups, each of which is attached to a church, and we contribute to over 800 local communities.

Our purpose is to see lives and communities transformed and enriched as children and young people seek, serve, and follow Jesus Christ. Although we are a proudly Christian organisation, we understand and respect that some of our young people and our volunteers have other faiths or no faith. Everyone is welcome.

We work primarily with girls and young women between the ages of 4-18, but we gladly work with boys in areas where there's no other youth provision for them. We enable and empower them to live life to the full.

We've just celebrated our 130th year, and we're determined to ensure that we empower, equip, and enable girls and young women to build their skills and confidence in contributing to their local communities and to society. We're determined to develop female leaders of the future for generations to come. We've developed and transformed over these 130 years and continue to do so. This ensures that we remain relevant to girls and young women and work with them on the things that matter most to them.

b. Our activities to deliver public benefit

The Christian values upon which we base our work are of significant benefit to the whole of society.

GB is outward-looking and concerned with the transformation of society for the better.

Our work primarily among girls and women is sustainable, holistic and life-enriching, committed to enabling them to discover and live life to the full.

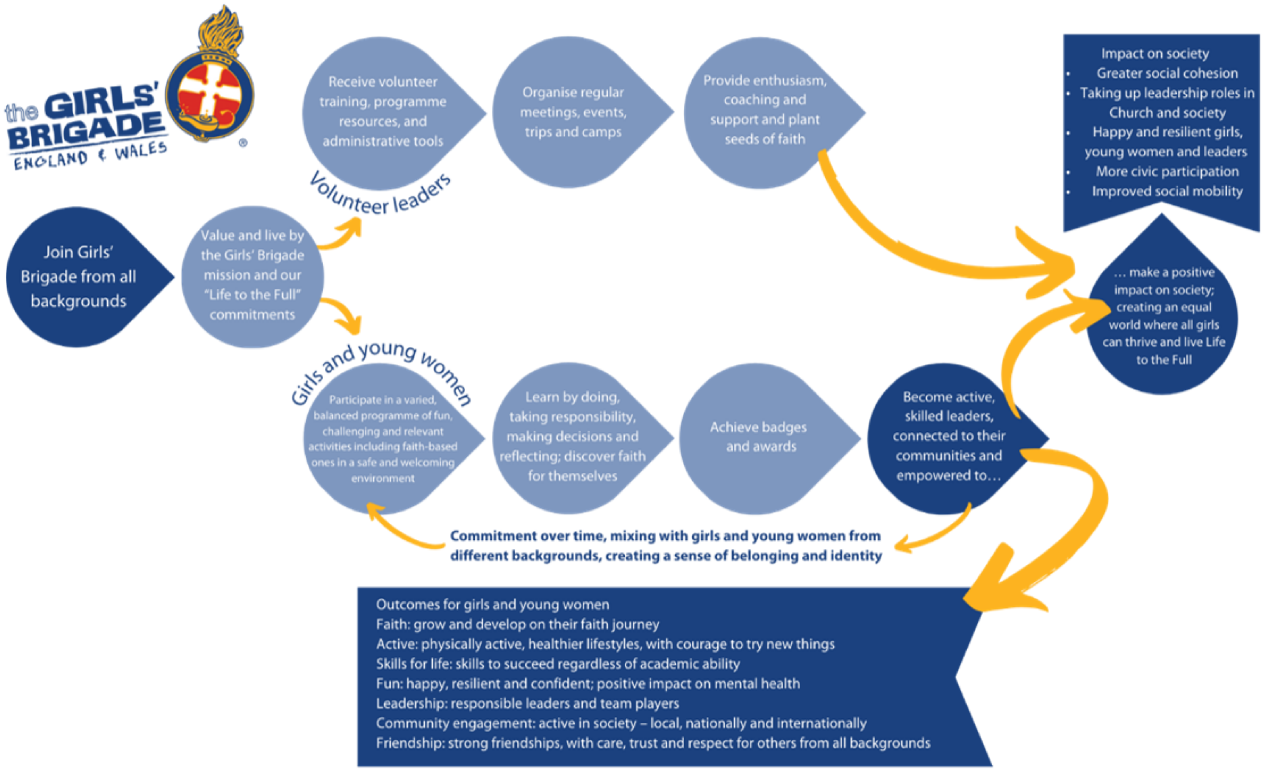
We work from, and share, a Christian ethos and accept the right of individuals to have differing views and beliefs, or no belief.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Objectives and activities (continued)

Our "theory of change" describes what change we want to see for children and young people in England and Wales. It shows the "what and how" needed to enable children and young people to live their best lives - live life to the full as set out in scripture. It informs our short-, medium-, and long-term decision making.



The strategic plan developed in 2022 takes account of the tough environment within which uniformed youth charities like Girls' Brigade are operating – funding for youth services has dropped sharply over the last ten years, while the pandemic caused a number of groups to close as people were unable to volunteer. The other important factor is that parents couldn't afford to pay their subscriptions, even though our fees are very affordable compared to many other activities for children, and the post-pandemic cost of living crisis has exacerbated pressures on parents, carers, and families. The strategic plan therefore focuses on the following things which help us to ensure that we will continue to do this valuable work for women and girls for generations to come.

- **People**. We continuously celebrate the achievements of our girls and the contribution of our volunteers and leaders. We are committed to continuously improving the volunteer experience to ensure that our retention of volunteers remains high. We provide top quality training to our volunteers on youth work and safeguarding so that they provide an environment that is safe and well managed, in which our girls and young women can thrive and develop.
- **Profile**. We are raising our profile, shouting about our work, and sharing stories that evidence the transformational impact that we have on the lives of girls and young women. These stories show powerfully and viscerally that we're as relevant to girls today as we were 130 years ago and will encourage people to join us as members of our groups or as volunteers.

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Objectives and activities (continued)

- **Sustainability**. We are seeking to increase our income so that we can invest more in our programme work – how we build girls' and young women's skills and confidence and develop their leadership skills. Learning from the COVID pandemic and from the post-pandemic cost of living crisis, we also want to increase our resilience to external shocks and diversify our sources of income so that we are not heavily dependent on a small number of income streams.

We assess performance against the strategic plan objectives quarterly using a KPI dashboard to ensure that we're on track.

c. Our Impact

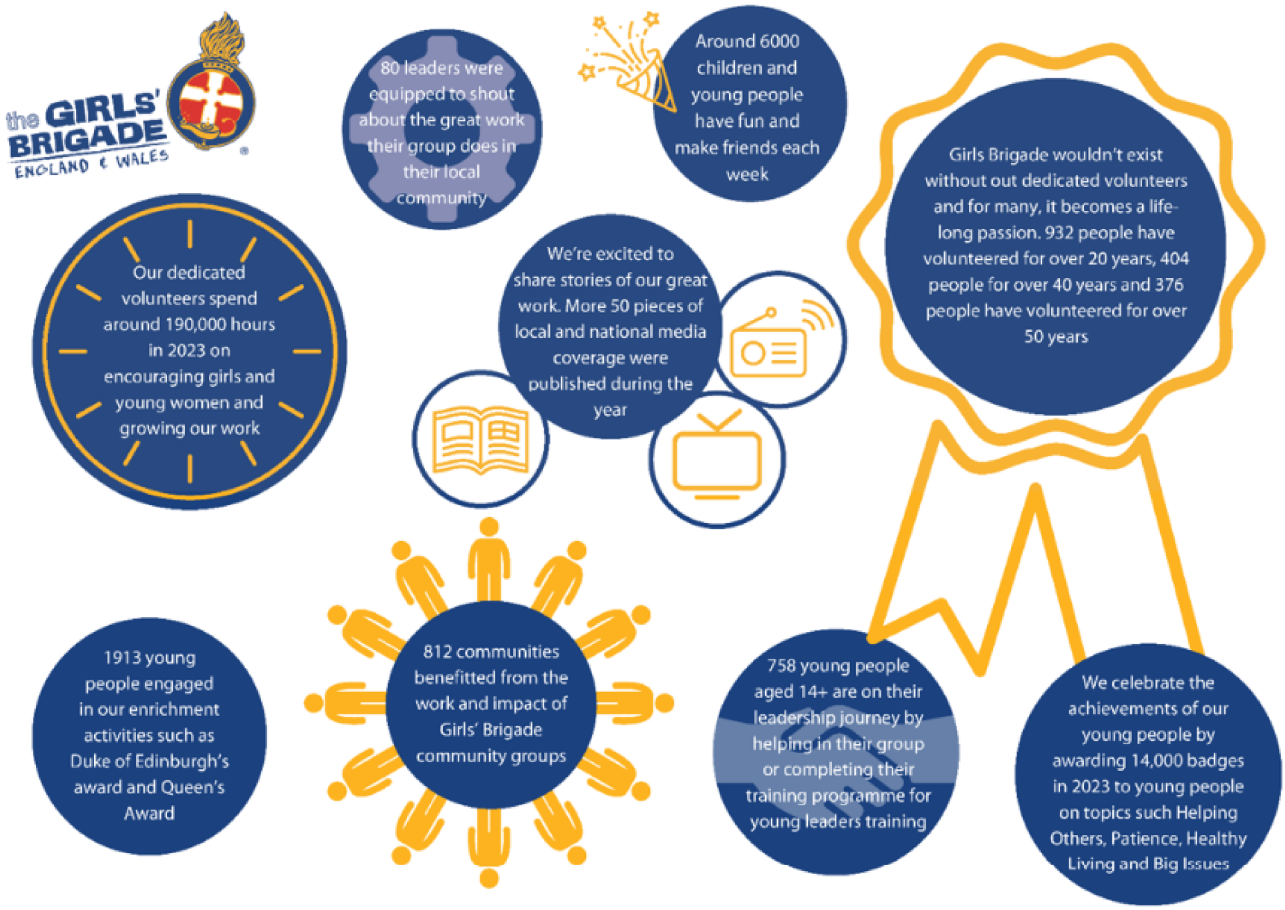
The impact of our work is powerful as these two case studies illustrate:

Steph Davies *joined Girls' Brigade at 4 years of age. She faced many challenges in growing up – she's registered severely sight impaired, has ME, depression, emotionally unstable personality disorder and a history of anorexia. The group made various adjustments over the years to enable her participation including obtaining a sofa for her to lie down when things got too much for her. Steph says that Girls' Brigade sees her as a whole person, not just through the lens of her disabilities. She's now 25 and is a leader at our 8th Portsmouth community group in Hampshire and is helping other youngsters develop leadership skills and overcome challenges. Read more here:*
https://www.girlsbrigadeministries.org.uk/post/at-gb-im-seen-as-me-not-through-the-lens-of-my-disability/

Lucie Kemp*, 30, joined Girls' Brigade at 5 years of age. She says that Girls' Brigade influenced her choice of career because there is such a focus on helping others. Less than 10 months after qualifying as a pharmacist she took on a sink or swim role as manager of an under-performing pharmacy. Without the leadership skills she learnt in Girls' Brigade she says that she wouldn't have had the knowledge, experience and confidence needed to do the management role and turn the branch around. Lucie says "Girls' Brigade gives you the chance to lead activities and to learn how to delegate, and helps you step out of your comfort zone. As a Team Leader seeing smiles from the girls each week gives you such a boost as you can see they're enjoying being at Girls' Brigade and having you around". Read more here*:
https://www.girlsbrigadeministries.org.uk/post/leadership-skills-learnt-at-gb-helped-me-run-a-pharmacy/

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Objectives and activities (continued)



Achievements and performance

a. Main achievements of the charitable company

We made good progress in 2023 against our strategic plan objectives:

People

- The external audit of our approach to equity, diversity and inclusion was successfully concluded. The review concluded that we're doing well and subject to implementing the recommendations, we can be a "trail blazer" in this area. The review also noted how well we accommodate girls with Special Educational Needs and Disabilities (SEND).
- We are increasingly being seen by parents as the social activity of choice for children who are being home schooled.

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Achievements and performance (continued)

Profile

- Our work has been featured extensively in the media and press. The issues that we've spoken about include the role of organisations like Girls' Brigade in deflecting youngsters from gangs and crime, mental health and loneliness. Our 130th anniversary was also featured in both the Christian and secular press.

Sustainability

We're on track with all the milestones and KPIs relating to year 2 of the three-year grant from the Department for Digital, Culture, Media and Sport which is helping us broaden our reach and deepen still further our engagement with girls and young women between 10 and 18 in deprived areas in England and Wales.

Financial review

a. Financial review

The challenges for youth charities such as Girls' Brigade are discussed in the sections above.

The deficit for the year was £65,182 (2022: £36,562) made up of a deficit of £110,420 (2022: surplus of £16,417) from unrestricted funds and a surplus of £45,238 (2022: deficit of £52,979) from restricted funds. Funds total £559,151 (2022: £624,333) comprising of unrestricted funds of £65,322 (2022: £175,742) and restricted funds of £493,829 (2022: £448,591).

We had planned a deficit to enable us to concentrate on building our organisational capacity in profile-raising given the strong link between brand recognition and propensity to donate financially. In addition, the 3-month delay in the DCMS grant starting meant that our work to increase the number of girls in groups across England and Wales was correspondingly delayed and this meant that the expected increase in income from subscriptions did not materialise before year end.

Our income has largely been drawn from membership subscriptions, which for the 12-month period to 31 December is £234,117 (compared to £216,730 in 2022), and a grant from the DCMS Uniformed Youth Fund. The provision of grants shows the value placed upon the work of Girls' Brigade externally. We're grateful to those people who have supported our mission financially - whether through one-off donations or regular giving.

b. Investments powers and policy

The trustees, who have a keen awareness of the need for Girls' Brigade to balance operational liquidity and stable growth of investments, benefited from the services of Epworth Investment Management Service again this year.

Aims and parameters for the portfolio are well established, and we receive a quarterly performance report to enable timely monitoring and control of this important issue.

The aims and parameters for the year were established in October 2002 for unrestricted funds as follows: To achieve a balance of capital growth and current income. Investment parameters are set for this as follows: Equities (50-70%); Fixed interest (30-50%).

Some funds were kept in interest-bearing deposit accounts to provide access as needed for cash flow management.

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c. Going concern

In 2024 we will build on the profile-raising work that we've been doing to ensure Girls' Brigade is at the front of parents' minds when they're looking for activities for their children. The work we've done in 2023 has proven that the local advertising and sharing powerful stories about our girls works. Attracting more girls will also help increase subscription income.

The laser sharp focus for 2024-25 is on increasing and diversifying income through fundraising. We have also planned a national fundraising appeal in October 2024. We will also be seeking additional grant funding. We will also refresh and revitalise our alumni network as this may lead to an increase in legacies.

The Trustees have reviewed the detailed financial forecasts over a period of 24 months to December 2025 based upon known costs and projected income, the latter of which is supported by a fundraising campaign scheduled for launch in September 2024. The Trustees recognise there are challenges from generating voluntary income both from subscription income and that income from the fundraising campaign is unpredictable.

To combat the identified unpredictability of voluntary income the charity is taking proactive steps to manage costs and has undertaken sensitivity testing on the forecasts, to ensure that all options have been considered in the event that fundraising income does not achieve current projections.

In summary, the Trustees are of the opinion that despite the significant challenges of increasing voluntary income, the charity has adequate resources to meet its financial obligations, and to continue in operational existence for at least 12 months from approval of these financial statements. It is for the reasons stated above that the directors are satisfied that the charity will have adequate resources to continue in operational existence for the foreseeable future and has prepared these financial statements on the going concern basis.

d. Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency expenditure. The trustees consider the ideal level of reserves at 31 December 2023 should be in the range of three to six months cover of annual charitable expenditure which gives a target of £112,000 to £224,000.

Defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity, but not yet spent, committed, or designated, the free reserves held by GB England & Wales at 31 December 2023 comprised the following:

		£
Total consolidated funds per Balance Sheet (Group)		559,151
Less:	Restricted Funds	(493,829)
	Fixed assets - unrestricted funds	(1,191)
Free Reserves		64,131

The year end level of free reserves is below the current target range of £112,000 to £224,000. Trustees keep free reserves levels under close review, and a plan is in place to increase the level of free reserves. The plan includes reduction of costs through restructuring, reducing office costs and re-tendering. Fundraising campaigns are planned to increase unrestricted income. In addition, the target range is being reviewed by trustees as it was set before COVID at a time when the organisation had substantially larger committed ongoing costs. This review is taking place in August 2024.

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e. Grant-making funds

The Holcot Fund (Matilda Alice Hubbard Trust 2001) was established following the sale, in 2001, of a property (Holcot) originally donated by Matilda Alice Hubbard. Within the terms of the Trust, the criteria for grant support are to provide or assist in the provision of holiday or residential event accommodation for members to assist in their training. Grants awarded from this trust are administered centrally, through a written application process. An annual report of applications and awards is made to the trustees. During the year, 2 grants were given which subsidised individual girls and this fund paid for the delivery of the Esther Generation Weekend for 16 Queen's Award candidates aged between 18 and 25.

f. Plans for future periods

Our plans for 2024 include:

People

- Augmenting our place-based groups with online groups in line with what over-14 age group said that they'd value. Online groups combined with annual residentials will help young women remain with Girls' Brigade when they go off to college or university or get their first job.
- Updating our programme work – the activities undertaken in the community groups – to ensure that it remains relevant and reflects current issues facing girls and young women.
- Undertaking a survey of girls across England & Wales to ensure that we understand the trends in terms of the issues that they care about.

Profile

- Continuing to raise our profile by sharing powerful stories of change with the media and press.
- Deepening our reputation as an agency that has insightful things to say about issues that matter to girls and young women.

Sustainability

- Registering Girls' Brigade with the Fundraising Regulator.
- Launching a national fundraising appeal to raise funds to invest in programme development.
- Bringing fulfilment of our trading operation back in-house to increase our efficiency and effectiveness
- Replacing our finance system
- Undertaking a governance review against the Charity Governance Code.

Structure, governance and management

a. Governing document

The Girls' Brigade England & Wales is a charitable company limited by guarantee, governed by its Memorandum and Articles of Association dated July 2017. It is registered as a charity with the Charity Commission.

Members of the Girls' Brigade England & Wales Board are the company members and, in the event of the company being wound up, the liability of each member is limited to a maximum of £1.

b. Appointment of Trustees

GB is governed by a board of trustees who serve for a three-year period renewable for one further, consecutive, term.

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Structure, governance and management (continued)

c. Recruitment and training of Trustees

To maintain a mature and well-equipped trustee Board, information about the role, responsibilities and skills needed for Board membership is made available to all GB members, and externally, when vacancies arise.

New trustees undergo a formal induction process and training in governance-related matters is offered to trustees on an ongoing basis.

d. Organisation

The Board comprises a maximum of 10 trustees. Membership is determined as follows:

- Up to four representatives elected by the GB England & Wales Network Executive
- Up to six other persons, independent of GB make up this number.

The Board meets four times in the year, although other meetings may be called if required. The Board can appoint standing groups for specific purposes. Currently the standing groups are the Network Executive (which maintains oversight of the uniformed youth work), Personnel, Finance, and Risk. The Network Executive meets 3 times a year and the other groups meet on an “as required” basis but meet at least once a year. The board has nominated a lead trustee for safeguarding.

The Chief Executive is appointed by the Board to manage day-to-day operations of the charity. This person has delegated authority for strategic and operational matters including finance, employment, and delivery of the strategic plan.

e. Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with an organisation used by the charity is disclosed in the same way as any other contractual relationship with a related party. No such transactions were reported within the reporting period.

Details of directors’ expenses and related party transactions are disclosed in note 14 and 30 to the accounts.

f. Fundraising standards information

Girls’ Brigade England & Wales is not currently registered with the Fundraising Regulator. During the year we have not appointed any professional fundraisers to support the work of the charity. We are registered with Give as You Live and our supporters can raise donations for our work through this. We are also registered on the Stewardship and PayPal donation platforms.

We have not received any complaints about our fundraising practice during 2023. We intend to register with the Fundraising Regulator in 2024. We have strong safeguarding policies in place. There have been no serious or reportable incidents during 2023.

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Structure, governance and management (continued)

g. Pay policy for senior staff

The Board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running, and operating GBM on a day-to-day basis. All trustees give of their time freely and no trustee received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 14 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with cost of living/inflation levels.

h. Risk management

The trustees have a risk management strategy, which comprises:

- An annual "deep dive" review of the principal risks and uncertainties that the charity faces and quarterly review of the risk register.
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has continued to identify that financial sustainability is the key risk to the organisation bearing in mind the factors mentioned above in relation to funding for youth work, our smaller size given the impacts of the COVID pandemic and financial pressures on parents and carers from the ongoing cost of living crisis. We have reduced costs and now the focus is on increasing and diversifying sources of income to mitigate the risk. The other key risk is safeguarding given the nature of our work (which could have financial and reputational consequences). We continue to maintain an intense focus on this risk through safer recruitment, DBS checks, embedding of policies and procedures, and continually raising the awareness of our volunteer leaders of their responsibilities and duties in this regard. We are a member of thirtyone:eight – the Christian safeguarding agency and can access help and advice through their helpline should we judge that's necessary.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Statement of Trustees' responsibilities

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accepted Accounting Practice (United Kingdom Generally Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they're satisfied that they give a true and fair view of the state of affairs of the charity and group and of the surplus or deficit of the group 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 of the Charities SORP 2019 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and parent charitable company will continue in operation.

The trustees are responsible for ensuring that adequate accounting records are maintained that disclose with reasonable accuracy at any time the financial position of the charity and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Disclosure of information to auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable group's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

The auditor, BHP LLP, has indicated their willingness to continue in office. The designated trustees will propose a motion reappointing the auditor at a meeting of the trustees.

Approved by order of the members of the board of trustees and signed on their behalf by:

Joanne Greengrass

Signer ID: 9A1R6NDNSN...

Mrs J Greengrass

Date: 29/08/2024 GMT

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE GIRLS' BRIGADE ENGLAND AND WALES

Opinion

We have audited the financial statements of The Girls' Brigade England and Wales (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2023, which comprise the consolidated statement of financial activities, the consolidated balance sheet, the company balance sheet, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is 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).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2023, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material

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misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from

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material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- the responsible individual ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the entity through discussions with Trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the entity, including safeguarding legislation, health and safety and data protection laws;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- we ensured identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the entity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signer ID: WKOLTHN6RI...
Rachel Heath (Senior Statutory Auditor)

for and on behalf of

BHP LLP
Chartered Accountants
Statutory Auditor
2 Rutland Park
Sheffield
S10 2PD

Date: 30/08/2024 GMT

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CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	4	**17,818**	**264,949**	**282,767**	209,572
Charitable activities	5	**244,665**	**28,882**	**273,547**	246,855
Other trading activities	6	**83,541**	**-**	**83,541**	80,252
Investments	7	**5,280**	**2,951**	**8,231**	4,509
Total income		**351,304**	**296,782**	**648,086**	541,188
Expenditure on:					
Raising funds	8	**83,406**	**-**	**83,406**	93,090
Charitable activities	9	**386,743**	**248,275**	**635,018**	446,465
Total expenditure		**470,149**	**248,275**	**718,424**	539,555
Net (expenditure)/income before net gains/(losses) on investments		**(118,845)**	**48,507**	**(70,338)**	1,633
Net gains/(losses) on investments	17	**-**	**5,156**	**5,156**	(38,195)
Net (expenditure)/income		**(118,845)**	**53,663**	**(65,182)**	(36,562)
Transfers between funds	22	**8,425**	**(8,425)**	**-**	-
Net movement in funds		**(110,420)**	**45,238**	**(65,182)**	(36,562)
Reconciliation of funds:					
Total funds brought forward		**175,742**	**448,591**	**624,333**	660,895
Net movement in funds		**(110,420)**	**45,238**	**(65,182)**	(36,562)
Total funds carried forward		**65,322**	**493,829**	**559,151**	624,333

The consolidated statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

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THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)
REGISTERED NUMBER: 00206877

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note		2023 £		2022 £
Fixed assets					
Intangible assets	15		-		2,916
Tangible assets	16		**1,191**		1,597
Investments	17		**143,900**		138,744
			145,091		143,257
Current assets					
Stocks	18	**17,699**		25,428	
Debtors	19	**109,894**		78,032	
Cash at bank and in hand		**426,546**		497,842	
		554,139		601,302	
Creditors: amounts falling due within one year	20	**(139,625)**		(112,214)	
Net current assets			**414,514**		489,088
Total assets less current liabilities			**559,605**		632,345
Creditors: amounts falling due after more than one year	21		**(454)**		(8,012)
Total net assets			**559,151**		624,333
Charity funds					
Restricted funds	22		**493,829**		448,591
Unrestricted funds					
General funds	22	**23,445**		146,579	
Revaluation reserve		**50,458**		45,302	
Unrestricted funds excluding pension liability	22	**73,903**		191,881	
Pension reserve	22	**(8,581)**		(16,139)	
Total unrestricted funds	22		**65,322**		175,742
Total funds			**559,151**		624,333

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CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2023

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Joanne Greengrass

Signer ID: 9A1R6NDNSN...

Mrs J Greengrass

Date: 29/08/2024 GMT

The notes on pages 24 to 53 form part of these financial statements.

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COMPANY BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note		2023 £		2022 £
Fixed assets					
Intangible assets	15		-		2,916
Tangible assets	16		**1,191**		1,597
Investments	17		**143,901**		138,745
			145,092		143,258
Current assets					
Stocks	18	**661**		688	
Debtors	19	**181,164**		165,549	
Cash at bank and in hand		**361,771**		429,904	
		543,596		596,141	
Creditors: amounts falling due within one year	20	**(131,147)**		(105,621)	
Net current assets			**412,449**		490,520
Total assets less current liabilities			**557,541**		633,778
Creditors: amounts falling due after more than one year	21		**(454)**		(8,012)
Total net assets			**557,087**		625,766
Charity funds					
Restricted funds	22		**493,829**		448,591
Unrestricted funds					
Unrestricted funds excluding pension liability (including revaluation reserve of £50,458 (2022: £45,302))	22	**63,414**		193,314	
Pension reserve	22	**(8,581)**		(16,139)	
Total unrestricted funds	22		**63,258**		177,175
Total funds			**557,087**		625,766

The charitable company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements. The company's net movement in funds for the year was £(68,679) (2022 - £(35,130)).

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COMPANY BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2023

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Joanne Greengrass

Signer ID: 9A1R6NDNSN...

Mrs J Greengrass

Date: 29/08/2024 GMT

The notes on pages 24 to 53 form part of these financial statements.

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CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	25	**(69,814)**	26,073
Cash flows from investing activities			
Dividend and interests from investments		**8,231**	4,509
Purchase of fixed assets		**(1,586)**	-
Net cash provided by investing activities		**6,645**	**4,509**
Cash flows from financing activities			
Pension deficit contributions		**(8,127)**	(13,381)
Net cash used in financing activities		**(8,127)**	**(13,381)**
Change in cash and cash equivalents in the year		**(71,296)**	**17,201**
Cash and cash equivalents at the beginning of the year		**497,842**	480,641
Cash and cash equivalents at the end of the year	26	**426,546**	497,842

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1. General information

The charitable company is a company limited by guarantee. The members of the company are the trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Girls' Brigade England and Wales meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The Trustees have reviewed the detailed financial forecasts over a period of 24 months to December 2025 based upon known costs and projected income, the latter of which is supported by a fundraising campaign scheduled for launch in September 2024. The Trustees recognise there are challenges from generating voluntary income both from subscription income and that income from the fundraising campaign is unpredictable.

To combat the identified unpredictability of voluntary income the charity is taking proactive steps to manage costs and has undertaken sensitivity testing on the forecasts, to ensure that all options have been considered in the event that fundraising income does not achieve current projections.

In summary, the Trustees are of the opinion that despite the significant challenges of increasing voluntary income, the charity has adequate resources to meet its financial obligations, and to continue in operational existence for at least 12 months from approval of these financial statements. It is for the reasons stated above that the directors are satisfied that the charity will have adequate resources to continue in operational existence for the foreseeable future and has prepared these financial statements on the going concern basis.

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2. Accounting policies (continued)

2.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the company, can be reliably measured.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Revenue for the trading subsidiary is recognised to the extent that it is probable that the economic benefits will flow to the entity and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

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2. Accounting policies (continued)

2.6 Taxation

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

2.7 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website costs	-	33 % per annum straight line

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Fixtures and fittings	- 10% per annum straight line
Computer equipment	- 25% per annum straight line

2.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

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2. Accounting policies (continued)

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.14 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.15 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

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2. Accounting policies (continued)

2.16 Employee benefits and pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity also contributes to The Pensions Trust Growth Plan for its employees. This is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. Since the charity has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the contributions paid are shown in the income and expenditure account. Under FRS 102, the fair value of the commitment is recognised. The calculation of their fair value of the commitment is subject to an assumption on the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality bonds.

2.17 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

***3.* Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The commitment in respect of the Pensions Trust Growth Plan is subject to an assumption on the discount rate.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

4. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations and legacies	17,818	8,977	**26,795**	179,560
Grants	-	255,972	**255,972**	30,012
	17,818	264,949	**282,767**	209,572
Total 2022	172,712	36,860	209,572	

5. Income from the Development of the Christian faith

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Subscriptions	231,113	3,004	**234,117**	216,730
Activities and camp fees	3,437	25,206	**28,643**	19,568
Annual meeting	25	-	**25**	297
International office income	8,386	-	**8,386**	8,333
Other income	1,704	672	**2,376**	1,927
Total 2023	244,665	28,882	**273,547**	246,855
Total 2022	227,475	19,380	246,855	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Trading income	83,032	**83,032**	78,994
Charity trading income	509	**509**	1,258
	83,541	**83,541**	80,252
Total 2022	80,252	80,252	

7. Investment income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Dividends received	5,280	316	**5,596**	3,368
Bank interest	-	2,635	**2,635**	1,141
	5,280	2,951	**8,231**	4,509
Total 2022	3,152	1,357	4,509	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

8. Expenditure on raising funds

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Trading expenses	76,570	**76,570**	77,426
Fundraising expenses	6,836	**6,836**	15,664
	83,406	**83,406**	93,090
Total 2022	93,090	93,090	

9. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Development of the Christian faith	386,743	248,275	**635,018**	446,465
Total 2022	374,533	71,932	446,465	

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9. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2023 £	Depreciation 2023 £	Other costs 2023 £	Total 2023 £	Total 2022 £
Development of the Christian faith	220,011	1,992	413,015	**635,018**	446,465
Total 2022	203,515	1,628	241,322	446,465	

Summary by activity type

	Direct costs 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Volunteer and Group Support	161,095	-	**161,095**	113,262
Insurance and Insurance Administration	57,075	-	**57,075**	40,128
Programme Delivery	64,774	-	**64,774**	45,541
Programme Development	36,422	-	**36,422**	25,607
Governance and Strategy Development	101,612	34,555	**136,167**	95,736
Volunteer Equipping	60,834	-	**60,834**	42,771
Subscriptions	38,693	-	**38,693**	27,204
Communications and Media Presence	49,441	-	**49,441**	34,761
Networking	12,698	-	**12,698**	8,928
Fundraising and Donor Management	17,819	-	**17,819**	12,527
	600,463	34,555	**635,018**	446,465
Total 2022	421,913	24,552	446,465	

The allocation of the costs between activities is based on the proportion of staff time spent on each activity.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

10. Charitable activities

	2023 £	2022 £
Rent and rates	**30,300**	27,772
Telephone and fax	**9,562**	8,916
Insurances	**33,863**	32,515
Printing, postage and stationary	**2,844**	5,039
Computer costs	**44,903**	44,494
Recruitment costs	**3,504**	-
Training costs	**450**	-
Legal and professional costs	**651**	(149)
Motor and travel costs	**1,422**	2,764
Meeting costs	**233**	5,288
International fees	**186**	50
Subscriptions	**3,133**	3,861
Activities and camp costs	**48,946**	5,052
Costs associated with DCMS fund	**189,250**	38,021
The View costs	**1,629**	699
Development of new groups	**-**	70
Sundries	**3,226**	39,679
Bank charges and interest paid	**3,866**	3,011
Development costs - programme	**506**	284
Wages and salaries	**198,068**	182,829
Remeasurement of pension scheme	**(14)**	(596)
National insurance	**10,513**	9,061
Pension cost	**11,430**	11,625
Depreciation	**1,992**	1,628
Governance costs (note 11)	**34,555**	24,552
	635,018	446,465

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

11. Governance costs

	2023 £	2022 £
Auditor and accountancy fees	**23,472**	20,721
Accountancy fees - outsourced	**8,800**	-
Trustees' and executives' travel and meeting costs	**2,283**	3,831
	34,555	24,552

12. Net income/(expenditure)

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible fixed assets owned by the charitable group	**1,992**	1,628
Amortisation of intangible fixed assets	**2,916**	11,667
Auditor's remuneration - audit	**20,200**	17,775
Auditor's remuneration - non audit	**2,800**	2,946
Operating lease payments	**69,237**	63,238

13. Auditor's remuneration

The auditor's remuneration amounts to an audit fee of £20,200 (2022: £17,775), and accountancy and VAT services of £2,800 (2022: £2,946).

14. Staff costs

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Wages and salaries	**198,068**	182,829	**195,068**	182,829
Social security costs	**10,513**	9,061	**10,513**	9,061
Contribution to defined contribution pension schemes	**11,430**	11,625	**11,430**	11,625
	220,011	203,515	**217,011**	203,515

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14. Staff costs (continued)

The average number of persons employed by the company during the year was as follows:

	Group 2023 No.	Group 2022 No.
Staff numbers - charitable activities	**9**	10

No employee received remuneration amounting to more than £60,000 in either year.

None of the trustees, nor any person connected to them, received any remuneration during the current or preceding year. 7 members of the Trustee Board (2022: 6) received reimbursed travel expenses amounting to £490 (2022: £902).

During the period, trustees made donations to the charity totalling £135 (2022: £Nil).

The charity is heavily reliant upon the support of volunteers who give their time to the work of the Girls' Brigade, which cannot be valued.

The total amount of employee benefits, including employer's pension contributions and employers' national insurance, received by the senior management team is £101,977 (2022: £100,386). The charity's senior management team are detailed on page 1.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

15. Intangible assets

Group

	Website costs £
Cost	
At 1 January 2023	**44,000**
At 31 December 2023	**44,000**
Amortisation	
At 1 January 2023	**41,084**
Charge for the year	**2,916**
At 31 December 2023	**44,000**
Net book value	
At 31 December 2023	**-**
At 31 December 2022	2,916

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15. Intangible assets (continued)

Company

	Website costs £
Cost	
At 1 January 2023	**35,000**
At 31 December 2023	**35,000**
Amortisation	
At 1 January 2023	**32,084**
Charge for the year	**2,916**
At 31 December 2023	**35,000**
Net book value	
At 31 December 2023	**-**
At 31 December 2022	2,916

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

16. Tangible fixed assets

Group and Company

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At 1 January 2023	**70,520**	**47,051**	**117,571**
Additions	**-**	**1,586**	**1,586**
Transfers between classes	**(1,403)**	**1,403**	**-**
At 31 December 2023	**69,117**	**50,040**	**119,157**
Depreciation			
At 1 January 2023	**69,422**	**46,552**	**115,974**
Charge for the year	**703**	**1,289**	**1,992**
Transfers between classes	**(1,403)**	**1,403**	**-**
At 31 December 2023	**68,722**	**49,244**	**117,966**
Net book value			
At 31 December 2023	**395**	**796**	**1,191**
At 31 December 2022	1,098	499	1,597

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

17. Fixed asset investments

Group	Listed investments £
Cost or valuation	
At 1 January 2023	**138,744**
Revaluations	**5,156**
At 31 December 2023	**143,900**
Net book value	
At 31 December 2023	**143,900**
At 31 December 2022	138,744

The historical cost of listed investments held in the group was £93,442 (2022: £93,442).

Company	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 January 2023	**1**	**138,744**	**138,745**
Revaluations	**-**	**5,156**	**5,156**
At 31 December 2023	**1**	**143,900**	**143,901**
Net book value			
At 31 December 2023	**1**	**143,900**	**143,901**
At 31 December 2022	1	138,744	138,745

The historical cost of listed investments held in the company was £93,443 (2022: £93,443).

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Principal subsidiaries

The following was a subsidiary undertaking of the company:

	Company number	Principal activity	Class of shares	Holding
GBEW Trading Limited	06039496	Sale of uniforms	Ordinary	100%

The financial results of the subsidiary for the year were:

	Income £	Expenditure £	Profit for the year £	Net (liabilities) £
GBEW Trading Limited	**83,067**	**(79,570)**	**3,497**	**(17,263)**

18. Stocks

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Finished goods and goods for resale	**17,699**	25,428	**661**	688

19. Debtors

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Trade debtors	**17,416**	8,334	**1,167**	4,315
Amounts owed by group undertakings	**-**	-	**87,519**	91,536
Other debtors	**9,465**	13,267	**9,465**	13,267
Prepayments and accrued income	**83,013**	56,431	**83,013**	56,431
	109,894	78,032	**181,164**	165,549

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20. Creditors: Amounts falling due within one year

	Group 2023 £	Group 2022 £	**Company 2023 £**	Company 2022 £
Pension liability	**8,127**	8,127	**8,127**	8,127
Trade creditors	**28,770**	8,232	**25,292**	8,080
Other taxation and social security	**4,673**	6,234	**4,673**	6,234
Other creditors	**2,001**	1,168	**2,001**	1,168
Accruals and deferred income	**96,054**	88,453	**91,054**	82,012
	139,625	112,214	**131,147**	105,621

	Group 2023 £	Group 2022 £
Deferred income		
Deferred income at 1 January 2023	**55,138**	45,823
Resources deferred during the year	**57,450**	55,138
Amounts released from previous periods	**(55,138)**	(45,823)
Deferred income at 31 December 2023	**57,450**	55,138

The deferred income relates to events occuring in future periods and subscriptions received in advance.

21. Creditors: Amounts falling due after more than one year

	Group 2023 £	Group 2022 £	**Company 2023 £**	Company 2022 £
Pension liability	**454**	8,012	**454**	8,012

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22. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2023 £
Unrestricted funds						
General funds - charity	**167,340**	**268,237**	**(398,137)**	**3,269**	**-**	**40,709**
General funds - trading	**(20,761)**	**83,067**	**(79,570)**	**-**	**-**	**(17,264)**
Revaluation reserve	**45,302**	**-**	**-**	**5,156**	**-**	**50,458**
Pension reserve	**(16,139)**	**-**	**7,558**	**-**	**-**	**(8,581)**
	175,742	**351,304**	**(470,149)**	**8,425**	**-**	**65,322**
Restricted funds						
Matilda Alice Hubbard fund	**24,207**	**-**	**(2,296)**	**-**	**-**	**21,911**
The Irene Bosworth Friendship Fund	**3,707**	**-**	**-**	**-**	**-**	**3,707**
DCLG Grant	**424**	**-**	**-**	**-**	**-**	**424**
DCLG Start Up Grants	**15,143**	**-**	**(153)**	**-**	**-**	**14,990**
SLF/YML Income	**175**	**-**	**-**	**-**	**-**	**175**
YUF	**2,367**	**-**	**(144)**	**-**	**-**	**2,223**
DofE	**1,010**	**-**	**-**	**-**	**-**	**1,010**
Build Hope	**793**	**-**	**-**	**-**	**-**	**793**
Branches' funds	**376,936**	**65,098**	**(70,196)**	**(8,425)**	**5,156**	**368,569**
Keep On Keepin On	**328**	**205**	**-**	**-**	**-**	**533**
Bristol Development Project	**23,501**	**-**	**-**	**-**	**-**	**23,501**
DCMS Uniformed Youth New Groups Funding	**-**	**231,479**	**(175,486)**	**-**	**-**	**55,993**

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22. Statement of funds (continued)

Statement of funds - current year (continued)

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2023 £
	448,591	296,782	(248,275)	(8,425)	5,156	493,829
Total of funds	624,333	648,086	(718,424)	-	5,156	559,151

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22. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
Unrestricted funds						
General funds - charity	125,029	404,597	(400,930)	37,471	1,173	167,340
General funds - trading	(19,329)	78,994	(80,426)	-	-	(20,761)
Revaluation reserve	83,497	-	-	(38,195)	-	45,302
Pension reserve	(29,872)	-	13,733	-	-	(16,139)
	159,325	483,591	(467,623)	(724)	1,173	175,742
Restricted funds						
Matilda Alice Hubbard fund	25,168	-	(961)	-	-	24,207
The Irene Bosworth Friendship Fund	3,707	-	-	-	-	3,707
DCLG Grant	424	-	-	-	-	424
DCLG Start Up Grants	14,806	-	337	-	-	15,143
SLF/YML Income	175	-	-	-	-	175
YUF	3,726	-	(1,359)	-	-	2,367
DofE	1,010	-	-	-	-	1,010
Build Hope	793	-	-	-	-	793
Branches' funds	427,879	40,045	(52,344)	724	(39,368)	376,936
Keep On Keepin On	381	-	(53)	-	-	328
Bristol Development Project	23,501	-	-	-	-	23,501
DCMS Uniformed Youth New Groups Funding	-	17,552	(17,552)	-	-	-

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22. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
	501,570	57,597	(71,932)	724	(39,368)	448,591
Total of funds	660,895	541,188	(539,555)	-	(38,195)	624,333

Matilda Alice Hubbard fund
Matilda Alice Hubbard left a property to the charity in her will specifically for the purpose of providing a training and holiday home/camp for the use of charity. Subsequent to her death in 1932, the charity purchased an adjacent property and land and two properties became known as "Holcot". The property was sold during the year ending 31 March 2002 and the proceeds relating to the original bequest were transferred into a specific restricted fund.

Irene Bosworth Friendship fund
The Irene Bosworth Friendship Fund is to support leadership and training.

DCLG Grant
This fund is to help open new groups, increase existing groups and recruit and equip new leaders in specific geographical locations.

DCLG Start Up Grants
This fund is available to local new groups being established via the DCLG work. Groups may apply for one grant up to a maximum of £4,500 to financially support the new group as it becomes established and self-sustaining.

SLF/YML Income
This fund is to help open new groups, increase existing groups and recruit and equip new leaders across the London area.

YUF
The YUF Stronger Foundations grant was awarded through the Uniformed Youth Fund provided by the Department for Digital, Culture Media and Sport, administered by Youth United Foundation. The grant was given in order to fund work of key staff in developing sustainability for GB moving forward. The initial tranche received in 2018 funded core posts to free up capacity to create a sustainability plan and work on redeveloping GB's new group process. Further tranches in 2019 continued to fund core work on implementing the plan, as well as funding new digital infrastructure in the form of a new website and database. Alongside this, further funding under the banner of Reach, enabled GB to grow new and existing groups.

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DofE
The DofE Diamond Fund was launched by the Duke of Edinburgh's Award to celebrate its Diamond Anniversary. It aims to enable more disadvantaged young people to take part in the DofE Scheme. As a long-term licenced DofE partner, GB has been offering young people the opportunity to take part in the scheme for many years. This additional funding provided opportunities for more young people to take part through the funding of equipment and resource packs.

Build Hope
The Build Hope Project, funded through a Methodist Connexional Grant, aims to Build Hope for girls and young women, for the local church, and for GB. Through the project, GB aims to:

- Increase our engagement and partnership with local churches and extend the number of local groups that are delivered across England and Wales.
- Work with local churches to develop communities of 18-30s women looking to explore the Christian faith
- Help to increase the confidence of GB leaders and church members to share their faith at work, school and in the local community.
- Consult with local churches to enable them to 'look out from the Rooftop' to identify the needs of the local communities and develop strategies to engage with and share the love of God with those around them.

Branches' Funds
Branch funds are only available for use by the branches concerned and therefore are deemed to be restricted funds for the purposes of the financial statements.

Keep On Keepin On
Koko is a film and digital project for a target audience - teenage girls. It provides encouraging and constructive views on issues facing teenage girls, pointing them to support agencies on specific issues e.g. Self-Harm. The initiative also resources youth leaders, working alongside GBEW to release resources that accompany films, for use in youth groups.

Bristol Development Project
The Bristol Development Fund was set up by the Bristol District of Girls' Brigade England & Wales in fund a Development Worker to extend the outreach and mission of Girls' Brigade in the Bristol area by

- Setting up new groups and new expressions of mission
- Encouraging more people to become volunteers within GB's local community groups
- Increasing the number of children and young people who participate in GB's local community groups and activities across the Bristol area.

DCMS Uniformed Youth New Groups Funding
The funding is a grant given by the Department of Culture, Media and Sport to support growth in available spaces for young people and the training and recruitment of volunteer leaders.

Transfers
There has been a transfer from restricted to unrestricted funds of £8,425 to reflect invesments held by a branch that closed and transferred the funds to the charity to spend without restriction.

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23. Summary of funds

Summary of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2023 £
General funds	**175,742**	**351,304**	**(470,149)**	**8,425**	**-**	**65,322**
Restricted funds	**448,591**	**296,782**	**(248,275)**	**(8,425)**	**5,156**	**493,829**
	624,333	**648,086**	**(718,424)**	**-**	**5,156**	**559,151**

Summary of funds - prior year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
General funds	159,325	483,591	(467,623)	(724)	1,173	175,742
Restricted funds	501,570	57,597	(71,932)	724	(39,368)	448,591
	660,895	541,188	(539,555)	-	(38,195)	624,333

24. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	1,191	-	**1,191**
Fixed asset investments	4,317	139,583	**143,900**
Current assets	199,893	354,246	**554,139**
Creditors due within one year	(139,625)	-	**(139,625)**
Creditors due in more than one year	(454)	-	**(454)**
Total	65,322	493,829	**559,151**

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24. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	1,597	-	1,597
Intangible fixed assets	2,916	-	2,916
Fixed asset investments	(5,608)	144,352	138,744
Current assets	297,063	304,239	601,302
Creditors due within one year	(112,214)	-	(112,214)
Creditors due in more than one year	(8,012)	-	(8,012)
Total	175,742	448,591	624,333

25. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023 £	Group 2022 £
Net expenditure for the year (as per Statement of Financial Activities)	**(65,182)**	(36,562)
Adjustments for:		
Depreciation charges	**1,992**	1,628
Amortisation charges	**2,916**	11,667
(Gains)/losses on investments	**(5,156)**	38,195
Dividends and interests from investments	**(8,231)**	(4,509)
Decrease in stocks	**7,729**	2,169
(Increase) in debtors	**(31,862)**	(4,692)
Increase in creditors	**27,411**	18,529
Pension deficit adjustments	**569**	(352)
Net cash (used in)/provided by operating activities	**(69,814)**	26,073

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26. Analysis of cash and cash equivalents

	Group 2023 £	Group 2022 £
Cash in hand	**426,546**	497,842
Total cash and cash equivalents	**426,546**	497,842

27. Analysis of changes in net debt

	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	**497,842**	**(71,296)**	**426,546**
	497,842	**(71,296)**	**426,546**

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28. Pension commitments

Pensions Trust Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The charge to the statement of financial activities in respect of the scheme was £11,430 (2022: £11,625). Amounts owed at year end were £8,581 (2022: £16,139) which and held within creditors.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

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28. Pension commitments (continued)

PRESENT VALUES OF PROVISION

	31 December 2023 (£s)	31 December 2022 (£s)	31 December 2021 (£s)
Present value of provision	8,581	16,139	29,872

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 December 2023 (£s)	**Period Ending** 31 December 2022 (£s)
Provision at start of period	16,139	29,872
Unwinding of the discount factor (interest expense)	583	244
Deficit contribution paid	(8,127)	(13,381)
Remeasurements - impact of any change in assumptions	(14)	(596)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	8,581	16,139

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 December 2023 (£s)	**Period Ending** 31 December 2022 (£s)
Interest expense	583	244
Remeasurements – impact of any change in assumptions	(14)	(596)
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 December 2023 % per annum	31 December 2022 % per annum	31 December 2021 % per annum
Rate of discount	5.31	4.96	1.18

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28. Pension commitments (continued)

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 December 2023 (£s)	31 December 2022 (£s)	31 December 2021 (£s)
Year 1	8,127	8,127	13,381
Year 2	677	8,127	8,127
Year 3	-	677	8,127
Year 4	-	-	677
Year 5	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

29. Operating lease commitments

At 31 December 2023 the group and the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	Group 2022 £	**Company 2023 £**	Company 2022 £
Not later than 1 year	**41,438**	61,611	**41,438**	61,611
Later than 1 year and not later than 5 years	**3,779**	10,500	**3,779**	10,500
	45,217	72,111	**45,217**	72,111

Document ID: 52e49e11f9743f65b9cdfcbac0ca75a06a9fbacf4083f08ef4e585f17c39b900

30. Related party transactions

The charitable company owns 100% of its subsidiary GBEW Trading Limited. During the year, expenditure was recharged of £3,000 (2022: £3,000) to the subsidiary company. At the year end amounts totalling £87,519 (2022: £91,536) are included in debtors owed to the parent charitable company. This balance is after a provision has been made of £19,328 (2022: £19,328), which is the portion of the balance which is deemed to be irrecoverable.

Details of trustees' remuneration and transactions are detailed in note 14.

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THE GIRLS' BRIGADE ENGLAND AND WALES

England & Wales - Charity number 206655

Accounts

Registered number: 00206877
Charity number: 206655

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 DECEMBER 2022

Trustees	Ms C Boxall Mrs C De Beger Mrs C Fanawopo Miss H Flint Mrs J Greengrass, Chair Mrs S Hall Mrs E Insley Mrs S Parkin
Company registered number	00206877
Charity registered number	206655
Registered office	Cliff College Calver Hope Valley Derbyshire S32 3XG
Company secretary	Mrs Julie Murdy
Senior management team	Mrs Julie Murdy, Director Miss Catherine Burt, Assistant Director & Communications Manager Mr Alan Carr, Finance Manager (until 31 July 2023)
Independent auditor	BHP LLP Chartered Accountants Statutory Auditor 2 Rutland Park Sheffield S10 2PD
Bankers	The Co-operative Bank plc 4th Floor 9 Prescot Street London E1 8BE
Solicitors	Anthony Collins 134 Edmund Street Birmingham B3 2ES
Investment managers	Epworth Investment Management Limited 9 Bonhill Street London EC2A 4PE

CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2022

The chair presents her statement for the year.

2022 saw Girls' Brigade England & Wales (GB) continue its recovery from the impact of the COVID-19 pandemic. Our focus for the year was on growing GB, helping groups to re-establish after the pandemic and seeking to recruit new members and volunteers. It has been encouraging to see growth in the number of members in our local community groups during the year, the opening of a new GB group, and to see new volunteers stepping forward to help GB to continue to bring hope to this generation.

We have continued to look for funding and were successful in our bid to the Department for Communities Media and Sport (DCMS) for the Uniformed Youth Fund to help support our Growing GB project. The ongoing support through donations and legacies received during the year has also contributed to the signs of growth we're seeing and enabled us to continue to support our members through the year. We continue to work in partnership with other organisations including Youth United Network and Hope Together. This has seen new, relevant, programme materials and opportunities offered to our members.

A huge thanks is extended to GB's volunteers who faithfully and diligently provide opportunities for, primarily, girls and young women from all backgrounds and abilities, to take part in positive activities that increase confidence, enable exploration of the Christian faith and help them to learn new life skills. Without the many hours they give each year, it wouldn't be possible for these children and young people to experience life in all its fullness. We applaud our volunteers for the way that they continue to serve God through the work of GB.

We continue to advocate for, and with, girls and young women on the issues that matter to them, whether that's been through GB's online resource koko or through speaking to the Christian media about the issues affecting girls and young women.

During 2022 GB's trustees developed a new five-year strategy that will see a focus on our people, raising our profile, and seeking to create a sustainable organisation for the 21st century. The strategy will support our volunteers and enable GB to grow and continue to support children and young people in this generation.

J Greengrass

J Greengrass (Aug 20, 2023 22:14 GMT+1)

Mrs Joanne Greengrass
Chair
Date: Aug 20, 2023

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their annual report together with the audited financial statements of The Girls' Brigade England & Wales for the year to 31 December 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements of the charitable company's governing document and the provisions of the Statement Of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102) published in October 2019.

This is the annual report of The Girls' Brigade England & Wales, operating under the name of Girls' Brigade Ministries.

Since the group and the company qualify as small, under section 383 of the Companies Act 2006, the group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Our purpose and activities

Girls' Brigade England & Wales (GBEW/GB England & Wales/GB) operating as Girls' Brigade Ministries (GBM) has a vision to see lives and communities transformed and enriched as individuals seek, serve, and follow Jesus Christ.

We primarily work among girls and women, and in a way that we believe reflects our Christian ethos. Our mission is for GB Ministries, through fun and friendship, to empower children and young people to seek out opportunities, serve their communities, and follow in the footsteps of Jesus.

The GB England & Wales' Network is also a part of Girls' Brigade International (GBI), sharing in the world-wide vision to see Girls' lives transformed: God's world enriched.

b. Our activities to deliver public benefit

The Christian values upon which we base our work are of significant benefit to the whole of society.

GB is outward-looking and concerned with the transformation of society for the better.

Our work primarily among girls and women is sustainable, holistic and life-enriching, committed to enabling them to discover and live life to the full.

We work from, and share, a Christian ethos and accept the right of individuals to have differing views and beliefs, or no belief.

Objectives and activities (continued)

The strategies employed to achieve the charity's aims and objectives are:

- People - we take a relational approach to our work, whether that's when in contact with children and young people, volunteers, or our staff team, and we want our people to feel valued and to be equipped for the role they're called to in the work of our ministry
- Profile and perception - we want to raise the profile and perception of GB across all areas of life, so that we're seen as a vibrant, proactive, and relevant 21st century organisation, motivated through our Christian faith, to help children and young people live 'life to the full' in all aspects of their lives
- Sustainability - we want an organisation with fit-for-purpose structures and that's funded, so we can continue to reach future generations of children and young people.

Our key activities this year are described below and very much focus on the transformation of lives and communities across England and Wales.

c. Establishing and nurture of local community groups

GB continues to deliver sustainable local groups for 4-8s, 7-11s, 10-14s, and 13-18s for girls (primarily) run in partnership with local churches across England and Wales. Around 5,800 children and young people are members of these groups with over 2,000 volunteer leaders supporting them. In some areas, where there is no provision for boys, GB takes boys in trust.

These groups provide rewarding, stretching, and positive opportunities through which girls and young women grow and develop in confidence, resilience, well-being, and life skills, while developing strong friendships, a sense of belonging, and having great fun along the way. The innovative programme materials explore current cultural issues in ways that are relevant to the ages of our members. GB members may also engage in a structured leadership programme, which encourages leadership, communication, and team-working skills. They can also take part in the Duke of Edinburgh's Award Scheme with 45 young people receiving awards this year, 8 at Gold level, 19 at Silver level and 18 at Bronze level. GB International's Queen's Award, that encourages resilience, social mixing and innovation, has been awarded to 10 young women over the year.

d. Equipping and resourcing volunteer leaders

Much of the work of the employed staff team at GB's Support Centre is focused on the support and resourcing of the 2,000 plus volunteer GB leaders who give their time, energy, skills, and Christian experience to girls in local areas around England and Wales. This work has always been devolved to local branch leaders, and it is with this group that the Support Centre has most involvement.

The Support Centre team provides conferences, events, telephone support and resource materials to help the organisational, spiritual and youth work skills development of GB leaders and groups. Additionally, and importantly, the Support Centre team maintains a GB leader and groups' database, oversees the registration of leaders, and ensures appropriate standards of training and safeguarding are maintained throughout the charity. During 2022, we continued to deliver training and equipping either online or through hybrid in-person/online events. During the year around 285 training and equipping spaces have been filled, ensuring that leaders remain up to date with core skills such as safeguarding and residential event training and that new leaders continue to be trained and onboarded. We have also delivered equipping to leaders around period positivity and period poverty to reflect a current real issue affecting girls and young women today.

Objectives and activities (continued)

The annual subscription paid to GB by local members and groups is the main source of income for GB England & Wales and is used for infrastructure and staffing costs of the charity, including the employed teams' work to develop leadership resources and programme materials.

e. Programme and activities

Working together with other leading Christian youth organisations, GB contributed to developing a programme for the Queen's Jubilee celebrations reflecting the true Christian values which the Queen demonstrated in a way that was relevant for young people to understand. Following the Queen's death, we provided resources to help young people reflect on loss and the impact of the Queen's life.

The period poverty and period positivity programme resource was developed for leaders to use within their GB groups either as a six weekly programme or one-off evening session. Our local groups also participated in the annual UK Parliament Week.

Children and young people were also able to engage with national activities such as taking part in the Trooping of the Colour or stewarding at royal garden parties.

f. GB Ministries' initiatives

koko (Keep on Keeping On) is GBM's award-winning online ministry, which seeks to reach a new generation of young women. Its regular blogs focus on addressing issues affecting teenage girls. Throughout the year a group of GB's 18-30s leaders have written blogs and shared their experiences in this way.

This year we were able to return to face-to-face activities with a summer retreat which encouraged women to share their faith story through exploring the story of the woman at the well.

Achievements and performance

a. Main achievements of the charitable company

The provision of quality, fun and meaningful programme and activity is the backbone of GB's sustainable and life-transforming mission among children and young people. Although some groups closed during the pandemic, GB has continued to provide, on average, three hours of direct children's and youth activity per week for 40 weeks in the year amongst 1,200 groups of local girls and young women. Over 60 attained awards in youth leadership, around 1,275 young people took part in residential activities, 23 new members were registered to take part in the Duke of Edinburgh's Award Scheme through GB with 45 receiving awards during the year, and 10 young women completed GB's own Queen's Award, which is GB's highest award.

Mission equipping remained a high priority, with around 200 attendees at our national leadership and equipping conferences which were held online/face-to-face during the year.

GB has continued to respond to girls' issues and has featured on UCB and TWR radio as well as working with Developing Dignity to develop a period poverty and positivity equipping session and programme resource.

Achievements and performance (continued)

During the year we launched our census process on the GB Manager database which enables us to have a more accurate picture of our membership throughout the year. Further enhancements will be introduced in 2023 to support online training and improve and streamline administrative functions.

We've also supported our groups to look at ways to grow their membership and volunteer numbers through the Growing GB project and the DCMS Uniformed Youth Fund and we have seen our number of members grow by around 1,000 over the past 12 months.

Financial review

a. Financial review

The deficit for the year was £36,562 (2021: deficit of £34,728) made up of a surplus of £16,417 (2021: £84,136) from unrestricted funds and a deficit of £52,979 (2021: £118,864 deficit) from restricted funds. Funds total £624,333 (2021: £660,895) comprising of unrestricted funds of £175,742 (2021: £159,325) and restricted funds of £448,591 (2021: £501,570).

Once again GB's income has largely been drawn from membership subscriptions, which for the 12-month period to 31 December 2022 was £216,730 (2021: £214,718), but this has been augmented this year through the DCMS Uniformed Youth Fund and a significant legacy which helped to bridge a deficit in the budget. The provision of grants shows the value placed upon the work of GBM externally.

As a charity we're very grateful to individual donors who support our mission either through one-off donations or through regular giving to the charity and have been pleased to see donations continue to grow during the year. In 2023 GB will recruit a Fundraising Officer to set plans in place to increase the level of funds through donations and grants.

Steps have continued to be taken to address the funding gap during the year with work taking place to identify a number of areas of potential saving and efficiencies which will be realised during 2023 and 2024.

b. Investments powers and policy

The trustees, who have a keen awareness of the need for GB to balance operational liquidity and stable growth of investments, benefited from the services of Epworth Investment Management Service again this year.

Aims and parameters for the portfolio are well established, and we receive a quarterly performance report to enable timely monitoring and control of this important issue.

The aims and parameters for the year were established in October 2002 for unrestricted funds as follows: To achieve a balance of capital growth and current income. Investment parameters are set for this as follows: Equities (50-70%); Fixed interest (30-50%).

Some funds were kept in interest-bearing deposit accounts to provide access as needed for cash flow management.

c. Going concern

The trustees have continued to monitor GB's financial position throughout the past year. Steps have been taken to review overheads and services throughout the year and to identify areas of saving to be implemented in 2023 and 2024. This, along with the new strategic plan and the two grants received from DCMS to cover September 2022 to March 2025, will enable GB to improve its sustainability over the next two years.

The trustees have prepared forecasts of income and expenditure and cash flow for a period of 12 months from the date of approving these financial statements which show the group has sufficient funds to be able to continue in operational existence. These forecasts are based upon current known income and assumptions for future income generation.

The trustees believe that their forecasts for the group have been prepared on a prudent basis and have been subject to realistic sensitivity checks. It is for this reason that they believe it is appropriate to prepare the financial statements on a going concern basis.

d. Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency expenditure. The trustees consider the ideal level of reserves at 31 December 2022 should be in the range of three to six months cover of annual charitable expenditure which gives a target of £112,000 to £224,000.

Defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity, but not yet spent, committed, or designated, the free reserves held by GB England & Wales at 31 December 2022 comprised the following:

		£
Total consolidated funds per Balance Sheet (Group)		624,333
Less:	Restricted Funds	(448,591)
	Pension reserve - unrestricted funds	16,139
	Fixed assets - unrestricted funds	(4,513)
Free Reserves		187,368

The year end level of free reserves is within the target range of £112,000 to £224,000.

e. Grant-making funds

The Holcot Fund (Matilda Alice Hubbard Trust 2001) was established following the sale, in 2001, of a property (Holcot) originally donated to GB by Matilda Alice Hubbard. Within the terms of the Trust, the criteria for grant support are to provide or assist in the provision of holiday or residential event accommodation for members to assist in their training. Grants awarded from this trust are administered centrally, through a written application process. An annual report of applications and awards is made to the trustees. During the year, 1 grant was given which subsidised the delivery of the Esther Generation Weekend to 16 Queen's Award candidates.

f. Plans for future periods

As GBM transitions into 2023 it will continue to Seek, Serve and Follow Christ. Our focus will continue to be to grow our work by attracting new members and volunteers, as well as supporting new church mission partnerships to emerge.

The new five-year strategy will see a focus during 2023 of raising the profile of GB and understanding the diversity of our membership and how best to reflect current cultural diversity in our programme alongside of growth to support the future sustainability of the organisation.

We'll continue to grow strong foundations through continued development of the GB Manager database to improve the efficiency and effectiveness of our administrative process to improve the volunteer experience and improve our governance around safe recruitment of volunteers.

Structure, governance and management

a. Governing document

The Girls' Brigade England & Wales is a charitable company limited by guarantee, governed by its Memorandum and Articles of Association dated July 2017. It is registered as a charity with the Charity Commission.

Members of the Girls' Brigade England & Wales Board are the Company Members and, in the event of the Company being wound up, the liability of each member is limited to a maximum of £1.

b. Appointment of Trustees

GB is governed by a board of trustees who serve for a three-year period renewable for one further, consecutive, term.

c. Recruitment and training of Trustees

To maintain a mature and well-equipped trustee Board, information about the role, responsibilities and skills needed for Board membership is made available to all GB members, and externally, when vacancies arise.

Once a trustee has been appointed, they receive induction training. In April 2022 all board members received trustee training. This is the responsibility of the leadership staff team and involves peer support. Induction covers issues such as the roles and responsibilities of trusteeship and introduction to the strategic and spiritual objectives of the organisation. Further training is offered on an ongoing basis. Members of the Board are provided with relevant periodicals regarding their role and encouraged to subscribe to good governance practice journals and websites. In addition, the Board members regularly dedicate time to strategic direction and reflection.

Structure, governance and management (continued)

d. Organisation

The Board comprises a maximum of 10 trustees. Membership is determined as follows:

- Up to four representatives elected by the GB England & Wales Network Executive
- Up to six other persons, independent of GB make up this number.

The Board meets four times in the year, although other meetings may be called if required, and work corporately to govern the movement and appoint standing groups for specific purposes. Currently the standing groups are GBEW Network Executive, Personnel, Finance, and Risk. Each of these groups look at their areas of responsibility in detail and report to the Board during the year.

The Director of Girls' Brigade Ministries is appointed by the Board to manage day-to-day operations of the group charity. This person has delegated authority for strategic and operational matters including finance, employment, and activities in pursuit of GBM's strategic goals.

e. Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with an organisation used by the charity must be disclosed in the same way as any other contractual relationship with a related party. No such transactions were reported within this period outside of the group.

f. Fundraising standards information

Girls' Brigade England & Wales is not currently registered with the Fundraising Regulator. During the year we have not appointed any professional fundraisers to support the work of the charity. GB is registered with Give as You Live and our supporters can raise donations for our work through this. GB is also registered with Amazon Smile and Facebook.

During 2018 we implemented processes to ensure that we were compliant with GDPR ensuring that friends and members can indicate their preference including whether they can be contacted for fundraising purposes. We have received no complaints in relation to fundraising activities.

g. Pay policy for senior staff

The Board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running, and operating GBM on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 15 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with cost of living/inflation levels. In view of the nature of the charity, the directors benchmark against pay levels in other Christian charities of a similar nature and size, and similar roles in the geographic area of the registered office.

Structure, governance and management (continued)

h. Risk management

The trustees have a risk management strategy, which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has continued to identify that financial sustainability and the impact of COVID-19 have been the major financial risks for the charity. A key element in the management of financial risk has been a regular review of available liquid funds to settle debts as they fall due, regular attendance to bank reconciliation and other financial management disciplines, active management of debtor and creditor balances to ensure sufficient working capital by the charity, and the strict control of expenditure.

Attention has also been focused on management of non-financial risks arising from issues such as safeguarding and first aid. Updates to existing safeguarding and safe practice policies and guidance in our Life to the Full publication will be launched in Spring 2023 alongside of revised refresher training.

Statement of Trustees' responsibilities

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accepted Accounting Practice (United Kingdom Generally Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they're satisfied that they give a true and fair view of the state of affairs of the charity and group and of the surplus or deficit of the group 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 of the Charities SORP 2019 (FRS 102);
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and parent charitable company will continue in operation.

The trustees are responsible for ensuring that adequate accounting records are maintained that disclose with reasonable accuracy at any time the financial position of the charity and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Disclosure of information to auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable group's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

The auditor, BHP LLP, has indicated their willingness to continue in office. The designated trustees will propose a motion reappointing the auditor at a meeting of the trustees.

Approved by order of the members of the board of trustees and signed on their behalf by:

J Greengrass

J Greengrass (Aug 20, 2023 22:14 GMT+1)

Mrs J Greengrass

Date: Aug 20, 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES

We have audited the financial statements of The Girls' Brigade England and Wales (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022, which comprise the consolidated statement of financial activities, the consolidated balance sheet, the company balance sheet, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is 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).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the entity through discussions with Trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the entity, including safeguarding legislation, health and safety and data protection laws;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- we ensured identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the entity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

BHP LLP

Jane Marshall (Aug 22, 2023 16:54 GMT+1)

Jane Marshall (Senior Statutory Auditor)

for and on behalf of

BHP LLP
Chartered Accountants
Statutory Auditor
2 Rutland Park
Sheffield
S10 2PD

Date: Aug 22, 2023

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	4	**172,712**	**36,860**	**209,572**	100,194
Charitable activities	5	**227,475**	**19,380**	**246,855**	227,488
Other trading activities	6	**80,252**	**-**	**80,252**	56,484
Investments	7	**3,152**	**1,357**	**4,509**	2,697
Other income	8	**-**	**-**	**-**	19,361
Total income		**483,591**	**57,597**	**541,188**	406,224
Expenditure on:					
Raising funds	9	**93,090**	**-**	**93,090**	81,105
Charitable activities	10	**374,533**	**71,932**	**446,465**	356,825
Total expenditure		**467,623**	**71,932**	**539,555**	437,930
Net income/(expenditure) before net gains/(losses) on investments		**15,968**	**(14,335)**	**1,633**	(31,706)
Net gains/(losses) on investments		**1,173**	**(39,368)**	**(38,195)**	(3,022)
Net income/(expenditure)		**17,141**	**(53,703)**	**(36,562)**	(34,728)
Transfers between funds	23	**(724)**	**724**	**-**	-
Net movement in funds		**16,417**	**(52,979)**	**(36,562)**	(34,728)
Reconciliation of funds:					
Total funds brought forward as previously stated		**159,325**	**501,570**	**660,895**	689,878
Prior year adjustment		**-**	**-**	**-**	5,745
Total funds brought forward as restated		**159,325**	**501,570**	**660,895**	695,623
Net movement in funds		**16,417**	**(52,979)**	**(36,562)**	(34,728)
Total funds carried forward		**175,742**	**448,591**	**624,333**	660,895

The Consolidated Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)
REGISTERED NUMBER: 00206877

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note		2022 £		2021 £
Fixed assets					
Intangible assets	16		**2,916**		14,583
Tangible assets	17		**1,597**		3,225
Investments	18		**138,744**		176,939
			143,257		194,747
Current assets					
Stocks	19	**25,428**		27,597	
Debtors	20	**78,032**		73,340	
Cash at bank and in hand		**497,842**		480,641	
		601,302		581,578	
Creditors: amounts falling due within one year	21	**(112,214)**		(98,939)	
Net current assets			**489,088**		482,639
Total assets less current liabilities			**632,345**		677,386
Creditors: amounts falling due after more than one year	22		**(8,012)**		(16,491)
Total net assets			**624,333**		660,895
Charity funds					
Restricted funds	23		**448,591**		501,570
Unrestricted funds					
General funds	23	**146,579**		105,700	
Revaluation reserve		**45,302**		83,497	
Unrestricted funds excluding pension liability	23	**191,881**		189,197	
Pension reserve	23	**(16,139)**		(29,872)	
Total unrestricted funds	23		**175,742**		159,325
Total funds			**624,333**		660,895

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2022

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

J Greengrass
J Greengrass (Aug 20, 2023 22:14 GMT+1)

Mrs J Greengrass

Date: Aug 20, 2023

The notes on pages 23 to 53 form part of these financial statements.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)
REGISTERED NUMBER: 00206877

COMPANY BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note		2022 £		2021 £
Fixed assets					
Intangible assets	16		**2,916**		14,583
Tangible assets	17		**1,597**		3,225
Investments	18		**138,745**		176,940
			143,258		194,748
Current assets					
Stocks	19	**688**		688	
Debtors	20	**165,549**		152,915	
Cash at bank and in hand		**429,904**		420,059	
		596,141		573,662	
Creditors: amounts falling due within one year	21	**(105,621)**		(91,023)	
Net current assets			**490,520**		482,639
Total assets less current liabilities			**633,778**		677,387
Creditors: amounts falling due after more than one year	22		**(8,012)**		(16,491)
Total net assets			**625,766**		660,896
Charity funds					
Restricted funds	23		**448,591**		501,570
Unrestricted funds					
Unrestricted funds excluding pension liability (including revaluation reserve of £45,302 (2021: £83,497))	23	**193,314**		189,198	
Pension reserve	23	**(16,139)**		(29,872)	
Total unrestricted funds	23		**177,175**		159,326
Total funds			**625,766**		660,896

The charitable company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements. The company's net movement in funds for the year was £(35,130) (2021 - £(28,917)).

COMPANY BALANCE SHEET (CONTINUED)

AS AT 31 DECEMBER 2022

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

J Greengrass

J Greengrass (Aug 20, 2023 22:14 GMT+1)

Mrs J Greengrass

Date: Aug 20, 2023

The notes on pages 23 to 53 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	**2022** **£**	2021 £
Cash flows from operating activities			
Net cash provided by/ (used in) operating activities	26	**26,073**	(129,193)
Cash flows from investing activities			
Dividend and interests from investments		**4,509**	2,697
Proceeds from the sale of tangible fixed assets		**-**	100
Net cash provided by investing activities		**4,509**	**2,797**
Pension deficit contributions		**(13,381)**	(28,928)
Change in cash and cash equivalents in the year		**17,201**	**(155,324)**
Cash and cash equivalents at the beginning of the year		**480,641**	635,965
Cash and cash equivalents at the end of the year	27	**497,842**	480,641

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1. General information

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Girls' Brigade England and Wales meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The group generated an overall loss for the period of £36,562 and at 31 December 2022 the group had free reserves of £187,368.

The trustees have continued to monitor GB's financial position throughout the past year. Steps have been taken to review overheads and services throughout the year and to identify areas of saving to be implemented in 2023 and 2024. This, along with the new strategic plan and the two grants received from DCMS to cover September 2022 to March 2025, will enable GB to improve its sustainability over the next two years.

The trustees have prepared forecasts of income and expenditure and cash flow for a period of 12 months from the date of approving these financial statements which show the group has sufficient funds to be able to continue in operational existence. These forecasts are based upon current known income and assumptions for future income generation.

The trustees believe that their forecasts for the group have been prepared on a prudent basis and have been subject to realistic sensitivity checks. It is for this reason that they believe it is appropriate to prepare the financial statements on a going concern basis.

2. Accounting policies (continued)

2.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the company, can be reliably measured.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Revenue for the trading subsidiary is recognised to the extent that it is probable that the economic benefits will flow to the entity and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Income relating to the Coronavirus Job Retention Scheme is recognised in the period for which the funding is claimed.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

2. Accounting policies (continued)

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

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

2.7 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website costs	-	3 %

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Fixtures and fittings	- 10% per annum
Computer equipment	- 25% per annum

2. Accounting policies (continued)

2.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.14 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. Accounting policies (continued)

2.15 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

2.16 Employee benefits and pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity also contributes to The Pensions Trust Growth Plan for its employees. This is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. Since the charity has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the contributions paid are shown in the income and expenditure account. Under FRS 102, the fair value of the commitment is recognised. The calculation of their fair value of the commitment is subject to an assumption on the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality bonds.

2.17 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

***3.* Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The commitment in respect of the Pensions Trust Growth Plan is subject to an assumption on the discount rate.

4. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	**Total funds 2022 £**	Total funds 2021 £
Donations and legacies	172,712	6,848	**179,560**	86,213
Grants	-	30,012	**30,012**	13,981
	172,712	36,860	**209,572**	100,194
Total 2021	83,092	17,102	100,194	

5. Income from the Development of the Christian faith

	Unrestricted funds 2022 £	Restricted funds 2022 £	**Total funds 2022 £**	Total funds 2021 £
Subscriptions	213,806	2,924	**216,730**	214,718
Activities and camp fees	3,187	16,381	**19,568**	2,642
Annual meeting	297	-	**297**	-
International office income	8,333	-	**8,333**	8,333
Other income	1,852	75	**1,927**	1,795
Total 2022	227,475	19,380	**246,855**	227,488
Total 2021	224,742	2,746	227,488	

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Trading income	78,994	**78,994**	55,073
Charity trading income	1,258	**1,258**	1,411
	80,252	**80,252**	56,484
Total 2021	56,484	56,484	

7. Investment income

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Dividends received	3,152	216	**3,368**	2,179
Bank interest	-	1,141	**1,141**	518
	3,152	1,357	**4,509**	2,697
Total 2021	1,915	782	2,697	

8. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Coronavirus Job Retention Scheme income	-	-	19,361
Total 2021	19,361	19,361	

9. Expenditure on raising funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Trading expenses	77,426	-	**77,426**	58,364
Fundraising expenses	15,664	-	**15,664**	22,741
	93,090	-	**93,090**	81,105
Total 2021	79,177	1,928	81,105	

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Development of the Christian faith	374,533	71,932	**446,465**	356,825
Total 2021	226,816	130,009	356,825	

Summary by expenditure type

	Staff costs 2022 £	Depreciation 2022 £	Other costs 2022 £	Total 2022 £	Total 2021 £
Development of the Christian faith	203,515	1,628	241,322	**446,465**	356,825
Total 2021	204,869	1,958	149,998	356,825	

Summary by activity type

	Direct costs 2022 £	**Support costs 2022 £**	**Total funds 2022 £**	Total funds 2021 £
Volunteer and Group Support	113,262	-	**113,262**	90,521
Insurance and Insurance Administration	40,128	-	**40,128**	32,071
Programme Delivery	45,541	-	**45,541**	36,397
Programme Development	25,607	-	**25,607**	20,466
Governance and Strategy Development	71,184	24,552	**95,736**	76,515
Volunteer Equipping	42,771	-	**42,771**	34,183
Subscriptions	27,204	-	**27,204**	21,742
Communications and Media Presence	34,761	-	**34,761**	27,782
Networking	8,928	-	**8,928**	7,135
Fundraising and Donor Management	12,527	-	**12,527**	10,013
	421,913	24,552	**446,465**	356,825
Total 2021	334,558	21,734	356,292	

The allocation of the costs between activities is based on the proportion of staff time spent on each activity.

11. Charitable activities

	2022	2021
	£	£
Rent and rates	**27,772**	29,533
Telephone and fax	**8,916**	8,428
Insurances	**32,515**	28,161
Printing, postage and stationary	**5,039**	2,864
Loss on disposal of fixed assets	**-**	169
Computer costs	**44,494**	40,082
Recruitment costs	**-**	153
Training costs	**-**	99
Legal and professional costs	**(149)**	209
Motor and travel costs	**2,764**	241
Meeting costs	**5,288**	-
International fees	**50**	80
Subscriptions	**3,861**	2,461
Activities and camp costs	**5,052**	12,159
Grants and donations	**38,021**	38,523
The View costs	**699**	1,733
Development of new groups	**70**	8,104
Sundries	**39,679**	17,182
Bank charges and interest paid	**3,011**	2,297
Development costs - programme	**284**	280
Wages and salaries	**182,829**	185,572
Remeasurement of pension scheme	**(596)**	(64,494)
National insurance	**9,061**	13,550
Pension cost	**11,625**	5,747
Depreciation	**1,628**	1,958
Governance costs (note 12)	**24,552**	21,734
	446,465	356,825

12. Governance costs

	2022	2021
	£	£
Auditor and accountancy fees	**20,721**	20,053
Accountancy fees - outsourced	**-**	823
Trustees' and executives' travel and meeting costs	**3,831**	858
	24,552	21,734

13. Net income/(expenditure)

This is stated after charging:

	2022	2021
	£	£
Depreciation of tangible fixed assets owned by the charitable group	**1,628**	1,958
Amortisation of intangible fixed assets	**11,667**	11,667
Auditor's remuneration - audit	**17,775**	15,250
Auditor's remuneration - non audit	**2,946**	4,600
Operating lease payments	**63,238**	48,358

14. Auditor's remuneration

The auditor's remuneration amounts to an audit fee of £17,775 (2021: £15,250), and accountancy and VAT services of £2,946 (2021: £4,600).

15. Staff costs

	Group 2022	Group 2021	**Company 2022**	Company 2021
	£	£	**£**	£
Wages and salaries	**182,829**	185,572	**182,829**	182,572
Social security costs	**9,061**	13,550	**9,061**	13,550
Contribution to defined contribution pension schemes	**11,625**	5,747	**11,625**	5,747
	203,515	204,869	**203,515**	201,869

15. Staff costs (continued)

The average number of persons employed by the company during the year was as follows:

	Group 2022 No.	Group 2021 No.
Staff numbers - charitable activities	**10**	10

No employee received remuneration amounting to more than £60,000 in either year.

None of the trustees, nor any person connected to them, received any remuneration during the current or preceding year. 6 members of the Trustee Board (2021: 3) received reimbursed travel expenses amounting to £902 (2021: £174).

The charity is heavily reliant upon the support of volunteers who give their time to the work of the Girls' Brigade, which cannot be valued.

The total amount of employee benefits, including employer's pension contributions and employers' national insurance, received by the senior management team is £100,386 (2021: £95,440). The charity's senior management team are detailed on page 1.

16. Intangible assets

Group

	Website costs £
Cost	
At 1 January 2022	**44,000**
At 31 December 2022	**44,000**
Amortisation	
At 1 January 2022	**29,417**
Charge for the year	**11,667**
At 31 December 2022	**41,084**
Net book value	
At 31 December 2022	**2,916**
At 31 December 2021	14,583

16. Intangible assets (continued)

Company

	Website costs £
Cost	
At 1 January 2022	**35,000**
At 31 December 2022	**35,000**
Amortisation	
At 1 January 2022	**20,417**
Charge for the year	**11,667**
At 31 December 2022	**32,084**
Net book value	
At 31 December 2022	**2,916**
At 31 December 2021	14,583

17. Tangible fixed assets

Group and Company

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At 1 January 2022	**70,520**	**47,051**	**117,571**
At 31 December 2022	**70,520**	**47,051**	**117,571**
Depreciation			
At 1 January 2022	**68,685**	**45,661**	**114,346**
Charge for the year	**737**	**891**	**1,628**
At 31 December 2022	**69,422**	**46,552**	**115,974**
Net book value			
At 31 December 2022	**1,098**	**499**	**1,597**
At 31 December 2021	1,835	1,390	3,225

18. Fixed asset investments

Group	Listed investments £
Cost or valuation	
At 1 January 2022	**176,939**
Revaluations	**(38,195)**
At 31 December 2022	**138,744**
Net book value	
At 31 December 2022	**138,744**
At 31 December 2021	176,939

The historical cost of listed investments held in the group was £93,442 (2021: £93,442).

Company	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 January 2022	**1**	**176,939**	**176,940**
Revaluations	**-**	**(38,195)**	**(38,195)**
At 31 December 2022	**1**	**138,744**	**138,745**
Net book value			
At 31 December 2022	**1**	**138,744**	**138,745**
At 31 December 2021	1	176,939	176,940

The historical cost of listed investments held in the company was £93,443 (2021: £93,443).

Principal subsidiaries

The following was a subsidiary undertaking of the company:

	Company number	Principal activity	Class of shares	Holding
GBEW Trading Limited	06039496	Sale of uniforms	Ordinary	100%

The financial results of the subsidiary for the year were:

	Income £	Expenditure £	(Loss) for the year £	Net (liabilities) £
GBEW Trading Limited	**78,994**	**(80,426)**	**(1,432)**	**(20,760)**

19. Stocks

	Group 2022 £	Group 2021 £	Company 2022 £	Company 2021 £
Finished goods and goods for resale	**25,428**	27,597	**688**	688

20. Debtors

	Group 2022 £	Group 2021 £	Company 2022 £	Company 2021 £
Trade debtors	**8,334**	16,032	**4,315**	9,535
Amounts owed by group undertakings	**-**	-	**91,536**	86,072
Other debtors	**13,267**	8,079	**13,267**	8,079
Prepayments and accrued income	**56,431**	49,229	**56,431**	49,229
	78,032	73,340	**165,549**	152,915

21. Creditors: Amounts falling due within one year

	Group 2022 £	Group 2021 £	**Company 2022 £**	Company 2021 £
Pension liability	**8,127**	13,381	**8,127**	13,381
Trade creditors	**8,232**	13,169	**8,080**	9,633
Other taxation and social security	**6,234**	3,214	**6,234**	3,214
Other creditors	**1,168**	2,168	**1,168**	2,168
Accruals and deferred income	**88,453**	67,007	**82,012**	62,627
	112,214	98,939	**105,621**	91,023

	Group 2022 £	Group 2021 £
Deferred income		
Deferred income at 1 January 2022	**45,823**	78,653
Resources deferred during the year	**55,138**	45,823
Amounts released from previous periods	**(45,823)**	(78,653)
Deferred income at 31 December 2022	**55,138**	45,823

The deferred income relates to events occuring in future periods and subscriptions received in advance.

22. Creditors: Amounts falling due after more than one year

	Group 2022 £	Group 2021 £	**Company 2022 £**	Company 2021 £
Pension liability	**8,012**	16,491	**8,012**	16,491

23. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
Unrestricted funds						
General funds - charity	**125,029**	**404,597**	**(400,930)**	**37,471**	**1,173**	**167,340**
General funds - trading	**(19,329)**	**78,994**	**(80,426)**	**-**	**-**	**(20,761)**
Revaluation reserve	**83,497**	**-**	**-**	**(38,195)**	**-**	**45,302**
Pension reserve	**(29,872)**	**-**	**13,733**	**-**	**-**	**(16,139)**
	159,325	**483,591**	**(467,623)**	**(724)**	**1,173**	**175,742**
Restricted funds						
Matilda Alice Hubbard fund	**25,168**	**-**	**(961)**	**-**	**-**	**24,207**
The Irene Bosworth Friendship Fund	**3,707**	**-**	**-**	**-**	**-**	**3,707**
DCLG Grant	**424**	**-**	**-**	**-**	**-**	**424**
DCLG Start Up Grants	**14,806**	**-**	**337**	**-**	**-**	**15,143**
SLF/YML Income	**175**	**-**	**-**	**-**	**-**	**175**
YUF	**3,726**	**-**	**(1,359)**	**-**	**-**	**2,367**
DofE	**1,010**	**-**	**-**	**-**	**-**	**1,010**
Build Hope	**793**	**-**	**-**	**-**	**-**	**793**
Branches' funds	**427,879**	**40,045**	**(52,344)**	**724**	**(39,368)**	**376,936**
Keep On Keepin On	**381**	**-**	**(53)**	**-**	**-**	**328**
Bristol Development Project	**23,501**	**-**	**-**	**-**	**-**	**23,501**
DCMS Uniformed Youth New Groups Funding	**-**	**17,552**	**(17,552)**	**-**	**-**	**-**

23. Statement of funds (continued)

Statement of funds - current year (continued)

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
	501,570	**57,597**	**(71,932)**	**724**	**(39,368)**	**448,591**
Total of funds	**660,895**	**541,188**	**(539,555)**	**-**	**(38,195)**	**624,333**

23. Statement of funds (continued)

Statement of funds - prior year

	As restated Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2021 £
Unrestricted funds						
General funds - charity	111,250	330,521	(337,758)	21,016	-	125,029
Investment income re branches	-	-	-	(4,535)	4,535	-
General funds - trading	(13,038)	55,073	(61,364)	-	-	(19,329)
Revaluation reserve	86,519	-	-	(3,022)	-	83,497
Pension reserve	(123,001)	-	93,129	-	-	(29,872)
	61,730	385,594	(305,993)	13,459	4,535	159,325
Restricted funds						
Matilda Alice Hubbard fund	25,168	-	-	-	-	25,168
The Irene Bosworth Friendship Fund	3,707	-	-	-	-	3,707
DCLG Grant	202	-	(3,811)	4,033	-	424
DCLG Start Up Grants	19,372	-	(533)	(4,033)	-	14,806
SLF/YML Income	175	-	-	-	-	175
YUF	4,039	-	(313)	-	-	3,726
DofE	184	2,754	(1,928)	-	-	1,010
Build Hope	793	-	-	-	-	793
Branches' funds	479,451	17,876	(48,432)	(13,459)	(7,557)	427,879
Keep On Keepin On	2,618	-	(2,237)	-	-	381

23. Statement of funds (continued)

Statement of funds - prior year (continued)

	As restated Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2021 £
Bristol Development Project	25,040	-	(1,539)	-	-	23,501
DCMS Covid 19 assistance grant	73,144	-	(73,144)	-	-	-
	633,893	20,630	(131,937)	(13,459)	(7,557)	501,570
Total of funds	695,623	406,224	(437,930)	-	(3,022)	660,895

Matilda Alice Hubbard fund
Matilda Alice Hubbard left a property to the charity in her will specifically for the purpose of providing a training and holiday home/camp for the use of charity. Subsequent to her death in 1932, the charity purchased an adjacent property and land and two properties became known as "Holcot". The property was sold during the year ending 31 March 2002 and the proceeds relating to the original bequest were transferred into a specific restricted fund.

Irene Bosworth Friendship fund
The Irene Bosworth Friendship Fund is to support leadership and training.

DCLG Grant
This fund is to help open new groups, increase existing groups and recruit and equip new leaders in specific geographical locations.

DCLG Start Up Grants
This fund is available to local new groups being established via the DCLG work. Groups may apply for one grant up to a maximum of £4,500 to financially support the new group as it becomes established and self-sustaining.

SLF/YML Income
This fund is to help open new groups, increase existing groups and recruit and equip new leaders across the London area.

YUF
The YUF Stronger Foundations grant was awarded through the Uniformed Youth Fund provided by the Department for Digital, Culture Media and Sport, administered by Youth United Foundation. The grant was given in order to fund work of key staff in developing sustainability for GB moving forward. The initial tranche received in 2018 funded core posts to free up capacity to create a sustainability plan and work on redeveloping GB's new group process. Further tranches in 2019 continued to fund core work on implementing the plan, as well as funding new digital infrastructure in the form of a new website and database. Alongside this, further funding under the banner of Reach, enabled GB to grow new and existing groups.

DofE
The DofE Diamond Fund was launched by the Duke of Edinburgh's Award to celebrate its Diamond Anniversary. It aims to enable more disadvantaged young people to take part in the DofE Scheme. As a long-term licenced DofE partner, GB has been offering young people the opportunity to take part in the scheme for many years. This additional funding provided opportunities for more young people to take part through the funding of equipment and resource packs.

Build Hope
The Build Hope Project, funded through a Methodist Connexional Grant, aims to Build Hope for girls and young women, for the local church, and for GB. Through the project, GB aims to:

- Increase our engagement and partnership with local churches and extend the number of local groups that are delivered across England and Wales.
- Work with local churches to develop communities of 18-30s women looking to explore the Christian faith
- Help to increase the confidence of GB leaders and church members to share their faith at work, school and in the local community.
- Consult with local churches to enable them to 'look out from the Rooftop' to identify the needs of the local communities and develop strategies to engage with and share the love of God with those around them.

Branches' Funds
Branch funds are only available for use by the branches concerned and therefore are deemed to be restricted funds for the purposes of the financial statements.

Keep On Keepin On
Koko is a film and digital project for a target audience - teenage girls. It provides encouraging and constructive views on issues facing teenage girls, pointing them to support agencies on specific issues e.g. Self-Harm. The initiative also resources youth leaders, working alongside GBEW to release resources that accompany films, for use in youth groups.

Bristol Development Project
The Bristol Development Fund was set up by the Bristol District of Girls' Brigade England & Wales in fund a Development Worker to extend the outreach and mission of Girls' Brigade in the Bristol area by

- Setting up new groups and new expressions of mission
- Encouraging more people to become volunteers within GB's local community groups
- Increasing the number of children and young people who participate in GB's local community groups and activities across the Bristol area.

DCMS Uniformed Youth New Groups Funding
The funding is a grant given by the Department of Culture, Media and Sport to support growth in available spaces for young people and the training and recruitment of volunteer leaders.

DCMS Covid 19 assistance grant
The DCMS Covid 19 grant was to mitigate the impact on GB nationally and locally. It enabled GB to produce resources to support online and blended delivery; revise training materials and offer online training to volunteers; support core cost to subsidise local group subscriptions.

Tesco grant
The Tesco grant was a contribution towards the design cost of the GB@Home resources which were an immediate response to engaging with young people in the first lockdown.

Transfers between funds
Transfers between funds represent movements on the investment assets.

24. Summary of funds

Summary of funds - current year

	Balance at 1 January 2022	**Income**	**Expenditure**	**Transfers in/out**	**Gains/ (Losses)**	**Balance at 31 December 2022**
	£	**£**	**£**	**£**	**£**	**£**
General funds	**159,325**	**483,591**	**(467,623)**	**(724)**	**1,173**	**175,742**
Restricted funds	**501,570**	**57,597**	**(71,932)**	**724**	**(39,368)**	**448,591**
	660,895	**541,188**	**(539,555)**	**-**	**(38,195)**	**624,333**

Summary of funds - prior year

	As restated Balance at 1 January 2021	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 December 2021
	£	£	£	£	£	£
General funds	61,730	385,594	(305,993)	13,459	4,535	159,325
Restricted funds	633,893	20,630	(131,937)	(13,459)	(7,557)	501,570
	695,623	406,224	(437,930)	-	(3,022)	660,895

25. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	1,597	-	**1,597**
Intangible fixed assets	2,916	-	**2,916**
Fixed asset investments	47,035	91,709	**138,744**
Current assets	244,420	356,882	**601,302**
Creditors due within one year	(112,214)	-	**(112,214)**
Creditors due in more than one year	(8,012)	-	**(8,012)**
Total	175,742	448,591	**624,333**

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	3,225	-	3,225
Intangible fixed assets	14,583	-	14,583
Fixed asset investments	56,524	120,415	176,939
Current assets	200,423	381,155	581,578
Creditors due within one year	(98,939)	-	(98,939)
Creditors due in more than one year	(16,491)	-	(16,491)
Total	159,325	501,570	660,895

26. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2022 £	Group 2021 £
Net expenditure for the year (as per Statement of Financial Activities)	**(36,562)**	(34,728)
Adjustments for:		
Depreciation charges	**1,628**	1,958
Amortisation charges	**11,667**	11,667
Losses on investments	**38,195**	3,022
Dividends and interests from investments	**(4,509)**	(2,697)
Loss on the sale of fixed assets	**-**	168
Decrease in stocks	**2,169**	10,217
(Increase) in debtors	**(4,692)**	(2,598)
Increase/(decrease) in creditors	**18,529**	(52,001)
Pension deficit adjustments	**(352)**	(64,201)
Net cash (provided by)/ used in by operating activities	**26,073**	(129,193)

27. Analysis of cash and cash equivalents

	Group 2022 £	Group 2021 £
Cash in hand	**497,842**	480,641
Total cash and cash equivalents	**497,842**	480,641

28. Analysis of changes in net debt

	At 1 January 2022 £	Cash flows £	At 31 December 2022 £
Cash at bank and in hand	**480,641**	**17,201**	**497,842**
	480,641	**17,201**	**497,842**

29. Pension commitments

Pensions Trust Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

29. Pension commitments (continued)

PRESENT VALUES OF PROVISION

	31 December 2022 (£s)	31 December 2021 (£s)	31 December 2020 (£s)
Present value of provision	16,139	29,872	123,001

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 December 2022 (£s)	**Period Ending** 31 December 2021 (£s)
Provision at start of period	29,872	123,001
Unwinding of the discount factor (interest expense)	244	293
Deficit contribution paid	(13,381)	(28,928)
Remeasurements - impact of any change in assumptions	(596)	(339)
Remeasurements - amendments to the contribution schedule	-	(64,155)
Provision at end of period	16,139	29,872

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 December 2022 (£s)	**Period Ending** 31 December 2021 (£s)
Interest expense	244	293
Remeasurements – impact of any change in assumptions	(596)	(339)
Remeasurements – amendments to the contribution schedule	-	(64,155)
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 December 2022 % per annum	31 December 2021 % per annum	31 December 2020 % per annum
Rate of discount	4.96	1.18	0.27

29. Pension commitments (continued)

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the charitable company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 December 2022 (£s)	31 December 2021 (£s)	31 December 2020 (£s)
Year 1	8,127	13,381	28,928
Year 2	8,127	8,127	29,796
Year 3	677	8,127	30,690
Year 4	-	677	31,611
Year 5	-	-	2,654
Year 6	-	-	-

The charitable company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the charitable company's balance sheet liability.

30. Operating lease commitments

At 31 December 2022 the group and the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2022 £	Group 2021 £	**Company 2022 £**	Company 2021 £
Not later than 1 year	**61,611**	63,238	**61,611**	63,238
Later than 1 year and not later than 5 years	**10,500**	72,111	**10,500**	72,111
	72,111	135,349	**72,111**	135,349

31. Related party transactions

The charitable company owns 100% of its subsidiary GBEW Trading Limited. During the year, expenditure was recharged of £3,000 (2021: £3,000) to the subsidiary company. At the year end amounts totalling £91,536 (2021: £86,072) are included in debtors owed to the parent charitable company. This balance is after a provision has been made of £19,328 (2021: £19,328), which is the portion of the balance which is deemed to be irrecoverable.

THE GIRLS' BRIGADE ENGLAND AND WALES

England & Wales - Charity number 206655

Accounts

Registered number: 00206877
Charity number: 206655

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees	Ms C Boxall (appointed 15 August 2021) Mrs S Claydon (resigned 6 March 2021) Mrs C De Beger Mrs C Fanawopo (appointed 22 February 2021) Miss H Flint (appointed 22 February 2021) Mrs J Greengrass, Chair Mrs H Hepworth (resigned 4 August 2021) Mrs S Hall (appointed 22 February 2021) Dr A Heaford (resigned 30 October 2021) Mrs E Insley Mrs S Parkin (appointed 6 November 2021)
Company registered number	00206877
Charity registered number	206655
Registered office	Cliff College Calver Hope Valley Derbyshire E1 8A2
Company secretary	Mrs Julie Murdy
Senior management team	Mrs Julie Murdy, Director Miss Catherine Burt, Assistant Director & Communications Manager Mr Alan Carr, Finance Manager
Independent auditor	BHP LLP Chartered Accountants 2 Rutland Park Sheffield S10 2PD
Bankers	The Co-operative Bank plc 4th Floor 9 Prescot Street London E1 8BE
Solicitors	Anthony Collins 134 Edmund Street Birmingham B3 2ES

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Investment managers	Epworth Investment Management Limited 9 Bonhill Street London EC2A 4PE

CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2021

The chair presents her statement for the year.

2021 began with the country in lockdown due to the COVID-19 pandemic. Despite the challenges that the pandemic has presented, The Girls' Brigade England & Wales (GB) has continued to raise hope among this generation of girls and young women who now more than ever need access to opportunities that support well-being and encourage self-confidence, self-worth and offer the stability of regular weekly activities, whether face-to-face or online.

The year hasn't been without its challenges, and we have seen a number of groups close, and our numbers of members reduce as a direct result of the pandemic. The pandemic has meant that some of our partner churches have closed and seen people reassess how they use their time. This has presented financial challenges to the organisation as we have sought to reduce the financial impact on our members whilst continuing to provide the services they require. We have continued to look for funding, although this has been challenging during the past year, and to look at ways to improve our financial sustainability. We have been extremely grateful to the donations which have been made to support the work of GB and for the COVID-19 Support Grant which were received in 2020, but supported direct costs during January to March this year.

This year has seen the introduction of a new database, GB Manager, which enables GB centrally to support leader and training registrations and DBS compliance, as well as supporting administrative functions for our local community groups. The database will help us to be more responsive and efficient in our support of leaders and provide GB with accurate and up-to-date information about its membership.

None of our work would be possible without the amazing volunteers who week in and week out work among girls and young women from all backgrounds and abilities, helping them to discover life in all its fullness. They have continued to be flexible and adaptable during a changing landscape whilst empowering girls and young women to play an active role amongst their peers, community, church, and the world. They have provided consistent and positive role models to the girls and young women in their care during a time of significant impact for young people. We celebrate and commend them for their commitment and dedication.

The pandemic has helped to support new ways of working and we've continued during 2021 to deliver training and equipping online through a network of volunteer trainers. This is enabling GB to look at new models of training delivery. We've also been able to hold online retreats for leaders which have given space and time to reflect and meet with God in amongst the busyness of life.

We continue to advocate for, and with, girls and young women on the issues that matter to them, whether that's been through GB's online resource koko, through the Esther Collective podcasts or through speaking to the Christian media about the issues affecting girls and young women.

Whilst undoubtedly the impact of COVID-19 will continue into 2022, the Board are committed to looking forward and will be developing a new five-year strategy during the year to ensure that GB can continue to be a safe, relevant, fun, and affordable place for girls to meet. One which will raise up a new generation of women leaders for whom God is at the centre of all they do.

Joanne Greengrass

Joanne Greengrass (Aug 19, 2022 13:46 GMT+1)

Mrs Joanne Greengrass
Chair
Date: Aug 19, 2022

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

The trustees present their annual report together with the audited financial statements of the company for the year to 31 December 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) published in October 2019.

This is the annual report of Girls' Brigade England & Wales also operating under the name of Girls' Brigade Ministries.

Since the group and the company qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Our purpose and activities

Girls' Brigade England & Wales (GBEW/GB England & Wales/GB) operating as Girls' Brigade Ministries (GBM) has a vision to see *Lives and communities transformed and enriched as individuals seek, serve and follow Jesus Christ*.

We primarily work among girls and women, and in a way that we believe reflects our Christian ethos:
- **Relational** in the way in which we work together as teams and among those with whom we work
- **Responsive** to the needs of all whom we serve
- **Relevant** to the culture and context of today's communities.

The GB England & Wales' Network is also a part of Girls' Brigade International (GBI), sharing in the world-wide vision to see *Girls' lives transformed: God's world enriched*.

b. Our activities to deliver public benefit

The trustees confirm that they have had regard to the Charity Commission's guidance on public benefit.

The Christian values upon which we base our work are of significant benefit to the whole society.

GB is outward-looking and concerned with the transformation of society for the better.

Our work among girls and women is sustainable, holistic and life-enriching, committed to enabling them to discover and live life to the full.

We work from, and share, a Christian ethos and accept the right of individuals to have differing views and beliefs, or no belief.

The strategies employed to achieve the charity's aims and objectives are:
- Partnership with churches to provide holistic mission among girls, children and young women
- Equipping for the church in mission skills and understanding
- Advocacy for and with girls, children and women
- Empowerment of girls, children and women towards Christian discipleship.

This four-fold strategy is the basis of the group's development plan and informed our sustainability plan for 2019-2022.

Objectives and activities (continued)

GBM puts these strategies into action through four major areas of activity; the establishing and nurture of local community groups (primarily for girls and young women), the equipping and resourcing of volunteer leaders, and the provision of relevant programme, resources and activities, and the provision of a space for new, relevant initiatives that contribute to GBM's vision and objectives, to be pioneered and established.

Our key activities this year are described below and very much focus on the transformation of lives and communities across England and Wales.

c. Establishing and nurture of local community groups

GB continues to deliver sustainable local groups for 4-8s, 7-11s, 10-14s, and 13-18s for girls (primarily) run in partnership with local churches across England and Wales. Around 5,000 children and young people are members of these groups with over 2,000 volunteer leaders supporting them. In some areas, where there is no provision for boys, GB takes boys in trust.

These groups provide rewarding, stretching and positive opportunities, through which girls and young women grow and develop in confidence, resilience, well-being, and life skills, whilst developing strong friendships, a sense of belonging and having great fun along the way. The innovative programme materials explore current cultural issues in ways that are relevant to the ages of our members. GB members may also engage in a structured leadership programme, which encourages leadership, communication, and team-working skills. They can also take part in the Duke of Edinburgh's Award Scheme with 28 young people receiving awards, 11 at Gold level, 7 at Silver level and 10 at Bronze level, despite operating under COVID-19 restrictions. GB's International Queen's Award that encourages resilience, social mixing and innovation has been awarded to 5 young women over the year.

d. Equipping and resourcing volunteer leaders

Much of the work of the employed staff team at GBM's Support Centre is focused on the support and resourcing of the 2,500 plus volunteer GB leaders who give their time, energy, skills, and Christian experience to girls in local areas around England and Wales. This support work has always been devolved to local branch leaders, and it is with this group that the Support Centre has most involvement.

The Support Centre team provides conferences, events, telephone support and resource materials to help the organisational, spiritual and youth work skills development of GB leaders and groups. Additionally, and importantly, the Support Centre team maintains a GB leader and groups' database, oversees the registration of leaders, and ensures appropriate standards of training and safeguarding are maintained throughout the charity. During 2021 we continued to deliver training and equipping online and around 800 training and equipping spaces have been filled, ensuring that leaders remain up-to-date with core skills such as safeguarding and residential event training and that new leaders continue to be trained and onboarded. We have also delivered training to equip leaders to reflect on how to lead and deliver our programme in a changing context, to consider rhythms of faith and looking at mental health.

The annual subscription paid to GB by local members and groups is the main source of income for GB England & Wales and is used for infrastructure and staffing costs of the charity, including the employed teams' work to develop leadership resources and programme materials.

Building on the mission training, which GB delivered with the Methodist Church in previous years, we have continued to look for further opportunities for partnership with churches regarding mission equipping, with equipping events being offered with the Methodist Well Network and through the Boost Conference.

Objectives and activities (continued)

e. Programme and activities

During the early part of the year the pandemic restrictions meant that GB groups had to be able to offer programme both online and in person. With the support of a DCMS Coronavirus support grant, the GB staff team, working together with key volunteers, was able to make new programme materials available during the year, which enabled groups to offer a blended approach to deliver activities safely during the pandemic.

GB worked alongside other uniformed youth organisations, through the Youth United Foundation, and with the National Youth Agency to update the guidance for resuming face-to-face activities as government guidance changed, together with adaptable risk assessments to ensure face-to-face activities and online activities were conducted in a safe and secure environment, adhered to COVID-19 guidelines, and met safeguarding requirements.

f. GB Ministries' initiatives

koko (Keep on Keeping On) is GBM's award-winning online ministry, which seeks to reach a new generation of young women. Its regular blogs focus on addressing issues affecting teenage girls. Throughout the year a group of GB's 18-30s leaders have written blogs and shared their experiences in this way.

In terms of leadership and faith development among 18-30s women exploring integrity, faith, and purpose, our first Esther Collective podcasts were launched.

Despite the impact of the pandemic, more than 50 women leaders attended an online retreat during 2021 which encouraged them to grow as disciples, grow as teams, and take time to be refreshed in their roles as volunteer leaders.

Achievements and performance

a. Main achievements of the charitable company

The provision of quality, fun and meaningful programme and activity is the backbone of GB's sustainable and life-transforming mission among children. Despite the pandemic, once again this year GB has provided on average three hours of direct children's and youth activity per week for 40 weeks in the year amongst 1,400 groups of local girls and young people. Over 100 attained awards in youth leadership, around 240 young people took part in residential activities, 29 new members were registered to take part in the Duke of Edinburgh's Award Scheme through GB with 12 receiving awards during the year, despite the impact of COVID on activities, and 13 young women completed GB's own Queen's Award, which is GB's highest award. Two further sets of blended programmes for delivery online, @Home or in person were provided during the first quarter of the year.

Mission equipping remained a high priority as part of the Build Hope initiative, with 390 attendees at our national leadership and equipping conferences which were held online during the year.

GB has continued to respond to girls' issues and has featured in publications by Premier Christianity and Youth as well as speaking out on UCB, Premier and TWR radio.

During the year we launched our new database, GB Manager, which supports key support centre functions around leader registrations and compliance but has additional functionality for local groups to maintain membership records and streamline administrative functions. During the year more than 300 leaders were trained in the use of the database and began to use its functionality.

Achievements and performance (continued)

We have also supported our groups to look at ways to grow their membership and volunteer numbers through provision of the Growing GB resource which provided practical ideas for recruitment and awareness raising, as well as a social media asset pack and other publicity resources. Training in how to use the resources was provided at our conferences and online workshops and groups have shared the positive impact that the resources have had in terms of growth in numbers.

Financial review

a. Financial review

The deficit for the year was £34,728 (2020: surplus of £56,496 - including a prior year adjustment of £5,745) made up of a surplus of £84,136 (2020: £46,844) from unrestricted funds and a deficit of £118,864 (2020: £9,652 surplus) from restricted funds. Funds total £660,895 (2020: £695,623 after a prior year adjustment of £5,745) comprising of unrestricted funds of £159,326 (2020: £61,730) and restricted funds of £501,569 (2020: £633,893).

Once again GB's income has largely been drawn from membership subscriptions, which for the 12-month period to 31 December 2021 was £214,718 (2020: £316,577), but this has been augmented this year through the DCMS coronavirus funding which included the period to end of March 2021. The provision of grants shows the value placed upon the work of GBM externally.

As a charity we're also grateful to individual donors who support our mission either through one-off donations or through regular giving to the charity and have been pleased to see those connected to GB respond to the impact of COVID-19 on our income, as well as those who took up our 'coffee cup challenge' increasing the number of regular donors to our work.

Steps have continued to be taken to address the funding gap during the year included reducing overheads and staff costs and realigning roles and responsibilities. The Board has closely monitored the impact of COVID-19 and delivery against GB's finances via regular reporting.

b. Investments powers and policy

The trustees, having a keen awareness of the need for GB to balance operational liquidity and stable growth of investments, benefited from the services of Epworth Investment Management Service again this year.

Aims and parameters for the portfolio are well established, and we receive a quarterly performance report to enable timely monitoring and control of this important issue.

The aims and parameters for the year were established in October 2002 for unrestricted funds as follows: To achieve a balance of capital growth and current income. Investment parameters are set for this as follows: Equities (50-70%); Fixed interest (30-50%).

Some funds were kept in interest-bearing deposit accounts to provide access as needed for cash flow management.

c. Going concern

The trustees are aware of GB's financial position. Steps have been taken to address the funding gap in previous years which have included reducing overheads and staff costs and liquidating assets previously held in property. During the year GB has continued to review its finances, making decisions to not fill posts as they became vacant and reducing other costs where appropriate. Due to the reduction in services needed when groups were unable to meet, GB was able to take advantage of the government's job retention scheme.

The Board will be reviewing its strategy during the early part of 2022 to ensure that it can take steps towards a more sustainable future and will be looking at changes to working to provide economies and efficiencies.

The trustees have prepared forecasts of income and expenditure and cash flow for a period of 12 months from the date of approving these financial statements, which shows the group has sufficient funds to be able to continue in operational existence. These forecasts are based on assumptions which continue to be uncertain due to the COVID-19 pandemic.
The trustees believe that their forecasts for the group have been prepared on a prudent basis and have been subject to realistic sensitivity checks. It is for this reason that they believe it is appropriate to prepare the financial statements on a going concern basis.

d. Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency expenditure. The trustees consider the ideal level of reserves at 31 December 2021 should be in the range of three to six months cover of annual charitable expenditure which gives a target of £89,000 to £178,000.

Defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity, but not yet spent, committed, or designated, the free reserves held by GB England & Wales at 31 December 2021 comprised the following:

		£
Total consolidated funds per Balance Sheet (Group)		660,895
Less:	Restricted funds	(501,569)
	Pension reserve - unrestricted funds	29,872
	Fixed assets -unrestricted funds	(17,808)
Free reserves		171,390

e. Grant-making funds

The Holcot Fund (Matilda Alice Hubbard Trust 2001) was established following the sale, in 2001, of a property (Holcot) originally donated to GB by Matilda Alice Hubbard. Within the terms of the Trust, the criteria for grant support are to provide or assist in the provision of holiday or residential event accommodation for members to assist in their training. Grants awarded from this trust are administered centrally, through a written application process. An annual report of applications and awards is made to the trustees – due to the impact of COVID-19 on activities, no awards were given in the year.

f. Plans for future periods

As GB transitions into 2022 it will continue to Seek, Serve and Follow Christ. Our focus will be on recovery and supporting existing groups to grow by attracting new members and volunteers, as well as supporting new church mission partnerships to emerge.

The trustees will be seeking to develop a new five-year strategy which will support growth and the future sustainability of the organisation.

We will continue to grow strong foundations through continued development of the GB Manager database which will help to make administrative processes more efficient and effective for volunteers and the staff team and improve our governance around safe recruitment of volunteers.

A review of training requirements and delivery options will be undertaken during the year to identify ways to ensure that our training constantly reflects current practice and to make the most of our digital solutions and skills of our volunteers.

Structure, governance and management

a. Governing document

The Girls' Brigade England and Wales is a charitable company limited by guarantee, governed by its Memorandum and Articles of Association dated July 2017. It is registered as a charity with the Charity Commission.

Members of the Girls' Brigade England & Wales Board are the Company Members and, in the event of the Company being wound up, the liability of each member is limited to a maximum of £1.

b. Appointment of Trustees

GB is governed by a board of trustees who serve for a three-year period renewable for one further, consecutive, term.

c. Recruitment and training of Trustees

To maintain a mature and well-equipped trustee board, information about the role, responsibilities and skills needed for board membership is made available to all GB members, and externally, when vacancies arise.

Once a trustee has been appointed, they receive induction training. This is the responsibility of the leadership staff team and involves peer support. Induction covers issues such as the roles and responsibilities of trusteeship and introduction to the strategic and spiritual objectives of the organisation. Further training is offered on an ongoing basis. Members of the board are provided with relevant periodicals regarding their role and encouraged to subscribe to good governance practice journals and websites. In addition, the board members regularly dedicate time to strategic direction and reflection.

Structure, governance and management (continued)

d. Organisation

The board comprises a maximum of 10 trustees. Membership is determined as follows:

- Up to four representatives elected by the GB England & Wales Network Executive.
- Up to six other persons, independent of GB make up this number.

The board meets three times in the year, although other meetings may be called if required, and work corporately to govern the movement and appoint standing groups for specific purposes. Currently the standing groups are GBEW Network Executive, personnel, finance, and risk. Each of these groups look at their areas of responsibility in detail and report to the board during the year.

The director of Girls' Brigade Ministries is appointed by the Board to manage day-to-day operations of the group charity. This person has delegated authority for strategic and operational matters including finance, employment, and activities in pursuit of GB's strategic goals.

e. Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with an organisation used by the charity must be disclosed in the same way as any other contractual relationship with a related party. No such transactions were reported within this period outside of the group as detailed in note 32.

f. Fundraising standards information

Girls' Brigade England & Wales is not currently registered with the Fundraising Regulator. During the year we have not appointed any professional fundraiser to support the work of the charity. GB is registered with Give as You Live and our supporters are able to raise donations for our work through this. GB is also registered with Amazon Smile and Facebook.

During 2018 we implemented processes to ensure that we were compliant with GDPR ensuring that friends and members can indicate their preference including whether they can be contacted for fundraising purposes. We have again this year encouraged those connected with GB to participate in the 'coffee cup' challenge and become regular donors to our work. We have received no complaints in relation to fundraising activities.

g. Pay policy for senior staff

The board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running, and operating GB on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 15 and note 32 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with cost of living/inflation levels. In view of the nature of the charity, the directors benchmark against pay levels in other Christian charities of a similar nature and size, and similar roles in the geographic area of the registered office.

Structure, governance and management (continued)

h. Risk management

The trustees have a risk management strategy, which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has continued to identify that financial sustainability and the impact of COVID-19 have been the major financial risks for the charity. A key element in the management of financial risk has been a regular review of available liquid funds to settle debts as they fall due, regular attendance to bank reconciliation and other financial management disciplines, active management of debtor and creditor balances to ensure sufficient working capital by the charity, and the strict control of expenditure.

Attention has also been focused on management of non-financial risks arising from issues such as COVID-19, safeguarding and first aid. COVID-19 secure risk assessments were updated to reflect changes in government guidance for those working at the GB Support Centre during 2021, as were the good guidance and risk assessments for the local community groups for face-to-face and online delivery. The local group risk assessments continued to be approved by the local partner church and GB nationally to ensure the safety of volunteers and members. Updates to key policies and procedures were released in March 2021.

Two members of the leadership team have completed Designated Safeguarding Lead training with the NSPCC and further changes to the code of conduct and the introduction of guidance for declaration of relationship and strengthening of guidance around positions of trust will be introduced in 2022.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Statement of Trustees' responsibilities

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and the parent charitable company and of their incoming resources and application of resources, including their income and expenditure, 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 of the Charities SORP 2019 (FRS 102);
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and parent charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the group and the parent charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the group and the parent charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable group's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

The auditor, BHP LLP, has indicated their willingness to continue in office. The designated trustees will propose a motion reappointing the auditor at a meeting of the trustees.

Approved by order of the members of the board of trustees and signed on their behalf by:

Joanne Greengrass
Joanne Greengrass (Aug 19, 2022 13:46 GMT+1)

Mrs J Greengrass

Date: Aug 19, 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES

Opinion

We have audited the financial statements of The Girls' Brigade England and Wales (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the company balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is 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).

In the opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2021 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted the audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of the report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to the audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled the other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for the opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

Other information

The other information comprises the information included in the trustees' report other than the financial statements and the Auditor's Report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in the report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or the knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In the opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and.
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in the opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for the audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for the audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes the opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with the responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which the procedures are capable of detecting irregularities, including fraud is detailed below:

1. We gained an understanding of the legal and regulatory framework applicable to the group and the sector in which it operates, and considered the risk of such regulations, including fraud. We designed audit procedures to respond to the risk.

2. We focused on laws and regulations relevant to the group which could give rise to a material misstatement in the financial statements. Our testing included discussions with management, trustees, and those staff with direct responsility for the compliance of laws and regulations. We also reviewed legal expenses.

3. We addressed the risk of management override of internal controls, including the testing of journals and review of the nominal ledger. We evaluated whether there was evidence of bias by management or the trustees that represented a risk of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of the responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of the Auditor's Report.

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, and the charitable company's trustees as a body, for the audit work, for this report, or for the opinions we have formed.

BHP LLP

Jane Marshall (Senior Statutory Auditor)
for and on behalf of
BHP LLP
Chartered Accountants
Statutory Auditor
2 Rutland Park
Sheffield
S10 2PD

Date: Aug 19, 2022

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	As restated Total funds 2020 £
Income from:					
Donations and legacies	4	**83,092**	**17,102**	**100,194**	169,557
Charitable activities	5	**224,742**	**2,746**	**227,488**	341,720
Other trading activities	6	**56,484**	**-**	**56,484**	33,752
Investments	7	**1,915**	**782**	**2,697**	4,971
Other income	8	**19,361**	**-**	**19,361**	35,813
Total income		**385,594**	**20,630**	**406,224**	585,813
Expenditure on:					
Raising funds	9	**79,177**	**1,928**	**81,105**	47,263
Charitable activities	10	**226,816**	**130,009**	**356,825**	489,495
Total expenditure		**305,993**	**131,937**	**437,930**	536,758
Net income/(expenditure) before net gains/(losses) on investments		**79,601**	**(111,307)**	**(31,706)**	49,055
Net gains/(losses) on investments	18	**4,535**	**(7,557)**	**(3,022)**	7,441
Net income/(expenditure)		**84,136**	**(118,864)**	**(34,728)**	56,496
Transfers between funds	24	**13,459**	**(13,459)**	**-**	-
Net movement in funds		**97,595**	**(132,323)**	**(34,728)**	56,496
Reconciliation of funds:					
Total funds brought forward as previously stated		**55,985**	**633,893**	**689,878**	659,127
Prior year adjustment		**5,745**	**-**	**5,745**	(20,000)
Total funds brought forward as restated		**61,730**	**633,893**	**695,623**	639,127
Net movement in funds		**97,595**	**(132,323)**	**(34,728)**	56,496
Total funds carried forward		**159,325**	**501,570**	**660,895**	695,623

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)
REGISTERED NUMBER: 00206877

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note		2021 £		As restated 2020 £
Fixed assets					
Intangible assets	16		**14,583**		26,250
Tangible assets	17		**3,225**		5,451
Investments	18		**176,939**		179,961
			194,747		211,662
Current assets					
Stocks	19	**27,597**		37,814	
Debtors	20	**73,340**		70,742	
Cash at bank and in hand		**480,641**		635,965	
		581,578		744,521	
Creditors: amounts falling due within one year	21	**(98,939)**		(166,487)	
Net current assets			**482,639**		578,034
Total assets less current liabilities			**677,386**		789,696
Creditors: amounts falling due after more than one year	22		**(16,491)**		(94,073)
Total net assets			**660,895**		695,623
Charity funds					
Restricted funds	24		**501,570**		633,893
Unrestricted funds					
General funds	24	**105,700**		98,212	
Revaluation reserve		**83,497**		86,519	
Unrestricted funds excluding pension liability	24	**189,197**		184,731	
Pension reserve	24	**(29,872)**		(123,001)	
Total unrestricted funds	24		**159,325**		61,730
Total funds			**660,895**		695,623

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2021

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Joanne Greengrass
Joanne Greengrass (Aug 19, 2022 13:46 GMT+1)

Mrs J Greengrass

Date: Aug 19, 2022

The notes on pages 24 to 53 form part of these financial statements.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A Company Limited by Guarantee)
REGISTERED NUMBER: 00206877

COMPANY BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note		2021 £		2020 £
Fixed assets					
Intangible assets	16		**14,583**		26,250
Tangible assets	17		**3,225**		5,451
Investments	18		**176,940**		179,962
			194,748		211,663
Current assets					
Stocks	19	**688**		1,732	
Debtors	20	**152,915**		143,165	
Cash at bank and in hand		**420,059**		589,424	
		573,662		734,321	
Creditors: amounts falling due within one year	21	**(91,023)**		(162,098)	
Net current assets			**482,639**		572,223
Total assets less current liabilities			**677,387**		783,886
Creditors: amounts falling due after more than one year	22		**(16,491)**		(94,073)
Total net assets			**660,896**		689,813
Charity funds					
Restricted funds	24		**501,570**		633,893
Unrestricted funds					
Unrestricted funds excluding pension liability (including revaluation reserve of £83,497 (2020: £86,519)	24	**170,552**		178,921	
Pension reserve	24	**(29,872)**		(123,001)	
Total unrestricted funds	24		**159,326**		55,920
Total funds			**660,896**		689,813

COMPANY BALANCE SHEET (CONTINUED)

AS AT 31 DECEMBER 2021

The charitable company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements. The company's net movement in funds for the year was £(28,917) (2020 - £44,362).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Joanne Greengrass

Joanne Greengrass (Aug 19, 2022 13:46 GMT+1)

Mrs J Greengrass

Date: Aug 19, 2022

The notes on pages 24 to 53 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 £	As restated 2020 £
Cash flows from operating activities			
Net cash used in operating activities	27	**(157,859)**	10,663
Cash flows from investing activities			
Dividends, interests and rents from investments		**2,435**	4,971
Proceeds from the sale of tangible fixed assets		**100**	-
Purchase of fixed assets		**-**	(3,481)
Proceeds from sale of investments		**-**	42,000
Net cash provided by investing activities		**2,535**	**43,490**
Change in cash and cash equivalents in the year		**(155,324)**	**54,153**
Cash and cash equivalents at the beginning of the year		**635,965**	581,812
Cash and cash equivalents at the end of the year	28	**480,641**	635,965

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. General information

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Girls' Brigade England and Wales meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The group generated an overall loss for the period of £34,728 and at 31 December 2021 the group had free reserves of £171,390.

The trustees are aware of GB's financial position. Steps have been taken to address the funding gap in previous years which have included reducing overheads and staff costs and liquidating assets previously held in property. During the year GB has continued to review its finances, making decisions to not fill posts as they became vacant and reducing other costs where appropriate. Due to the reduction in services needed when groups were unable to meet, GB was able to take advantage of the government's job retention scheme.

The Board will be reviewing its strategy during the early part of 2022 to ensure that it can take steps towards a more sustainable future and will be looking at changes to working to provide economies and efficiencies.

The trustees have prepared forecasts of income and expenditure and cash flow for a period of 12 months from the date of approving these financial statements, which shows the group has sufficient funds to be able to continue in operational existence. These forecasts are based on assumptions which continue to be uncertain due to the COVID-19 pandemic.

The trustees believe that their forecasts for the group have been prepared on a prudent basis and have been subject to realistic sensitivity checks. It is for this reason that they believe it is appropriate to prepare the financial statements on a going concern basis.

2. Accounting policies (continued)

2.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the company, can be reliably measured.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Revenue for the trading subsidiary is recognised to the extent that it is probable that the economic benefits will flow to the entity and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Income relating to the Coronavirus Job Retention Scheme is recognised in the period for which the funding is claimed.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

2. Accounting policies (continued)

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

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

2.7 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website costs	-	3 %

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Fixtures and fittings	- 10% per annum
Computer equipment	- 25% per annum

2. Accounting policies (continued)

2.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.14 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. Accounting policies (continued)

2.15 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

2.16 Employee benefits and pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity also contributes to The Pensions Trust Growth Plan for its employees. This is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. Since the charity has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the contributions paid are shown in the income and expenditure account. Under FRS 102, the fair value of the commitment is recognised. The calculation of their fair value of the commitment is subject to an assumption on the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality bonds.

2.17 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

***3.* Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The commitment in respect of the Pensions Trust Growth Plan is subject to an assumption on the discount rate.

4. Income from donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	**Total funds 2021 £**	Total funds 2020 £
Donations and legacies	83,092	3,121	**86,213**	56,987
Grants	-	13,981	**13,981**	112,570
	83,092	17,102	**100,194**	169,557
Total 2020	51,457	118,100	169,557	

5. Income from the Development of the Christian faith

	Unrestricted funds 2021 £	Restricted funds 2021 £	**Total funds 2021 £**	Total funds 2020 £
Subscriptions	213,992	726	**214,718**	316,577
Activities and camp fees	744	1,898	**2,642**	14,644
Annual meeting	-	-	**-**	158
European fellowship income	-	-	**-**	180
International office income	8,333	-	**8,333**	8,333
Other income	1,673	122	**1,795**	1,828
Total 2021	224,742	2,746	**227,488**	341,720
Total 2020	322,369	19,351	341,720	

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Trading income	55,073	**55,073**	32,683
Charity trading income	1,411	**1,411**	1,069
	56,484	**56,484**	33,752
Total 2020	33,752	33,752	

7. Investment income

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Dividends received	1,915	264	**2,179**	3,644
Bank interest	-	518	**518**	1,327
	1,915	782	**2,697**	4,971
Total 2020	3,644	1,327	4,971	

8. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Coronavirus Job Retention Scheme income	19,361	**19,361**	35,813
Total 2020	35,813	35,813	

9. Expenditure on raising funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	As restated Total funds 2020 £
Trading expenses	58,364	-	**58,364**	30,743
Fundraising expenses	20,813	1,928	**22,741**	12,125
	79,177	1,928	**81,105**	42,868
Total 2020 as restated	42,868	-	42,868	

9. Expenditure on raising funds (continued)

Other trading expenses

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Administration expenses	-	-	4,395
Total 2020	4,395	4,395	

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Development of the Christian faith	226,816	130,009	**356,825**	489,495
Total 2020	351,784	137,711	489,495	

Summary by expenditure type

	Staff costs 2021 £	Depreciation 2021 £	Other costs 2021 £	Total funds 2021 £	Total funds 2020 £
Development of the Christian faith	204,869	1,958	149,998	**356,825**	489,495
Total 2020	254,050	1,650	233,795	489,495	

Summary by activity type

	Direct costs 2021 £	**Support costs 2021 £**	**Total funds 2021 £**	Total funds 2020 £
Volunteer and Group Support	90,386	-	**90,386**	124,178
Insurance and Insurance Administration	32,023	-	**32,023**	43,995
Programme Delivery	36,343	-	**36,343**	49,930
Programme Development	20,435	-	**20,435**	28,075
Governance and Strategy Development	54,667	21,734	**76,401**	104,963
Volunteer Equipping	34,132	-	**34,132**	46,893
Subscriptions	21,709	-	**21,709**	29,826
Communications and Media Presence	27,740	-	**27,740**	38,111
Networking	7,125	-	**7,125**	9,788
Fundraising and Donor Management	9,998	-	**9,998**	13,736
	334,558	21,734	**356,292**	489,495
Total 2020	471,742	17,753	489,495	

The allocation of the costs between activities is based on the proportion of staff time spent on each activity.

11. Charitable activities

	2021 £	2020 £
Rent and rates	**29,533**	29,341
Telephone and fax	**8,428**	8,824
Insurances	**28,161**	34,357
Printing, postage and stationary	**2,864**	7,941
Loss on disposal of fixed assets	**169**	-
Computer costs	**40,082**	30,168
Recruitment costs	**153**	213
Training costs	**99**	-
Legal and professional costs	**209**	2,510
Motor and travel costs	**241**	1,490
Meeting costs	**-**	3,200
International fees	**80**	100
Subscriptions	**2,461**	6,393
Activities and camp costs	**12,159**	19,794
Grants and donations	**38,523**	15,599
The View costs	**1,733**	4,269
Development of new groups	**8,104**	6,981
Sundries	**17,182**	38,144
Bank charges and interest paid	**2,297**	2,987
Development costs - programme	**280**	207
Wages and salaries	**185,572**	234,383
Remeasurement of pension scheme	**(64,494)**	3,524
National insurance	**13,550**	14,040
Pension cost	**5,747**	5,627
Depreciation	**1,958**	1,650
Governance costs (note 12)	**21,734**	17,753
	356,825	489,495

12. Governance costs

	2021 £	2020 £
Auditor and accountancy fees	**20,053**	14,143
Accountancy fees - outsourced	**823**	2,399
Trustees' and executives' travel and meeting costs	**858**	1,211
	21,734	17,753

13. Net income/(expenditure)

This is stated after charging:

	2021 £	2020 £
Depreciation of tangible fixed assets owned by the charitable group	**1,958**	1,650
Amortisation of intangible fixed assets	**11,667**	8,750
Auditor's remuneration - audit	**15,250**	10,300
Auditor's remuneration - non audit	**4,600**	3,843
Operating lease payments	**48,358**	21,099

14. Auditor's remuneration

The auditor's remuneration amounts to an audit fee of £15,250 (2020: £10,300), and accountancy and VAT services of £4,600 (2020: £3,843).

15. Staff costs

	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Wages and salaries	**185,572**	234,383	**182,572**	230,124
Social security costs	**13,550**	14,040	**13,550**	14,040
Contribution to defined contribution pension schemes	**5,747**	5,627	**5,747**	5,627
	204,869	254,050	**201,869**	249,791

15. Staff costs (continued)

The average number of persons employed by the company during the year was as follows:

	Group 2021 No.	Group 2020 No.
Staff numbers - charitable activities	**10**	12

No employee received remuneration amounting to more than £60,000 in either year.

None of the trustees, nor any person connected to them, received any remuneration during the current or preceding year. 3 members of the Trustee Board (2020: 1) received reimbursed travel expenses amounting to £174 (2020: £150).

The charity is heavily reliant upon the support of volunteers who give their time to the work of the Girls' Brigade, which cannot be valued.

The total amount of employee benefits, including employer's pension contributions and employers' national insurance, received by the senior management team is £95,440 (2020: £95,401). The charity's senior management team are detailed on page 1.

16. Intangible assets

Group and company

	Website costs £
Cost	
At 1 January 2021	**44,000**
At 31 December 2021	**44,000**
Amortisation	
At 1 January 2021	**17,750**
Charge for the year	**11,667**
At 31 December 2021	**29,417**
Net book value	
At 31 December 2021	**14,583**
At 31 December 2020	26,250

16. Intangible assets (continued)

Company

	Website costs £
Cost	
At 1 January 2021	**35,000**
At 31 December 2021	**35,000**
Amortisation	
At 1 January 2021	**8,750**
Charge for the year	**11,667**
At 31 December 2021	**20,417**
Net book value	
At 31 December 2021	**14,583**
At 31 December 2020	26,250

17. Tangible fixed assets

Group and Company

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2021	**96,760**	**124,000**	**220,760**
Disposals	**(26,240)**	**(76,949)**	**(103,189)**
At 31 December 2021	**70,520**	**47,051**	**117,571**
Depreciation			
At 1 January 2021	**93,920**	**121,389**	**215,309**
Charge for the year	**737**	**1,221**	**1,958**
On disposals	**(25,972)**	**(76,949)**	**(102,921)**
At 31 December 2021	**68,685**	**45,661**	**114,346**
Net book value			
At 31 December 2021	**1,835**	**1,390**	**3,225**
At 31 December 2020	2,840	2,611	5,451

18. Fixed asset investments

Group	Listed investments £
Cost or valuation	
At 1 January 2021	**179,961**
Revaluations	**(3,022)**
At 31 December 2021	**176,939**
Net book value	
At 31 December 2021	**176,939**
At 31 December 2020	179,961

The historical cost of listed investments held in the group was £93,442 (2020: £93,442).

Company	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 January 2021	**1**	**179,961**	**179,962**
Revaluations	**-**	**(3,022)**	**(3,022)**
At 31 December 2021	**1**	**176,939**	**176,940**
Net book value			
At 31 December 2021	**1**	**176,939**	**176,940**
At 31 December 2020	1	179,961	179,962

The historical cost of listed investments held in the company was £93,442 (2020: £93,442).

Principal subsidiaries

The following was a subsidiary undertaking of the company:

	Company number	Principal activity	Class of shares	Holding
GBEW Trading Limited	06039496	Sale of uniforms	Ordinary	100%

The financial results of the subsidiary for the year were:

	Income £	Expenditure £	(Loss) for the year £	Net (liabilities) £
GBEW Trading Limited	**55,073**	**61,364**	**(6,291)**	**(19,328)**

19. Stocks

	Group 2021 £	Group As restated 2020 £	Company 2021 £	Company As restated 2020 £
Finished goods and goods for resale	**27,597**	37,814	**688**	1,732

20. Debtors

	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Trade debtors	**16,032**	17,060	**9,535**	14,738
Amounts owed by group undertakings	**-**	-	**86,072**	74,745
Other debtors	**8,079**	11,655	**8,079**	11,655
Prepayments and accrued income	**49,229**	42,027	**49,229**	42,027
	73,340	70,742	**152,915**	143,165

21. Creditors: Amounts falling due within one year

	Group 2021 £	Group 2020 £	**Company 2021 £**	Company 2020 £
Pension liability	**13,381**	28,928	**13,381**	28,928
Trade creditors	**13,169**	37,304	**9,633**	37,196
Other taxation and social security	**3,214**	3,713	**3,214**	3,812
Other creditors	**2,168**	557	**2,168**	557
Accruals and deferred income	**67,007**	95,985	**62,627**	91,605
	98,939	166,487	**91,023**	162,098

	Group 2021 £	Group 2020 £
Deferred income		
Deferred income at 1 January 2021	**78,653**	93,424
Resources deferred during the year	**45,823**	78,653
Amounts released from previous periods	**(78,653)**	(93,424)
Deferred income at 31 December 2021	**45,823**	78,653

The deferred income relates to events occuring in future periods and subscriptions received in advance.

22. Creditors: Amounts falling due after more than one year

	Group 2021 £	Group 2020 £	**Company 2021 £**	Company 2020 £
Pension liability	**16,491**	94,073	**16,491**	94,073

23. Prior year adjustment

There has been a prior year adjustment to correct the valuation of stock in the trading subsidiary, GBEW Trading Limited. The impact of the adjustment is an increase in net assets as at 31 December 2020 and a reduction in the deficit in the year to 31 December 2020 of £5,745.

24. Statement of funds

Statement of funds - current year

	As restated Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2021 £
Unrestricted funds						
General funds - charity	**111,250**	**330,521**	**(337,758)**	**21,016**	**-**	**125,029**
Investment income re branches	**-**	**-**	**-**	**(4,535)**	**4,535**	**-**
General funds - trading	**(13,038)**	**55,073**	**(61,364)**	**-**	**-**	**(19,329)**
Revaluation reserve	**86,519**	**-**	**-**	**(3,022)**	**-**	**83,497**
Pension reserve	**(123,001)**	**-**	**93,129**	**-**	**-**	**(29,872)**
	61,730	**385,594**	**(305,993)**	**13,459**	**4,535**	**159,325**
Restricted funds						
Matilda Alice Hubbard fund	**25,168**	**-**	**-**	**-**	**-**	**25,168**
The Irene Bosworth Friendship Fund	**3,707**	**-**	**-**	**-**	**-**	**3,707**
DCLG Grant	**202**	**-**	**(3,811)**	**4,033**	**-**	**424**
DCLG Start Up Grants	**19,372**	**-**	**(533)**	**(4,033)**	**-**	**14,806**
SLF/YML Income	**175**	**-**	**-**	**-**	**-**	**175**
YUF	**4,039**	**-**	**(313)**	**-**	**-**	**3,726**
DofE	**184**	**2,754**	**(1,928)**	**-**	**-**	**1,010**
Build Hope	**793**	**-**	**-**	**-**	**-**	**793**
Branches' funds	**479,451**	**17,876**	**(48,432)**	**(13,459)**	**(7,557)**	**427,879**
Keep On Keepin On	**2,618**	**-**	**(2,237)**	**-**	**-**	**381**
Bristol Development Project	**25,040**	**-**	**(1,539)**	**-**	**-**	**23,501**
DCMS Covid 19 assistance grant	**73,144**	**-**	**(73,144)**	**-**	**-**	**-**
	633,893	**20,630**	**(131,937)**	**(13,459)**	**(7,557)**	**501,570**

24. Statement of funds (continued)

Total of funds	**695,623**	**406,224**	**(437,930)**	**-**	**(3,022)**	**660,895**

Statement of funds - prior year

	As restated Balance at 1 January 2020 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2020 £
Unrestricted funds						
General funds - charity	96,899	414,352	(383,488)	(15,369)	(1,144)	111,250
General funds - trading	(6,324)	32,683	(39,397)	-	-	(13,038)
Revaluation reserve	71,150	-	-	15,369	-	86,519
Pension reserve	(146,839)	-	23,838	-	-	(123,001)
	14,886	447,035	(399,047)	-	(1,144)	61,730

	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2020 £
Restricted funds						
Matilda Alice Hubbard fund	25,492	-	(324)	-	-	25,168
The Irene Bosworth Friendship Fund	3,707	-	-	-	-	3,707
DCLG Grant	1,765	-	(1,563)	-	-	202
DCLG Start Up Grants	48,977	-	(29,605)	-	-	19,372
SLF/YML Income	175	-	-	-	-	175
YUF	4,545	-	(506)	-	-	4,039
DofE	184	-	-	-	-	184
Build Hope	37,396	223	(36,826)	-	-	793
Branches' funds	490,126	36,689	(35,949)	(20,000)	8,585	479,451
Keep On Keepin On	1,438	1,366	(186)	-	-	2,618

24. Statement of funds (continued)

Statement of funds - prior year (continued)

	As restated Balance at 1 January 2020 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2020 £
Bristol Development Project	10,436	-	(5,396)	20,000	-	25,040
DCMS Covid 19 assistance grant	-	100,000	(26,856)	-	-	73,144
Tesco Grant	-	500	(500)	-	-	-
	624,241	138,778	(137,711)	-	8,585	633,893
Total of funds	639,127	585,813	(536,758)	-	7,441	695,623

Matilda Alice Hubbard fund
Matilda Alice Hubbard left a property to the charity in her will specifically for the purpose of providing a training and holiday home/camp for the use of charity. Subsequent to her death in 1932, the charity purchased an adjacent property and land and two properties became known as "Holcot". The property was sold during the year ending 31 March 2002 and the proceeds relating to the original bequest were transferred into a specific restricted fund.

Irene Bosworth Friendship fund
The Irene Bosworth Friendship Fund is to support leadership and training.

DCLG Grant
This fund is to help open new groups, increase existing groups and recruit and equip new leaders in specific geographical locations.

DCLG Start Up Grants
This fund is available to local new groups being established via the DCLG work. Groups may apply for one grant up to a maximum of £4,500 to financially support the new group as it becomes established and self-sustaining.

SLF/YML Income
This fund is to help open new groups, increase existing groups and recruit and equip new leaders across the London area.

YUF
The YUF Stronger Foundations grant was awarded through the Uniformed Youth Fund provided by the Department for Digital, Culture Media and Sport, administered by Youth United Foundation. The grant was given in order to fund work of key staff in developing sustainability for GB moving forward. The initial tranche received in 2018 funded core posts to free up capacity to create a sustainability plan and work on redeveloping GB's new group process. Further tranches in 2019 continued to fund core work on implementing the plan, as well as funding new digital infrastructure in the form of a new website and database. Alongside this, further funding under the banner of Reach, enabled GB to grow new and existing groups.

DofE
The DofE Diamond Fund was launched by the Duke of Edinburgh's Award to celebrate its Diamond Anniversary. It aims to enable more disadvantaged young people to take part in the DofE Scheme. As a long-term licenced DofE partner, GB has been offering young people the opportunity to take part in the scheme for many years. This additional funding provided opportunities for more young people to take part through the funding of equipment and resource packs.

Build Hope
The Build Hope Project, funded through a Methodist Connexional Grant, aims to Build Hope for girls and young women, for the local church, and for GB. Through the project, GB aims to:

- Increase our engagement and partnership with local churches and extend the number of local groups that are delivered across England and Wales.
- Work with local churches to develop communities of 18-30s women looking to explore the Christian faith
- Help to increase the confidence of GB leaders and church members to share their faith at work, school and in the local community.
- Consult with local churches to enable them to 'look out from the Rooftop' to identify the needs of the local communities and develop strategies to engage with and share the love of God with those around them.

Branches' Funds
Branch funds are only available for use by the branches concerned and therefore are deemed to be restricted funds for the purposes of the financial statements.

Keep On Keepin On
Koko is a film and digital project for a target audience - teenage girls. It provides encouraging and constructive views on issues facing teenage girls, pointing them to support agencies on specific issues e.g. Self-Harm. The initiative also resources youth leaders, working alongside GBEW to release resources that accompany films, for use in youth groups.

Bristol Development Project
The Bristol Development Fund was set up by the Bristol District of Girls' Brigade England & Wales in fund a Development Worker to extend the outreach and mission of Girls' Brigade in the Bristol area by

- Setting up new groups and new expressions of mission
- Encouraging more people to become volunteers within GB's local community groups
- Increasing the number of children and young people who participate in GB's local community groups and activities across the Bristol area.

DCMS Covid 19 assistance grant
The DCMS Covid 19 grant was to mitigate the impact on GB nationally and locally. It enabled GB to produce resources to support online and blended delivery; revise training materials and offer online training to volunteers; support core cost to subsidise local group subscriptions.

Tesco grant
The Tesco grant was a contribution towards the design cost of the GB@Home resources which were an immediate response to engaging with young people in the first lockdown.

25. Summary of funds

Summary of funds - current year

	As restated Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2021 £
General funds	**61,730**	**385,594**	**(305,993)**	**13,459**	**4,535**	**159,325**
Restricted funds	**633,893**	**20,630**	**(131,937)**	**(13,459)**	**(7,557)**	**501,570**
	695,623	**406,224**	**(437,930)**	**-**	**(3,022)**	**660,895**

Summary of funds - prior year

	As restated Balance at 1 January 2020 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2020 £
General funds	14,886	447,035	(399,047)	-	(1,144)	61,730
Restricted funds	624,241	138,778	(137,711)	-	8,585	633,893
	639,127	585,813	(536,758)	-	7,441	695,623

26. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	3,225	-	**3,225**
Intangible fixed assets	14,583	-	**14,583**
Fixed asset investments	56,524	120,415	**176,939**
Current assets	200,423	381,155	**581,578**
Creditors due within one year	(98,939)	-	**(98,939)**
Creditors due in more than one year	(16,491)	-	**(16,491)**
Total	159,325	501,570	**660,895**

Analysis of net assets between funds - prior year

	As restated Unrestricted funds 2020 £	Restricted funds 2020 £	As restated Total funds 2020 £
Tangible fixed assets	5,451	-	5,451
Intangible fixed assets	26,250	-	26,250
Fixed asset investments	51,989	127,972	179,961
Current assets	238,600	505,921	744,521
Creditors due within one year	(166,487)	-	(166,487)
Creditors due in more than one year	(94,073)	-	(94,073)
Total as restated	61,730	633,893	695,623

27. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2021 £	Group As restated 2020 £
Net expenditure/(income) for the year (as per Statement of Financial Activities)	**(34,728)**	56,496
Adjustments for:		
Depreciation charges	**1,958**	1,650
Amortisation charges	**11,667**	8,750
(Losses)/gains on investments	**3,022**	(7,441)
Dividends and interests from investments	**(2,435)**	(4,971)
Loss on the sale of fixed assets	**168**	-
Decrease/(increase) in stocks	**10,217**	(569)
(Increase) in debtors	**(2,598)**	(38,230)
(Decrease)/increase in creditors	**(52,001)**	18,816
Pension deficit adjustments	**(93,129)**	(23,838)
Net cash (used in)/provided by operating activities	**(157,859)**	10,663

28. Analysis of cash and cash equivalents

	Group 2021 £	Group 2020 £
Cash in hand	**480,641**	635,965
Total cash and cash equivalents	**480,641**	635,965

29. Analysis of changes in net debt

	At 1 January 2021	Cash flows	At 31 December 2021
	£	£	£
Cash at bank and in hand	**635,965**	**(155,324)**	**480,641**
	635,965	**(155,324)**	**480,641**

30. Pension commitments

Pensions Trust Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

30. Pension commitments (continued)

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 December 2021 (£s)	31 December 2020 (£s)	31 December 2019 (£s)
Present value of provision	29,872	123,001	147,476

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 December 2021 (£s)	**Period Ending** 31 December 2020 (£s)
Provision at start of period	123,001	147,476
Unwinding of the discount factor (interest expense)	293	1,496
Deficit contribution paid	(28,928)	(28,086)
Remeasurements - impact of any change in assumptions	(339)	2,115
Remeasurements - amendments to the contribution schedule	(64,155)	-
Provision at end of period	29,872	123,001

30. Pension commitments (continued)

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 December 2021 (£s)	**Period Ending** 31 December 2020 (£s)
Interest expense	293	1,496
Remeasurements – impact of any change in assumptions	(339)	2,115
Remeasurements – amendments to the contribution schedule	(64,155)	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 December 2021 % per annum	31 December 2020 % per annum	31 December 2019 % per annum
Rate of discount	1.18	0.27	1.13

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

30. Pension commitments (continued)

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 December 2021 (£s)	31 December 2020 (£s)	31 December 2019 (£s)
Year 1	13,381	28,928	28,086
Year 2	8,127	29,796	28,928
Year 3	8,127	30,690	29,796
Year 4	677	31,611	30,690
Year 5	-	2,654	31,611
Year 6	-	-	2,654
Year 7	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

31. Operating lease commitments

At 31 December 2021 the Group and the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2021 £	Group 2020 £	**Company 2021 £**	Company 2020 £
Not later than 1 year	**63,238**	62,238	**63,238**	62,238
Later than 1 year and not later than 5 years	**72,111**	100,469	**72,111**	100,469
	135,349	162,707	**135,349**	162,707

32. Related party transactions

The charitable company owns 100% of its subsidiary GBEW Trading Limited. During the year, expenditure was recharged of £3,000 (2020: £4,094) to the subsidiary company. At the year end amounts totalling £86,072 (2020: £74,745) are included in debtors owed to the parent charitable company. This balance is after a provision has been made of £19,328 (2020: £18,848), which is the portion of the balance which is deemed to be irrecoverable.

The Girls' Brigade England and Wales 2021 - Final Accounts preparation

Final Audit Report 2022-08-19

Created:	2022-08-17
By:	Laura Green (laura.green@bhp.co.uk)
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THE GIRLS' BRIGADE ENGLAND AND WALES

England & Wales - Charity number 206655

Accounts

Registered number: 00206877
Charity number: 206655

THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

THURSDAY
AA6UL6NN
A24 17/06/2021 #199
COMPANIES HOUSE

THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)

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THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees	Mrs J Greengrass, Chair Mrs S Claydon (resigned 6 March 2021) Mrs C De Beger Dr A Heaford Mrs H Hepworth Mrs E Insley Miss H Flint (appointed 22 February 2021) Mrs S Hall (appointed 22 February 2021) Mrs C Fanawopo (appointed 22 February 2021) Mrs J Williamson (resigned 1 May 2020)
Company registered number	00206877
Charity registered number	206655
Registered office	Cliff College Calver Hope Valley Derbyshire S32 3XG
Company secretary	Mrs Julie Murdy
Senior management team	Mrs Julie Murdy, Director Mr Keith Bradshaw, Finance & Governance Manager (until October 2020) Mr Alan Carr, Finance & Governance Manager (from February 2021) Ms Catherine Burt, Media Coordinator & Deputy Team Leader
Independent auditor	BHP LLP Chartered Accountants 2 Rutland Park Sheffield S10 2PD
Bankers	The Co-operative Bank plc 4th Floor 9 Prescot Street London E1 8BE
Solicitors	Anthony Collins 134 Edmund Street Birmingham B3 2ES

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Investment managers	Epworth Investment Management Limited 9 Bonhill Street London EC2A 4PE

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2020

The chairman presents her statement for the year.

This has been a year when The Girls' Brigade England & Wales (GB) has continued to build hope amongst this generation of girls and young women during a time of great impact on the lives and wellbeing of young people.

The impact of the COVID-19 pandemic meant that GB had to be flexible and adaptable in its approach to the activities and services that we offer to churches and young people and we quickly adapted to providing new programme and resources that have enabled girls and young women from all backgrounds and abilities to engage with real life, develop new skills and explore gospel truths to help them live life to the full, whether that has been delivered face to face, online or at home.

It's a real privilege to see how GB leaders have adapted to new ways of working ensuring that GB not only continues to empower girls and young women to play an active role amongst their peers, their family, community and the world but during a year unlike any other experienced our volunteer leaders have also played a vital role in supporting the families of our members and their local communities. Our members have raised funds for the NHS, provided car packs for key workers and food parcels for those in need in their communities.

GB groups have continued to play an important part to the outreach of local churches, encouraging positive social interactions and an opportunity for sharing the Christian faith with families who have needed support particularly in the difficult circumstances of the past year.

All this would not be possible without the committed and dedicated volunteer leaders who have encouraged and inspired during the past year as they've adapted to continue to provide a safe and welcoming Christian environment that enables girls to grow and flourish, despite the constraints within which they have had to operate. These amazing roles models are to be celebrated and commended for their commitment to the young people in their care.

This year we have continued our commitment to equipping our leaders for Christian leadership, through holding and leading national training and equipping sessions both face to face and later in the year adapting to delivering these online. Despite the restrictions we've also been able to continue our commitment to discipling our leaders through providing online retreats for them to engage in.

Our online resource 'koko' has continued to reach girls and young women helping them to explore the issues affecting them and we've continued to advocate for, and with, girls and young women on issues that matter to them. Building a picture of this enables GB to shape its programmes and establish priorities to ensure we remain relevant for this current generation.

The challenging financial climate during the past year has impacted charities like GB. In order to ensure we remain financially accessible to as many girls as possible the Board has continued to seek grant funding and take positive steps to ensure continued financial sustainability and increase awareness of the work of GB in both the Christian and secular world. The grants received from the Methodist Church Connexional Grant Fund, Tesco Bags of Help and from the DCMS Coronavirus Community Support Fund, have played a key part in our ability to continue to build hope for this generation and we are very grateful for their support.

CHAIRMAN'S STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Whilst undoubtedly the impact of coronavirus will continue into 2021, I expect that, GB will continue to provide a safe, relevant, fun and affordable place for girls to meet. We'll continue to teach new skills, empower girls to lead, and help them to learn more about Jesus and grow in faith. God will continue to be at the centre of all that we do.

Joanne Greengrass
Joanne Greengrass (Jun 13, 2021 19:55 GMT+1)

Mrs Joanne Greengrass
Chair
Date: Jun 13, 2021

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees present their annual report together with the audited financial statements of the company for the to 31 December 2020. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) published in October 2019.

This is the annual report of Girls' Brigade England & Wales also operating under the name of Girls' Brigade Ministries.

Since the group and the company qualify as small under section 383 of the Companies Act 2006, the group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Our purpose and activities

Girls' Brigade England & Wales (GBEW/GB England & Wales/GB) operating as Girls' Brigade Ministries (GBM) has a vision to see *Lives and communities transformed and enriched as individuals seek, serve and follow Jesus Christ.*

We primarily work among girls and women, and in a way that we believe reflects our Christian ethos:
- **Relational** in the way in which we work together as teams and among those with whom we work
- **Responsive** to the needs of all whom we serve
- **Relevant** to the culture and context of today's communities.

The GB England & Wales' Network is also a part of Girls' Brigade International (GBI), sharing in the world-wide vision to see *Girls' lives transformed: God's world enriched.*

b. Provision of relevant programme and activities

The restrictions placed upon GB's activities as a result of COVID-19 meant that GB had to adapt to deliver its programme and activities in a variety of ways including online, face to face and socially distanced, or by provision of resources to be undertaken at home with parents. GB quickly adapted and in March 2020 began the start of 17 weeks of GB@home resources. With the support of DCMS Coronavirus support grant, the GB staff team, working together with key volunteers were able to ensure that new programme materials have been made available for each half term since September, to support groups to deliver in activities safely during the pandemic.

GB worked alongside other uniformed youth organisations, through Youth United Foundation, and with the National Youth Agency to ensure that groups were provided with clear guidance for resuming face to face activities when this was possible, together with adaptable risk assessments to ensure face to face activities and online activities were conducted in a safe and secure environment, adhering to COVID-19 guidelines and ensuring safeguarding requirements were met.

Objectives and activities (continued)

c. Our activities deliver public benefit

The trustees confirm that they have had regard to the Charity Commission's guidance on public benefit.

The Christian values upon which we base our work are of significant benefit to the whole society.

GB is outward-looking and concerned with the transformation of society for the better.

Our work among girls and women is sustainable, holistic and life-enriching, committed to enabling them to discover and live life to the full.

We work from, and share, a Christian ethos and accept the right of individuals to have differing views and beliefs, or no belief.

The strategies employed to achieve the charity's aims and objectives are:

- Partnership with churches to provide holistic mission among girls, children and young women
- Equipping for the church in mission skills and understanding
- Advocacy for and with girls, children and women
- Empowerment of girls, children and women towards Christian discipleship.

This four-fold strategy is the basis of the group's development plan and informed our work in creating a sustainability plan for 2019-2022 during the past year.

GBM puts these strategies into action through four major areas of activity; the establishing and nurture of local community groups (primarily for girls and young women), the equipping and resourcing of volunteer leaders, and the provision of relevant programme, resources and activities, and the provision of a space for new, relevant initiatives that contribute to GBM's vision and objectives, to be pioneered and established.

Our key activities this year are described below and very much focus on the transformation of lives and communities across England and Wales.

d. Establishing and nurture of local community groups

GB continues to deliver sustainable local groups for 4-8s, 7-11s, 10-14s, and 13-18s (primarily) for girls run in partnership with local churches across England and Wales. Around 8,000 children and young people are members of these groups with over 2,000 volunteer leaders supporting them. In some areas, where there is no provision for boys, GB takes boys in trust.

These groups provide rewarding, stretching and positive opportunities through which girls and young women grow and develop in confidence, resilience, wellbeing, and life skills, whilst developing strong friendships, a sense of belonging and having great fun along the way. The innovative programme materials explore current cultural issues in ways that are relevant to the ages of our members. GB members may also engage in a structured leadership programme, which encourages leadership, communication, and team-working skills. They can also take part in the Duke of Edinburgh's Award Scheme with 28 young people receiving awards, 11 at Gold level, 7 at Silver level and 10 at Bronze level, despite operating under COVID restrictions. GB's International Queen's Award that both encourage resilience, social mixing and innovation has been awarded to 5 young women over the year.

Objectives and activities (continued)

e. Equipping and resourcing volunteer leaders

Much of the work of the employed staff team at GB's Support Centre is focused on the support and resourcing of the 2,500 plus volunteer GB leaders who give their time, energy, skills and Christian experience to girls in local areas around England and Wales. This support work has always been devolved to local branch leaders, and it is with this group that the support centre has most involvement.

The support centre staff team provides conferences, events, telephone support and resource materials to help the organisational, spiritual and youth work skills development of GB leaders and groups. Additionally, and importantly, the support centre team maintains a GB leader and groups' database, the registration of leaders, and ensures appropriate standards of training and safeguarding are maintained throughout the charity. During 2020 we've had to adapt to delivering training and equipping online and more than 550 training and equipping spaces have been filled, ensuring that leaders remain up to date with core skills such as safeguarding and residential event training and that new leaders continue to be trained and onboarded. We have also delivered training to equip leaders to managing the impact of loss on young people.

The annual subscription paid to GB by local members and groups is the main source of income for GB England & Wales and is used for infrastructure and staffing costs of the charity, including the employed teams' work to develop leadership resources and programme materials.

Building on the mission training which GB delivered with the Methodist Church in previous years, we have continued to look for further opportunities for partnership with churches regarding mission equipping, with a series of equipping events being lead with the Methodist Mission and Learning Network over the year.

f. GB Ministries' initiatives

koko (Keep on Keeping On) is GBM's award-winning online ministry, which seeks to reach a new generation of young women. Its regular blogs focus on addressing the issues affecting teenage girls.

In terms of leadership and faith development we have worked on developing podcasts to extend our Esther Community amongst 18-30s women exploring integrity, faith and purpose. The initial pilots have been recorded and will launch in early 2021.

Despite the impact of the pandemic, more than 50 women leaders have attended GB's retreats during 2020 which have encouraged them to grow as disciples, grow as teams and take time to be refreshed in their roles as volunteer leaders.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Achievements and performance

a. Main achievements of the charitable company

The provision of quality, fun and meaningful programme and activity is the backbone of GB's sustainable and life-transforming mission among children. Despite the pandemic, once again this year GB has provided on average three hours of direct children's and youth activity per week for 40 weeks in the year amongst 1,650 groups of local girls and young people. An estimated 120 attained awards in youth leadership, 27 new members were registered to take part in the Duke of Edinburgh's Award Scheme through GB with 28 receiving awards during the year, and 5 young women completed GB's own Queen's Award, which is GB's highest award. 17 weeks of GB@home programme materials were provided for the first lockdown period, with two further sets of blended programme for delivery online, @Home or in person being provided between September and December.

Mission equipping remained a high priority as part of the Build Hope initiative, with 390 attendees at our national leadership and equipping conferences in the year.

GB has continued to respond to girls' issues and has featured in publications by the Evangelical Alliance and Premier Christianity and Youth Work as well as speaking out on UCB and TWR radio.

Financial review

a. Financial review

The surplus for the year was £50,751 (2019: £97,969 - after a prior year adjustment reducing it by £20,000) made up of £41,099 (2019: £116,264) from unrestricted funds and £9,652 (2019: £1,705) from restricted funds. Funds total £689,878 (2019: £639,127 after a prior year adjustment reducing it by £20,000) comprising of unrestricted funds of £55,985 (2019: £14,886) and restricted funds of £633,893 (2019: £644,241).

Once again GB's income has largely been drawn from membership subscriptions, which for the 12 month period to 31 December 2020 was £316,577, but this has been augmented this year through having been funding from the Methodist Church Connexional Grants funding for Mission and Ministry and DCMS coronavirus funding. The provision of grants shows the value placed upon the work of GB externally.

As a charity we're grateful too to individual donors who support our mission either through one-off donations or through regular giving to the charity and have been pleased to see those connected to GB respond to our 'coffee cup challenge' increasing the number of regular donors to our work.

Steps have continued to be taken to address the funding gap during the year included reducing overheads and staff costs and realigning roles and responsibilities. The board has closely monitored the impact of COVID-19 and delivery against the sustainability plan.

b. Investments powers and policy

The trustees, having a keen awareness of the need for GB to balance operational liquidity and stable growth of investments, benefited from the services of Epworth Investment Management Service again this year.

Aims and parameters for the portfolio are well established, and we receive a quarterly performance report in order to enable timely monitoring and control of this important issue.

The aims and parameters for the year were established in October 2002 for unrestricted funds as follows: To achieve a balance of capital growth and current income. Investment parameters are set for this as follows: Equities (50-70%); Fixed interest (30-50%).

Some funds were kept in interest-bearing deposit accounts to provide access as needed for cash flow management.

c. Going concern

The trustees have continued to monitor GB England & Wales' financial position throughout the past year and in particular the impact of COVID-19 on its activities and income. The sustainability plan developed in 2019 is providing GB with guiding steps towards a more sustainable future and despite the impact of COVID-19 GB has increased the number of regular donors ahead of the target for 2020. In addition funding was secured through DCMS Coronavirus Support Fund, administered by the Lottery Community Fund which has helped GB to provide blended programme resources to enable its local community groups to continue to offer online and offline services during the pandemic and explore online ways of providing core training to volunteer leaders. Increasing regular donors to the work of the charity alongside seeking further grants for projects to reduce reliance on subscription income will continue to be needed as we emerge from the pandemic and will provide support while the organisation continues to develop sustainable levels of regular income from members and other activities.

The trustees are continuing to take steps to ensure that the organisation and its services are shaped to support the current needs of beneficiaries and the transition to online delivery of some services will bring about some cost savings and efficiencies in delivery.

The trustees have prepared forecasts of income and expenditure and cash flow for a period of 12 months from the date of approving these financial statements which show the group has sufficient funds to be able to continue in operational existence. These forecasts are based upon current known income and assumptions for future income generation that take account of the uncertainty as we emerge from the pandemic.

The trustees believe that their forecasts for the group have been prepared on a prudent basis and have been subject to realistic sensitivity checks. It is for this reason that they believe it is appropriate to prepare the financial statements on a going concern basis.

d. Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency expenditure. The trustees consider the ideal level of reserves at 31 December 2020 should be in the range of three to six months cover of annual charitable expenditure which gives a target of £132,000 to £265,000.

Defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity, but not yet spent, committed or designated, the free reserves held by GB England & Wales at 31 December 2020 comprised the following:

		£
Total consolidated funds per Balance Sheet (Group)		689,878
Less:	Restricted funds	(633,893)
	Pension reserve - unrestricted funds	123,001
	Fixed assets - unrestricted funds	(31,701)
Free reserves		147,285

The trustees recognise that current reserves are at the lower end of their aspirations. During the coming year the Board will be reviewing costs as well as looking into options to increase regular giving and identify other sources of income to increase the level of reserves.

e. Grant-making funds

The Holcot Fund (Matilda Alice Hubbard Trust 2001) was established following the sale, in 2001, of a property (Holcot) originally donated to GB by Matilda Alice Hubbard. Within the terms of the Trust, the criteria for grant support is to provide or assist in the provision of holiday or residential event accommodation for members to assist in their training. Grants awarded from this trust are administered centrally, through a written application process. An annual report of applications and awards is made to the trustees - 29 awards were given in the year.

f. Plans for future periods

As GBM transitions into 2021 it will continue to Seek, Serve and Follow Christ. Our focus will be on recovery and growing hope as we emerge from the lockdown restrictions of the previous year.

Growing Strong foundation

- Equipping our people for their roles using a network of volunteer trainers.
- Providing resources for growth & sustainability of groups.
- Rollout of GB Manager, a database to support the administrative processes and onboarding of both volunteers and members.
- Improving our financial sustainability by increasing the number of regular donors, submitting regular funding bids and providing fundraising advice and support to local groups.

Growing Spiritually

As an organisation motivated by our Christian faith, discipleship of our volunteers and members is a key component of all that we do. We will do this through

- Worship and equipping sessions at our leader conferences throughout the year.
- Through an online retreat time at the Summer Conference.
- For young people through provision of programme materials that enable them to explore the Christian faith such as our Approach Easter resources.
- Our online resources including the Esther Collective podcasts and koko.

Growing Hope for Girls and Women

- Advocating for and with girls and young women on areas that are disempowering or unjust.
- Continuing to sharing the work of GB Ministries externally particularly stories and social action activities
- Providing a contextually relevant programme, adapted to delivery across different contexts as we emerge from the pandemic.
- Schools work pilot restart.
- Through delivery of a volunteer and member recruitment campaign, providing physical and electronic resources that support growth of local groups over the next 12 to 18 months.

Structure, governance and management

a. Governing document

The Girls' Brigade England and Wales is registered as a charitable company limited by guarantee, governed by its Memorandum and Articles of Association dated July 2017. It is registered as a charity with the Charity Commission.

Members of the Girls' Brigade England & Wales Board are the Company Members and, in the event of the Company being wound up, the liability of each member is limited to a maximum of £1.

b. Appointment of Trustees

GB is governed by a board of trustees who serve for a three-year period renewable for one further, consecutive, term.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Structure, governance and management (continued)

c. Recruitment and training of Trustees

In order to maintain a mature and well-equipped trustee board, information about the role, responsibilities and skills needed for board membership is made available to all GB members.

Once a trustee has been appointed they receive induction training. This is the responsibility of the leadership staff team and also involves peer support. Induction covers issues such as the roles and responsibilities of trusteeship and introduction to the strategic and spiritual objectives of the organisation. Further training is offered on an ongoing basis. Members of the Board are provided with relevant periodicals regarding their role and encouraged to subscribe to good governance practice journals and websites. In addition the trustee board members regularly dedicate time to strategic direction and reflection.

d. Organisation

The board comprises a maximum of 10 trustees. Membership is determined as follows:

- Up to four representatives elected by the GB England & Wales Network Executive. The honorary treasurer shall be one of these members.
- Up to six other persons, independent of GB make up this number.

The board meets three times in the year, although other meetings may be called if required, and work corporately to govern the movement and appoint standing groups for specific purposes. Currently the standing groups are GBEW Network Executive, personnel, finance and risk. Each of these groups look at their areas of responsibility in detail and report to the board during the year.

The director of Girls' Brigade Ministries is appointed by the board to manage day-to-day operation of the group charity. This person has delegated authority for strategic and operational matters including finance, employment and activities in pursuit of GB's strategic goals.

e. Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with an organisation used by the charity must be disclosed in the same way as any other contractual relationship with a related party. No such transactions were reported within this period outside of the group as detailed in note 32.

f. Fundraising standards information

Girls' Brigade England & Wales is not currently registered with the Fundraising Regulator. During the year we have not appointed any professional fundraiser to support the work of the charity. GB is registered with Give as You Live and our supporters are able to raise donations for our work through this. GB is also registered with Amazon Smile and Facebook.

During 2018 we implemented processes to ensure that we were compliant with GDPR ensuring that friends and members are able to indicate their preference including whether they can be contacted for fundraising purposes. During the year we have encouraged those connected with GB to participate in the coffee cup challenge and become regular donors to our work. We have received no complaints in relation to fundraising activities.

Structure, governance and management (continued)

g. Pay policy for senior staff

The board of directors, who are the charity's trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating GB on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 15 and 32 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with cost of living/inflation levels. In view of the nature of the charity, the directors benchmark against pay levels in other Christian charities of a similar nature and size, and similar roles in the geographic area of the registered office.

h. Risk management

The trustees have a risk management strategy, which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability and the impact of COVID-19 have been the major financial risks for the charity. A key element in the management of financial risk has been the development of the sustainability plan, a regular review of available liquid funds to settle debts as they fall due, regular attendance to bank reconciliation and other financial management disciplines, active management of debtor and creditor balances to ensure sufficient working capital by the charity, and the strict control of expenditure.

Attention has also been focused on management of non-financial risks arising from issues such as COVID-19, safeguarding and first aid. COVID secure risk assessments were completed for those working at the GB Support Centre during 2020 and the development of good guidance and risk assessments for the local community groups for face to face and online delivery. The local group risk assessments have been approved by the local partner church and GB nationally to ensure the safety of volunteers and members. GB has also been working on revising key policies, procedures and guidance contained within Life to the Full. A new version of Life to the Full was issued in March 2021 with updates to key policies and procedures. Refresher training has been taking place and volunteer leaders have been asked to review the updates to ensure consistency of good practice..

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the company and of their incoming resources and application of resources, including their income and expenditure, 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 of the Charities SORP 2019 (FRS 102);
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Group and the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable group's auditor is unaware, and
- the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

The auditor, BHP LLP, has indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Joanne Greengrass
Joanne Greengrass (Jun 13, 2021 19:55 GMT+1)

Mrs J Greengrass
(Chair of Trustees)
Date: Jun 13, 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES

Opinion

We have audited the financial statements of The Girls' Brigade England and Wales (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2020 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the company balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is 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).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2020 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and.
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

1. We gained an understanding of the legal and regulatory framework applicable to the group and the sector in which it operates, and considered the risk of such regulations, including fraud. We designed audit procedures to respond to the risk.

2. We focused on laws and regulations relevant to the group which could give rise to a material misstatement in the financial statements. Our testing included discussions with management, trustees, and those staff with direct responsility for the compliance of laws and regulations. We also reviewed legal expenses.

3. We addressed the risk of management override of internal controls, including the testing of journals and review of the nominal ledger. We evaluated whether there was evidence of bias by management or the trustees that represented a risk of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulations. This risk increases the more that compliance with a law or regulation is removed from the events and transactions refleced in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF THE GIRLS' BRIGADE ENGLAND AND WALES (CONTINUED)

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, and the charitable company's trustees as a body for our audit work, for this report, or for the opinions we have formed.

BHP LLP

Jane Marshall (Jun 14, 2021 13:44 GMT+1)

Jane Marshall (Senior statutory auditor)
for and on behalf of
BHP LLP
Chartered Accountants
Statutory Auditor
2 Rutland Park
Sheffield
S10 2PD

Date: Jun 14, 2021

THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	As restated Total funds 2019 £
Income from:					
Donations and legacies	4	**51,457**	**118,100**	**169,557**	284,494
Charitable activities	5	**322,369**	**19,351**	**341,720**	424,240
Other trading activities	6	**33,752**	**-**	**33,752**	115,844
Investments	7	**3,644**	**1,327**	**4,971**	5,532
Other income	8	**35,813**	**-**	**35,813**	900
Total income		**447,035**	**138,778**	**585,813**	831,010
Expenditure on:					
Raising funds	9	**53,008**	**-**	**53,008**	112,489
Charitable activities	10	**351,784**	**137,711**	**489,495**	633,623
Total expenditure		**404,792**	**137,711**	**542,503**	746,112
Net income before net (losses)/gains on investments		**42,243**	**1,067**	**43,310**	84,898
Net (losses)/gains on investments		**(1,144)**	**8,585**	**7,441**	13,071
Net movement in funds		**41,099**	**9,652**	**50,751**	97,969
Reconciliation of funds:					
Total funds brought forward as previously stated		**14,886**	**644,241**	**659,127**	541,158
Prior year adjustment	23	**-**	**(20,000)**	**(20,000)**	-
Total funds brought forward as restated		**14,886**	**624,241**	**639,127**	541,158
Net movement in funds		**41,099**	**9,652**	**50,751**	97,969
Total funds carried forward		**55,985**	**633,893**	**689,878**	639,127

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)

REGISTERED NUMBER: 00206877

CONSOLIDATED BALANCE SHEET

AS AT 31 DECEMBER 2020

	Note		2020 £		As restated 2019 £
Fixed assets					
Intangible assets	16		**26,250**		35,000
Tangible assets	17		**5,451**		3,620
Investments	18		**179,961**		214,520
			211,662		253,140
Current assets					
Stocks	19	**32,069**		37,245	
Debtors	20	**70,742**		32,512	
Cash at bank and in hand		**635,965**		581,812	
		738,776		651,569	
Creditors: amounts falling due within one year	21	**(166,487)**		(146,743)	
Net current assets			**572,289**		504,826
Total assets less current liabilities			**783,951**		757,966
Creditors: amounts falling due after more than one year	22		**(94,073)**		(118,839)
Total net assets			**689,878**		639,127
Charity funds					
Restricted funds	24		**633,893**		624,241
Unrestricted funds					
Unrestricted funds excluding pension asset	24	**178,986**		161,725	
Pension reserve	24	**(123,001)**		(146,839)	
Total unrestricted funds	24		**55,985**		14,886
Total funds			**689,878**		639,127

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2020

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Joanne Greengrass
Joanne Greengrass (Jun 13, 2021 19:55 GMT+1)

Mrs J Greengrass
(Chair of Trustees)
Date: Jun 13, 2021

The notes on pages 25 to 55 form part of these financial statements.

THE GIRLS' BRIGADE ENGLAND AND WALES

(A company limited by guarantee)
REGISTERED NUMBER: 00206877

COMPANY BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note		2020 £		As restated 2019 £
Fixed assets					
Intangible assets	16		**26,250**		35,000
Tangible assets	17		**5,451**		3,620
Investments	18		**179,962**		214,521
			211,663		253,141
Current assets					
Stocks	19	**1,732**		1,760	
Debtors	20	**143,165**		121,478	
Cash at bank and in hand		**589,424**		535,706	
		734,321		658,944	
Creditors: amounts falling due within one year	21	**(162,098)**		(147,795)	
Net current assets			**572,223**		511,149
Total assets less current liabilities			**783,886**		764,290
Creditors: amounts falling due after more than one year	22		**(94,073)**		(118,839)
Total net assets			**689,813**		645,451
Charity funds					
Restricted funds	24		**633,893**		624,241
Unrestricted funds					
General funds	24	**92,402**		96,897	
Revaluation reserve		**86,519**		71,152	
Unrestricted funds excluding pension liability	24	**178,921**		168,049	
Pension reserve	24	**(123,001)**		(146,839)	
Total unrestricted funds	24		**55,920**		21,210
Total funds			**689,813**		645,451

COMPANY BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2020

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The charitable company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements. The surplus for the year for the charity only is £44,362 (2019: £124,613).

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Joanne Greengrass
Joanne Greengrass (Jun 13, 2021 19:55 GMT+1)

Mrs J Greengrass
(Chair of Trustees)
Date: Jun 13, 2021

The notes on pages 25 to 55 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash used in operating activities	27	**10,663**	52,207
Cash flows from investing activities			
Dividends, interests and rents from investments		**4,971**	5,532
Purchase of fixed assets		**(3,481)**	(35,205)
Proceeds from sale of investments		**42,000**	-
Net cash provided by/(used in) investing activities		**43,490**	**(29,673)**
Change in cash and cash equivalents in the year		**54,153**	**22,534**
Cash and cash equivalents at the beginning of the year		**581,812**	559,278
Cash and cash equivalents at the end of the year	28	**635,965**	581,812

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Girls' Brigade England and Wales meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

2.2 Going concern

The group generated an overall surplus for the period of £50,751 and at 31 December 2020 the group had free reserves of £147,285.

The trustees have continued to monitor GB England & Wales' financial position throughout the past year and in particular the impact of COVID-19 on its activities and income. The sustainability plan developed in 2019 is providing GB with guiding steps towards a more sustainable future and despite the impact of COVID-19 GB has increased the number of regular donors ahead of the target for 2020. In addition funding was secured through DCMS Coronavirus Support Fund, administered by the Lottery Community Fund which has helped GB to provide blended programme resources to enable its local community groups to continue to offer online and offline services during the pandemic and explore online ways of providing core training to volunteer leaders. Increasing regular donors to the work of the charity alongside seeking further grants for projects to reduce reliance on subscription income will continue to be needed as we emerge from the pandemic and will provide support while the organisation continues to develop sustainable levels of regular income from members and other activities.

The trustees are continuing to take steps to ensure that the organisation and its services are shaped to support the current needs of beneficiaries and the transition to online delivery of some services will bring about some cost savings and efficiencies in delivery.

The trustees have prepared forecasts of income and expenditure and cash flow for a period of 12 months from the date of approving these financial statements which show the group has sufficient funds to be able to continue in operational existence. These forecasts are based upon current known income and assumptions

2. Accounting policies (continued)

2.2 Going concern (continued)

for future income generation that take account of the uncertainty as we emerge from the pandemic.

The trustees believe that their forecasts for the group have been prepared on a prudent basis and have been subject to realistic sensitivity checks. It is for this reason that they believe it is appropriate to prepare the financial statements on a going concern basis.

2.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the company, can be reliably measured.

Grants are included in the consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Revenue for the trading subsidiary is recognised to the extent that it is probable that the economic benefits will flow to the entity and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Income relating to the Coronavirus Job Retention Scheme is recognised in the period for which the funding is claimed.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

2. Accounting policies (continued)

2.4 Expenditure (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

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

2.7 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Website costs	- 3 years

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Motor vehicles	- 25% per annum
Fixtures and fittings	- 10% per annum
Computer equipment	- 25% per annum

2.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the consolidated statement of financial activities as a finance cost.

2.14 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.15 Operating leases

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the lease term.

2.16 Employee benefits and pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity also contributes to The Pensions Trust Growth Plan for its employees. This is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. Since the charity has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the contributions paid are shown in the income and expenditure account. Under FRS 102, the fair value of the commitment is recognised. The calculation of their fair value of the commitment is subject to an assumption on the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality bonds.

2. Accounting policies (continued)

2.17 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The commitment in respect of the Pensions Trust Growth Plan is subject to an assumption on the discount rate.

4. Income from donations and legacies

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	As restated Total funds 2019 £
Donations and legacies	51,457	5,530	**56,987**	32,668
Grants	-	112,570	**112,570**	251,826
	51,457	118,100	**169,557**	284,494
Total 2019 as restated	24,740	259,754	284,494	

5. Income from the Development of the Christian faith

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Subscriptions	311,376	5,201	**316,577**	333,452
Activities and camp fees	831	13,813	**14,644**	77,686
Annual meeting	158	-	**158**	751
European fellowship income	180	-	**180**	1,555
International office income	8,333	-	**8,333**	8,386
Other income	1,491	337	**1,828**	2,410
Total 2020	322,369	19,351	**341,720**	424,240
Total 2019	341,405	82,835	424,240	

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Trading income	32,683	**32,683**	113,080
Charity trading income	1,069	**1,069**	2,764
	33,752	**33,752**	115,844
Total 2019	115,844	115,844	

7. Investment income

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Dividends received	3,644	-	**3,644**	4,042
Bank interest	-	1,327	**1,327**	1,490
	3,644	1,327	**4,971**	5,532
Total 2019	828	4,704	5,532	

8. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Coronavirus Job Retention Scheme income	35,813	**35,813**	-
Rooftop income	-	-	900
	35,813	**35,813**	900
Total 2019	900	900	

9. Expenditure on raising funds

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Trading expenses	36,488	**36,488**	107,724
Fundraising expenses	12,125	**12,125**	4,765
	48,613	**48,613**	112,489
Total 2019	112,489	112,489	

9. Expenditure on raising funds (continued)

Other trading expenses

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Administration expenses	4,395	**4,395**	-

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Development of the Christian faith	351,784	137,711	**489,495**	633,623
Total 2020	351,784	137,711	**489,495**	633,623
Total 2019	295,526	338,097	633,623	

Summary by activity type

	Direct costs 2020 £	Support costs 2020 £	**Total funds 2020 £**	Total funds 2019 £
Volunteer and Group Support	124,178	-	**124,178**	160,234
Insurance and Insurance Administration	43,995	-	**43,995**	56,769
Programme Delivery	49,930	-	**49,930**	64,427
Programme Development	28,075	-	**28,075**	36,227
Governance and Strategy Development	87,210	17,753	**104,963**	135,440
Volunteer Equipping	46,893	-	**46,893**	60,509
Subscriptions	29,826	-	**29,826**	38,486
Communications and Media Presence	38,111	-	**38,111**	49,177
Networking	9,788	-	**9,788**	12,630
Fundraising and Donor Management	13,736	-	**13,736**	17,724
	471,742	17,753	**489,495**	631,623
Total 2019	611,404	20,219	631,623	

The allocation of the costs between activities is based on the proportion of staff time spent on each activity.

11. Charitable activities

	2020 £	2019 £
Rent and rates	**29,341**	29,497
Telephone and fax	**8,824**	11,208
Insurances	**34,357**	25,757
Printing, postage and stationary	**7,941**	5,629
Computer costs	**30,168**	14,283
Recruitment costs	**213**	561
Training costs	**-**	127
Legal and professional costs	**2,510**	4,745
Motor and travel costs	**1,490**	6,036
Meeting costs	**3,200**	366
International fees	**100**	9,408
Subscriptions	**6,393**	610
Activities and camp costs	**19,794**	82,883
Grants and donations	**15,599**	90,741
The View costs	**4,269**	4,740
Development of new groups	**6,981**	14,256
Sundries	**38,144**	38,121
Bank charges and interest paid	**2,987**	4,069
Development costs - programme	**207**	392
Wages and salaries	**234,383**	244,396
Remeasurement of pension scheme	**3,524**	2,000
National insurance	**14,040**	16,348
Pension cost	**5,627**	5,746
Depreciation	**1,650**	1,485
Governance costs (note 12)	**17,753**	20,219
	489,495	633,623

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12. Governance costs

	2020 £	2019 £
Auditor and accountancy fees	**14,143**	12,582
Accountancy fees - outsourced	**2,399**	3,008
Trustees' and executives' travel and meeting costs	**1,211**	4,629
	17,753	20,219

13. Net income/(expenditure)

This is stated after charging:

	2020 £	2019 £
Depreciation of tangible fixed assets owned by the charitable group	**1,650**	1,485
Auditor's remuneration - audit	**10,300**	9,935
Auditor's remuneration - non audit	**3,843**	2,647
Operating lease payments	**21,099**	52,522

14. Auditor's remuneration

The auditor's remuneration amounts to an Audit fee of £10,300 (2019 - £9,935), and accountancy and VAT services of £3,843 (2019 - £2,647).

15. Staff costs

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Wages and salaries	**234,383**	244,396	**230,124**	232,396
Social security costs	**14,040**	16,348	**14,040**	16,348
Contribution to defined contribution pension schemes	**5,627**	5,746	**5,627**	5,746
	254,050	266,490	**249,791**	254,490

15. Staff costs (continued)

The average number of persons employed by the company during the year was as follows:

	Group 2020 No.	Group 2019 No.
Staff numbers - charitable activities	**12**	13

No employee received remuneration amounting to more than £60,000 in either year.

None of the trustees, nor any person connected to them, received any remuneration during the current or preceding year. 1 member of the Trustee Board (2019: 8) received reimbursed travel expenses amounting to £150 (2019 - £472).

The charity is heavily reliant upon the support of volunteers who give their time to the work of the Girls' Brigade, which cannot be valued.

The total amount of employee benefits, including employer's pension contributions and employers' national insurance, received by the senior management team is £95,401 (2019 - £99,216). The charity's senior management team are detailed on page 1.

16. Intangible assets

Group and company

	Website costs £
Cost	
At 1 January 2020	**44,000**
At 31 December 2020	**44,000**
Amortisation	
At 1 January 2020	**9,000**
Charge for the year	**8,750**
At 31 December 2020	**17,750**
Net book value	
At 31 December 2020	**26,250**
At 31 December 2019	35,000

17. Tangible fixed assets

Group and Company

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2020	**96,760**	**120,519**	**217,279**
Additions	**-**	**3,481**	**3,481**
At 31 December 2020	**96,760**	**124,000**	**220,760**
Depreciation			
At 1 January 2020	**93,140**	**120,519**	**213,659**
Charge for the year	**780**	**870**	**1,650**
At 31 December 2020	**93,920**	**121,389**	**215,309**
Net book value			
At 31 December 2020	**2,840**	**2,611**	**5,451**
At 31 December 2019	3,620	-	3,620

18. Fixed asset investments

Group	Listed investments £
Cost or valuation	
At 1 January 2020	**214,520**
Disposals	**(42,000)**
Revaluations	**7,441**
At 31 December 2020	**179,961**
Net book value	
At 31 December 2020	**179,961**
At 31 December 2019	214,520

The historical cost of listed investments held in the group was £93,443 (2019: £143,370).

Company	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 January 2020	**1**	**214,520**	**214,521**
Disposals	**-**	**(42,000)**	**(42,000)**
Revaluations	**-**	**7,441**	**7,441**
At 31 December 2020	**1**	**179,961**	**179,962**
Net book value			
At 31 December 2020	**1**	**179,961**	**179,962**
At 31 December 2019	1	214,520	214,521

The historical cost of listed investments held in the company was £93,443 (2019: £143,370)

18. **Fixed asset investments (continued)**

	2020 £	2019 £
Group and Company material investments		
Epworth UK Equity Fund	**29,132**	31,748
Epworth Sterling Sovereign Bond	**105,671**	140,143
Epworth Corporate Bond Fund	**41,339**	39,793
	176,142	211,684

Principal subsidiaries

The following was a subsidiary undertaking of the company:

	Company number	Principal activity	Class of shares	Holding
GBEW Trading Limited	06039496	Sale of uniforms	Ordinary	100%

The financial results of the subsidiary for the year were:

	Income £	Expenditure £	(Loss) for the year £	Net (liabilities) £
GBEW Trading Limited	**32,683**	**45,142**	**(12,459)**	**(18,782)**

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FOR THE YEAR ENDED 31 DECEMBER 2020

19. Stocks

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Finished goods and goods for resale	**32,069**	37,245	**1,732**	1,760

20. Debtors

	Group 2020 £	Group As restated 2019 £	Company 2020 £	Company As restated 2019 £
Trade debtors	**17,060**	14,451	**14,738**	5,437
Amounts owed by group undertakings	-	-	**74,745**	89,499
Other debtors	**11,655**	16,434	**11,655**	25,271
Prepayments and accrued income	**42,027**	1,627	**42,027**	1,271
	70,742	32,512	**143,165**	121,478

21. Creditors: Amounts falling due within one year

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Trade creditors	**37,304**	2,644	**37,196**	1,969
Other taxation and social security	**3,713**	5,883	**3,812**	5,970
Pension liability	**28,928**	28,000	**28,928**	28,000
Other creditors	**557**	5,045	**557**	11,895
Accruals and deferred income	**95,985**	105,171	**91,605**	99,961
	166,487	146,743	**162,098**	147,795

	Group 2020 £	Group 2019 £
Deferred income		
Deferred income at 1 January 2020	**93,424**	96,780
Resources deferred during the year	**78,653**	93,424
Amounts released from previous periods	**(93,424)**	(96,780)
Deferred income at 31 December 2020	**78,653**	93,424

The deferred income relates to events occuring in future periods and subscriptions received in advance.

22. Creditors: Amounts falling due after more than one year

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Pension liability	**94,073**	118,839	**94,073**	118,839

The amount falling due after more than five years is £nil (2019 - £3,000), repayable by instalments.

23. Prior year adjustments

The prior year figures have been amended to exclude income in the Bristol Development Project restricted fund which had been accrued for in the prior year. The receipt has instead been recognised as a transfer from the Branches restricted fund as this is the true nature of the transaction. The impact of this adjustment is a reduction in income for 2019 and net assets at 31 December 2019 of £20,000.

The remeasurement of the pension scheme of £2,000 has been reanalysed in the prior year to charitable activities expenditure from gains and losses in the SOFA to better reflect the nature of the cost, this has not impacted the net assets or movement in funds in 2019.

24. Statement of funds

Statement of funds - current year

	As restated Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2020 £
Unrestricted funds						
General funds - charity	**96,899**	**414,352**	**(383,488)**	**(15,369)**	**(1,144)**	**111,250**
General funds - trading	**(6,324)**	**32,683**	**(45,142)**	**-**	**-**	**(18,783)**
Revaluation reserve	**71,150**	**-**	**-**	**15,369**	**-**	**86,519**
Pension reserve	**(146,839)**	**-**	**23,838**	**-**	**-**	**(123,001)**
	14,886	**447,035**	**(404,792)**	**-**	**(1,144)**	**55,985**
Restricted funds						
Matilda Alice Hubbard fund	**25,492**	**-**	**(324)**	**-**	**-**	**25,168**
The Irene Bosworth Friendship Fund	**3,707**	**-**	**-**	**-**	**-**	**3,707**
DCLG Grant	**1,765**	**-**	**(1,563)**	**-**	**-**	**202**
DCLG Start Up Grants	**48,977**	**-**	**(29,605)**	**-**	**-**	**19,372**
SLF/YML Income	**175**	**-**	**-**	**-**	**-**	**175**
YUF	**4,545**	**-**	**(506)**	**-**	**-**	**4,039**
DofE	**184**	**-**	**-**	**-**	**-**	**184**

24. Statement of funds (continued)

Statement of funds - current year (continued)

	As restated Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2020 £
Build Hope	**37,396**	**223**	**(36,826)**	**-**	**-**	**793**
Branches' funds	**490,126**	**36,689**	**(35,949)**	**(20,000)**	**8,585**	**479,451**
Keep On Keepin On	**1,438**	**1,366**	**(186)**	**-**	**-**	**2,618**
Bristol Development Project	**10,436**	**-**	**(5,396)**	**20,000**	**-**	**25,040**
DCMS Covid 19 assistance grant	**-**	**100,000**	**(26,856)**	**-**	**-**	**73,144**
Tesco Grant	**-**	**500**	**(500)**	**-**	**-**	**-**
	624,241	**138,778**	**(137,711)**	**-**	**8,585**	**633,893**
Total of funds	**639,127**	**585,813**	**(542,503)**	**-**	**7,441**	**689,878**

Statement of funds - prior year

	Balance at 1 January 2019 £	As restated Income £	Expenditure £	As restated Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2019 £
Unrestricted funds						
General funds - charity	10,469	370,637	(311,698)	21,929	5,562	96,899
General funds - trading	320	113,080	(119,724)	-	-	(6,324)
Revaluation reserve	58,079	-	-	13,071	-	71,150
Pension reserve	(170,246)	-	23,407	-	-	(146,839)
	(101,378)	483,717	(408,015)	35,000	5,562	14,886

24. Statement of funds (continued)

	Balance at 1 January 2019 £	As restated Income £	Expenditure £	As restated Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2019 £
Restricted funds						
Matilda Alice Hubbard fund	30,587	-	(5,095)	-	-	25,492
The Irene Bosworth Friendship Fund	3,707	-	-	-	-	3,707
DCLG Grant	-	-	(4,389)	6,154	-	1,765
DCLG Start Up Grants	60,294	-	(5,163)	(6,154)	-	48,977
SLF/YML Income	175	-	-	-	-	175
YUF	9,795	185,357	(155,607)	(35,000)	-	4,545
DofE	195	-	(11)	-	-	184
Build Hope	36,860	48,184	(47,648)	-	-	37,396
Branches' funds	500,429	112,664	(110,476)	(20,000)	7,509	490,126
Keep On Keepin On	494	1,088	(144)	-	-	1,438
Bristol Development Project	-	-	(9,564)	20,000	-	10,436
	642,536	347,293	(338,097)	(35,000)	7,509	624,241
Total of funds	541,158	831,010	(746,112)	-	13,071	639,127

Matilda Alice Hubbard fund
Matilda Alice Hubbard left a property to the charity in her will specifically for the purpose of providing a training and holiday home/camp for the use of charity. Subsequent to her death in 1932, the charity purchased an adjacent property and land and two properties became known as "Holcot". The property was sold during the year ending 31 March 2002 and the proceeds relating to the original bequest were transferred into a specific restricted fund.

Irene Bosworth Friendship fund
The Irene Bosworth Friendship Fund is to support leadership and training.

DCLG Grant
This fund is to help open new groups, increase existing groups and recruit and equip new leaders in specific geographical locations.

DCLG Start Up Grants
This fund is available to local new groups being established via the DCLG work. Groups may apply for one grant up to a maximum of £4,500 to financially support the new group as it becomes established and self-sustaining.

SLF/YML Income
This fund is to help open new groups, increase existing groups and recruit and equip new leaders across the London area.

YUF
The YUF Stronger Foundations grant was awarded through the Uniformed Youth Fund provided by the Department for Digital, Culture Media and Sport, administered by Youth United Foundation. The grant was given in order to fund work of key staff in developing sustainability for GB moving forward. The initial tranche received in 2018 funded core posts to free up capacity to create a sustainability plan and work on redeveloping GB's new group process. Further tranches in 2019 continued to fund core work on implementing the plan, as well as funding new digital infrastructure in the form of a new website and database. Alongside this, further funding under the banner of Reach, enabled GB to grow new and existing groups.

DofE
The DofE Diamond Fund was launched by the Duke of Edinburgh's Award to celebrate its Diamond Anniversary. It aims to enable more disadvantaged young people to take part in the DofE Scheme. As a long-term licenced DofE partner, GB has been offering young people the opportunity to take part in the scheme for many years. This additional funding provided opportunities for more young people to take part through the funding of equipment and resource packs.

Build Hope
The Build Hope Project, funded through a Methodist Connexional Grant, aims to Build Hope for girls and young women, for the local church, and for GB. Through the project, GB aims to:

- Increase our engagement and partnership with local churches and extend the number of local groups that are delivered across England and Wales.
- Work with local churches to develop communities of 18-30s women looking to explore the Christian faith
- Help to increase the confidence of GB leaders and church members to share their faith at work, school and in the local community.
- Consult with local churches to enable them to 'look out from the Rooftop' to identify the needs of the local communities and develop strategies to engage with and share the love of God with those around them.

Branches' Funds
Branch funds are only available for use by the branches concerned and therefore are deemed to be restricted funds for the purposes of the financial statements.

Keep On Keepin On
Koko is a film and digital project for a target audience - teenage girls. It provides encouraging and constructive views on issues facing teenage girls, pointing them to support agencies on specific issues e.g. Self-Harm. The initiative also resources youth leaders, working alongside GBEW to release resources that accompany films, for use in youth groups.

Bristol Development Project
The Bristol Development Fund was set up by the Bristol District of Girls' Brigade England & Wales in fund a Development Worker to extend the outreach and mission of Girls' Brigade in the Bristol area by

- Setting up new groups and new expressions of mission
- Encouraging more people to become volunteers within GB's local community groups
- Increasing the number of children and young people who participate in GB's local community groups and activities across the Bristol area.

DCMS Covid 19 assistance grant
The DCMS Covid 19 grant was to mitigate the impact on GB nationally and locally. It enabled GB to produce resources to support online and blended delivery; revise training materials and offer online training to volunteers; support core cost to subsidise local group subscriptions.

Tesco grant
The Tesco grant was a contribution towards the design cost of the GB@Home resources which were an immediate response to engaging with young people in the first lockdown.

25. Summary of funds

Summary of funds - current year

	As restated Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2020 £
General funds	**14,886**	**447,035**	**(404,792)**	-	**(1,144)**	**55,985**
Restricted funds	**624,241**	**138,778**	**(137,711)**	-	**8,585**	**633,893**
	639,127	**585,813**	**(542,503)**	-	**7,441**	**689,878**

Summary of funds - prior year

	Balance at 1 January 2019 £	As restated Income £	Expenditure £	As restated Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 December 2019 £
General funds	(101,378)	483,717	(408,015)	35,000	5,562	14,886
Restricted funds	642,536	347,293	(338,097)	(35,000)	7,509	624,241
	541,158	831,010	(746,112)	-	13,071	639,127

26. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	5,451	-	**5,451**
Intangible fixed assets	26,250	-	**26,250**
Fixed asset investments	51,989	127,972	**179,961**
Current assets	232,855	505,921	**738,776**
Creditors due within one year	(166,487)	-	**(166,487)**
Creditors due in more than one year	(94,073)	-	**(94,073)**
Total	55,985	633,893	**689,878**

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	As restated Restricted funds 2019 £	As restated Total funds 2019 £
Tangible fixed assets	3,620	-	3,620
Intangible fixed assets	35,000	-	35,000
Fixed asset investments	55,133	159,387	214,520
Current assets	184,187	467,382	651,569
Creditors due within one year	(144,215)	(2,528)	(146,743)
Creditors due in more than one year	(118,839)	-	(118,839)
Total As restated	14,886	624,241	639,127

27. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2020 £	Group As restated 2019 £
Net income for the period (as per Statement of Financial Activities)	**50,751**	97,969
Adjustments for:		
Depreciation charges	**1,650**	1,485
Amortisation charges	**8,750**	-
(Gains)/losses on investments	**(7,441)**	(13,071)
Dividends and interests from investments	**(4,971)**	(5,532)
(Increase)/decrease in stocks	**5,176**	(874)
(Increase)/decrease in debtors	**(38,230)**	17,505
Increase/(decrease) in creditors	**18,816**	(21,868)
Pension deficit adjustments	**(23,838)**	(23,407)
Net cash provided by operating activities	**10,663**	52,207

28. Analysis of cash and cash equivalents

	Group 2020 £	Group 2019 £
Cash in hand	**635,965**	581,812
Total cash and cash equivalents	**635,965**	581,812

29. Analysis of changes in net debt

	At 1 January 2020	Cash flows	At 31 December 2020
	£	£	£
Cash at bank and in hand	581,812	54,153	635,965
Debt due within 1 year	(28,000)	(928)	(28,928)
	553,812	53,225	607,037

30. Pension commitments

Pensions Trust Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation of the Scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2019 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

30. Pension commitments (continued)

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 December 2020 (£s)	31 December 2019 (£s)	31 December 2018 (£s)
Present value of provision	123,001	147,476	169,903

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 December 2020 (£s)	**Period Ending** 31 December 2019 (£s)
Provision at start of period	147,476	169,903
Unwinding of the discount factor (interest expense)	1,496	2,715
Deficit contribution paid	(28,086)	(27,407)
Remeasurements - impact of any change in assumptions	2,115	2,265
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	123,001	147,476

30. Pension commitments (continued)

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 December 2020 (£s)	**Period Ending** 31 December 2019 (£s)
Interest expense	1,496	2,715
Remeasurements – impact of any change in assumptions	2,115	2,265
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 December 2020 % per annum	31 December 2019 % per annum	31 December 2018 % per annum
Rate of discount	0.27	1.13	1.75

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	**31 December 2020 (£s)**	**31 December 2019 (£s)**	**31 December 2018 (£s)**
Year 1	28,928	28,086	27,407
Year 2	29,796	28,928	28,086
Year 3	30,690	29,796	28,928
Year 4	31,611	30,690	29,796
Year 5	2,654	31,611	30,690
Year 6	-	2,654	31,611
Year 7	-	-	2,654
Year 8	-	-	-

30. *Pension commitments (continued)*

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

31. *Operating lease commitments*

At 31 December 2020 the Group and the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group	Group As restated	**Company**	Company As restated
	2020	2019	**2020**	2019
	£	£	**£**	£
Not later than 1 year	**62,238**	61,238	**62,238**	61,238
Later than 1 year and not later than 5 years	**100,469**	204,708	**100,469**	204,708
	162,707	265,946	**162,707**	265,946

32. Related party transactions

The charitable company owns 100% of its subsidiary GBEW Trading Limited. During the year, expenditure was recharged of £4,094 to the subsidiary company (2019: £30,310). At the year end amounts totalling £74,745 (2019: £89,499) are included in debtors owed to the parent charitable company. A provision has been made in the year of £18,848 in relation to the balance owed by GBEW Trading Limited, which is the portion of the balance which is deemed to be irrecoverable.

33. Held in Trust

	Guildry House Fund South Downs District Division
	£
At 1 January 2020	**7,994**
Net gains/(losses) on revaluation	-
At 31 December 2020	**7,994**