

BelEve UK

Charity No. 1176525

Company No. 07587692

Trustees' Report and Unaudited Accounts

30 April 2020

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Administrative Information

BelEve UK

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 07587692

Charity No. 1176525

Registered Office

The Albany
Douglas Way
London
SE8 4AG

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

J. Baker
E. Croall (appointed 4 December 2019)
S. Dube (appointed 4 November 2020)
F. FitzGibbon (appointed 23 June 2020)
M. Raymond
J. Tolmie
K. Campbell (resigned 1 April 2020)
A. Dale Henderson (resigned 1 October 2020)

Additional Directors'

C. Powell
M. Powell

Accountants

Angle Accountants
Airport House
Purley Way
Croydon, Surrey
CR0 0XZ



Report of the trustees for the year ended 30 April 2020

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2020. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for the UK and Republic of Ireland (FRS102).

Message from the chair of Trustees

2019-20 was the year of bridging the gap between aspirations and reality through Mentoring

This year there is much to be proud of with the focus being on *motivating, inspiring and engaging the next generation of future leaders*. BelEve equips girls with the support network, skills and confidence to make informed choices about their futures, with a key emphasis on mentoring, mental health and wellbeing to ensure that our community of girls are positively empowered with increased aspirations for the future.

2019 had many highlights, we launched our first Young Women's Leadership board consisting of 15 girls from diverse backgrounds. We took them away on a weekend retreat full of bonding and connecting through sisterhood. The young leadership board has been intrinsic in ensuring that BelEve stays current and are a driving force in shaping our charity. Supporting our Young Leaders in amplifying their voices on issues they are passionate about has been essential in BelEve developing an empowered set of future leaders.

We successfully launched our co-created Sexual Harassment campaign *It Is That Deep*, seeing over 6,000 views of the video the young women created on our launch date. The rollout of the Sexual Harassment workshops, to raise awareness and educate young women on the different forms of Sexual Harassment, has seen more than 100 girls trained.



We saw the continuation of some great Corporate Partnerships, resulting in the girls gaining some amazing experiences through our career insight days where we partnered with some industry leading corporates to give our girls an insight into their future career prospects and opportunities for work experience. Over 50 young people attended an exclusive screening at Warner Bros, giving girls a new experience filled with fun. The Feedback from partners and beneficiaries continues to demonstrate that we are positively contributing to girls' and young women becoming more confident, self-reliant individuals with enhanced wellbeing.

We started 2020 with the launch of our pathway to success mentoring programme matching 50 girls between the ages of 16-21 with 50 professional women providing 12 months mentoring supporting for the young women's next steps in Education or their Career.

In 2020, the Covid-19 pandemic impacted the world and has had a big impact on our beneficiaries and the way we work to support them. COVID-19 has added additional pressures on our small team operationally and financially.

However, we pivoted moving all our Face-to-face delivery to online delivery successfully to ensure that our excellent set of workshops and programmes were still accessible for girls and young women. As the many challenges including isolating effects of the pandemic continue to unfold, the work of this charity in connecting and empowering young girls/women has never been more important.

We as a team are exceptionally proud of the impact that we continue to have in the lives of girls and young women across London.





Achievements and overview

Since launching our first programme in 2013 our impact has seen us deliver over 2000 sessions, Reaching 5,695 beneficiaries. In the financial year May 2019- April 2020 we saw a 36% decrease in our income compared to year ended (YE) 2019 (ye 2020 £43k and YE 2019 £68k), however we continued to grow our beneficiary engagement and worked with 783 girls which is a 50% increase on the previous year (2019 486 girls).

The increase in beneficiary engagement was achieved by continuing to focus on our social engagement and connecting our girls and young women with inspirational role models through our career insight days and our mentoring programmes. We provided the girls and young women with tools to upskill and motivate them through corporate partnership work with no financial cost to the charity.

This resulted in:

++ Career opportunities:

- Girls and young women receiving internships/work placements
- Girls and young women being inspired and introduced to positive female role models
- Mentor relationships being formed

++ Confidence-building:

- Increased knowledge of leadership skills
- Enhanced confidence & self-belief
- Increased aspirations for the future

++ Community-building:

- A higher level of engagement with our 14–21-year-old beneficiaries
- Increased impact on mental health and wellbeing
- Peer mentors being formed
- Girls feeling part of a community which impacts the level if girls feeling isolated

Significant impact and activities

This year the biggest impact that was reported from the girls was the level of positive interaction that they had with positive role models, including their peers who inspired them and gave them hope for the future.

- 93% of the girls reported that they had engaged with a positive female role model which had helped them feel positive about their future
- 89% of the girls reported that they had formed healthier relationships with their peers which has contributed to healthier levels of wellbeing
- 97% of the girls reported that they had made at least 1 new friend through BelEve helping to reduce isolation.
- 94% of the girls said that they had increased in confidence & self-belief

The BelEve team have worked hard to develop a community of girls who share their lived experiences and inspire each other to raise their aspirations.



Core programmes

BEAM

Beautiful Empowered and Me (BEAM) is an empowerment programme that we deliver for 60 -90 minutes in schools, in youth settings, and online.

Participants explore issues affecting them and their peers i.e., peer pressure, friendship groups, body image and gender stereotypes.

The sessions include small group discussions, fun activities and personal reflection. All participants will be peer mentored within the sessions.

The programme is suitable for girls in academic years Year 4 – 8.

Number of girls impacted: 160 up 27% on the previous year

Impact: BEAM supports girls to form positive friendship groups, build self-confidence and empower girls to dream big.

It provides the key tools to enhance communication, interpersonal and coping skills, contributing to stronger resilience.

Parents have reported that the BEAM online sessions have increased levels of happiness amongst their daughters contributing to them wanting to engage in other out of school activities.

“The weekly online sessions have provided my daughter with a safe space to meet other girls her age. She has developed a newfound sense of confidence which has resulted in her speaking up more in class, it has also helped her with finding her voice amongst her friendship group which has been beautiful to watch” - BEAM Parent





Lead Her Ship – Peer mentoring programme

A 12-week programme focusing on

1. Building skills and confidence.
2. Improving health and well-being;
3. Building social networks for women and girls.

The girls participate in weekly 90-minute workshops where they gain resources and navigation tools to enhance leadership, self-confidence, develop a positive self-image, explore education, and career aspiration.

The workshops are broken into three streams:

1. Health and wellness
2. Creative expression
3. Skills development (leadership training, interview techniques, impact and influence and healthy relationships.)

This programme will create opportunities for the girls to become leaders within school and the wider community. Everyone will be empowered to discover their own power to become a leader in their life, whilst providing new opportunities and experiences to lead a holistic healthy life and support other girls to gain the same experiences.

Number of girls impacted: 240 up 9% on the previous year

Impact: Lead her ship peer mentoring programme accounted for 31% of our overall beneficiary engagement in 2019/20.

The continuous need to support our girls and young women in forming positive relationships, especially during the pandemic, has been crucial to their wellbeing and personal development.

BelEve ran another year of successful and well attended workshops that highlighted the need to provide girls from disadvantage backgrounds with the key tools as many of the girls and young women we work with have been negatively affected by an exam algorithm that based their potential on their financial situations and disadvantaged backgrounds, rather than their true skills and performance ability.

“Through providing peer support and structured activities which develop skills, capacities and capabilities BelEve have helped our girls to participate in fun and engaging workshops throughout the year that have enabled them to feel a part of society.

Many of our girls were disengaging with our services, however BelEve are great at meeting the girls where they are and building relationships, this has impacted in us seeing an increase in the number of girls attending our services “- Youth First Operations Director



Lead Her Ship – Career insight days

Lead Her Ship is an Early Careers initiative driven by partnerships. BelEve works alongside corporate organisations within London to develop bi-monthly Career Insight Days, to support their diversity and corporate responsibility agenda alongside giving young women aged 14-18 living in London, exposure to several career options, access to successful female role models and career advice, alongside creating internships and work experience opportunities

Number of girls impacted: 183 up 50% on the previous year

Impact: We ran 4 well attended career insight days with 4 corporate partners BMW- PR
Bloom- Marketing
Percy & Co -Architect/Property
day The Albany - Creative Day





Pathway 2 Success

This programme has been developed to change the narrative by connecting young women from the age of 16-21 with role models to change their story, increase their opportunities and improve their social-economic outcomes.

The programme will:

- Enhance self-esteem and self-confidence
- Improve interpersonal skills
- Develop core capabilities early
- Connect future talent to the world of work

Number of girls impacted: 50

Impact: 50 girls between the ages of 16-21 matched with 50 professional women providing 12 months mentoring supporting for the young women's next steps in Education or their Career.

"Having a mentor has been an amazing experience. It is really comforting to know I have someone to talk to about what is on my mind outside of my family and school environment.

My mentor not only helps me with making important life decisions like choosing which university I want to go to, but she also helps me with things outside of education. For example, my dream job is to have my own modest streetwear brand one day, and Ella helped me to slowly make that dream into reality by talking through with me the steps I should take to start and that I shouldn't be afraid to give things a go."

17 year old Pathway 2 success -Mentee





It is that deep – sexual harassment campaign

Prevention and awareness workshops for girls aged 12 -18 that create a safe space for us to highlight and educate our young women around the dangers of sexual harassment, grooming and violence to prevent the growing issue of female sexual harassment.

Number of girls impacted: 150

Impact: BelEve are now a significant part of the Violence against women and girl's strategy team and have had the opportunity to influence and feed into the borough-wide violence against women and girl's strategic plan.

As part of the campaign we:

- Filmed a short sexual awareness campaign video called “It is that deep”, that was designed and
- filmed by 30 volunteers and will be rolled out as the second phase of this project via social media.
- 10 of these volunteers had the opportunity to gain training from Porter Novelli, an advertising agency who partnered with us on editing and producing the final version of the campaign.
- We also hosted an event called “It is that deep” to finish of our 16 days of activism that we participated in during the month of December 2019 that saw 80 young people attend and take part in group discussions around the issues affecting them.
- Our volunteers organised a March in partnership with Lewisham VAWG team to stand up to gender-based violence and help eradicate sexual harassment amongst young people.
- The Sexual Harassment project has given BelEve an opportunity to develop and strengthen our knowledge of Violence against Girls and Women, which in turn has strengthened our offering. This has also amplified our voice in the girl's arena.





Testimonies from our beneficiaries

I like attending BEAM because there are lots of fun activities to do and you can also meet lots of people and make new friends.

You should attend BEAM because it will help you love yourself, have confidence, learn new things and play lots of fun games! You can also take part from anywhere in the world

I've learned how to make origami, to love myself and that everyone has something that their confident about.

10-year-old online BEAM girl from Ireland

I will be in my final year of A-levels, starting to apply for Universities or apprenticeships and figuring out more of a specific bracket of what I want to do within the media and communications industry. I will be filling in my UCAS forms and CVs, having this mentor opportunity has not only been good for experience and learning opportunities, it is also something that shows [on my CVs and UCAS], that I am proactive and interested in the industry of my future career- 16-Year-Old Mentee

I was a part of the winning team from the Media and Communications career insight day and connecting with all these people who are also interested in going into the same career I also want to get into is was interesting. It showed me that taking part in these opportunities is priceless and they provide such amazing information, so having more of a one-on-one experience has given me such a great boost and head start. This is unparalleled to anything I have ever done before and will hopefully [in 12 months' time] allow me to narrow down my future career path even more, meaning I can try and do more specific tasks that improve and hone my skills, that are more specific and are of greater use to me. - 17-Year-old Career Insight day attendee





Our Objectives and Activities

BelEve is grassroots, female-led charity with the mission of empowering girls and young women to become the next generation of leaders.

The objectives of the Charity are to advance in life and relieve needs of girls and young women between the ages of 8-18 by providing peer support and structured activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals, whilst taking control of their lives, working alongside Schools and the Community to engender Individual, Educational and Social change.

Our Vision

All girls and young women are empowered to become leaders of their world

Our Mission

To equip girls and young women, with the skills, support, and confidence to find their voice and make informed choices about their future.

Our social purpose

Our social purpose is to equip girls and young women from disadvantaged backgrounds with the right support, skills, and confidence to make informed choices about their future; improve their social and economic outcomes whilst taking control of their lives; working alongside Schools and the Community to engender Individual, Educational and Social change. In addition:

- Raise aspirations and leadership amongst girls and young women
- Increase self-belief and self-confidence
- Empower girls to embrace their uniqueness
- Create access to positive female role models
- Facilitate access to opportunities and experiences

Our focused objectives for 2019/20 were:

- To equip girls with the support network, skills and confidence to make informed choices about their futures
- To raise aspirations and improve social and economic outcomes
- To provide a platform for them to collaborate with their peers, become young leaders and create positive change
- To launch our mentoring programme

Our core activities include:

- Education and skills training
- Life-skills training
- Social and communication skills training
- Personal development training



- Peer-mentoring programmes
- Inspirational networking and awareness-raising events with positive female role models

Public Benefit

All our activities are undertaken to further our purposes for the public benefit and are overseen by the Trustees to ensure that this is the case. In producing their assessment of the benefit to the public provided by the charity, the Trustees confirm they have complied with the duty set out in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.

Financial review

During the year ended 30 April 2020 the Trustees and management continued to work on the charity's ability to increase the ongoing income streams in a challenging environment where opportunities for funding proved difficult to acquire. Significant efforts continued to be made by the management team, a huge achievement given the restrictions on funding available, to increase the presence of BelEve on social media and in the local community to increase its reach and ultimately the success of its fundraising activities.

During the year ended 30 April 2020, BelEve saw a drop in its income to £43,359, back to similar levels achieved in 2018, (2019 - £68,174). Whilst this was disappointing, especially due to the considerable efforts in sourcing funding opportunities and submitting bids, it has meant the Trustees and management team have undertaken a thorough review of its funding strategy and significantly changed its approach. This change in approach has seen a positive increase in funding for the current year to 30 April 2021.

Due to significant levels of funding achieved in the year ended 30 April 2019 the charity was able to invest in its core programmes and objectives for 2019-20. Total expenses for the year ended 30 April 2020 were £44,779 (2019 -£36,382) as seen in Note 3.

Overall, the charity had a net deficit in funds for the year ended 30 April 2020 of £ (1,420) (2019 – net surplus of £31,792). In a year where income dropped by 36%, this highlights the efforts made by the team to minimise costs effectively whilst continuing to deliver on the objectives. The reserves carried forward at 30 April 2020 amounted to Unrestricted funds of £11,551 (2019: £28,839) and Restricted funds of £23,026 (2019: £7,158).

In what has been a difficult year from a funding perspective, compounded of course by COVID-19 the management team have strived to continue to meet its aims, objectives and commitments to girls, young women, schools, and youth programmes.

Principal funding sources

- Grants
- Fundraising
- Donations
- Corporate sponsorship



Future plans

Plans for the future long-term impact we are aiming for:

- Girls who are actively engaged in their future.
- Girls who are confident in themselves.
- Girls who are resilient in navigating this complex world to get to their desired goals.
- Girls who have good emotional and mental wellbeing.
- Girls who can communicate effectively and are brave enough to exercise their voice.
- A network of girls and young women who encourage and support each other.

In 2020/21 our focus will be on:

- Building a fundraising calendar of events and opportunities to support our strategic plan.
- Continuing to secure statutory, community and corporate partnerships
- Exploring online programmes to enhance our current reach to increase impact in disadvantaged areas.
- Developing key ambassadors to help promote the BelEve brand.
- Ensuring sustainable organisation, that has the capability and resource to support growth and achieve our charity objectives.

Structure, Governance and Management

BelEve is a charitable company, limited by guarantee without share capital and governed by its, memorandum and articles of association. It is registered as a charity with the Charity Commission. Ultimate responsibility lies with the Board of Trustees who meet 6-7 times in the year to review the activities and financial position of the charity. All governance decisions are made by the Trustees. The day-to-day work of the charity is undertaken by the Directors who work closely with the Trustees.



Board of Trustees:

The Trustees (who are also the directors of the charity for the purpose of company law) who served during the year are as follows:

Antoinette Dale Henderson, Chair (resigned 1 October 2020)

Shruti Dube, Chair (appointed 4 November 2020)

Karen Campbell, Branding & Marketing Trustee (resigned 1 April 2020)

Fiona FitzGibbon, Branding & Marketing Trustee (appointed 23 June 2020)

Emma Croall, Fundraising Trustee (appointed 4 December 2019)

Jess Baker, Programmes Trustee

Michelle Raymond, HR Trustee

Jenny Tolmie, Finance Trustee

We would like to thank Antoinette Dale Henderson our previous appointed chair for her dedication to the charity over the past 3 years contributing in us having some fantastic corporate partners and Karen Campbell for helping BelEve to gain more visibility.

We welcome Shruti Dube as the new appointed chair who brings a wealth of knowledge in operations & strategy as she works with the team to bring us into the next phase of BelEve.

Board of Directors:

The Directors (who are also members of the management team) who served during the year are as follows:

Chyloe Powell

Marsha Powell

Members' liability

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 April 2020 was £6.

Policies adopted for the induction and training of Trustees

New Trustees are appointed based on the skills and experience that they can bring to the Board. The Board supports new Trustees through an induction process in which new Trustees are made aware of their responsibilities as individual Trustees and their joint responsibilities as members of the Board. The Board follows the Charity Commission's guidance in setting out these responsibilities.

Risk management

The Trustees recognise that the main risk to the charity is a shortfall in funding available to the organisation. To mitigate such risk the management team, look to identify and apply for as many relevant grants available to the organisation. The Trustees will continue to carry out an analysis of the risks faced by the organisation and safeguards in place to mitigate against such risks.



Reserve's policy

The trustees have examined the charity's requirements in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds held by the charity should cover up to 6 months operating costs including staff salaries. The Trustees are pleased to report that the present level of reserves is adequate to cover anticipated operating costs following a number of cost saving measures that have been put into place during the financial year as well as the increase in funding income.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also the directors of the charity for the purpose of company law) are responsible for preparing the Trustees' report and 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 charitable company and of the incoming resources and resources expended for that period.

In preparing these financial statements, the Trustees are required to: -

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

Approval

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This report was approved by the Trustees on

and signed on their behalf by:

.....

Shruti Dube

(Chair of Trustees)

Independent Examiners Report

Independent Examiner's Report to the trustees of BelEve UK

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2020 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also 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 your charity's accounts as 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

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

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Cavelle Batchelor

FMAAT HND

Angle Accountants
Airport House
Purley Way
Croydon, Surrey
CR0 0XZ

18th February 2021

Statement of Financial Activities incorporating Income and Expenditure
Year ended 30 April 2020

		Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Total Funds 2019
	Notes	£	£	£	£
Income and endowments from:					
Grants and Contracts		10,655	28,720	39,375	68,054
Donations		2,454	500	2,954	120
Other Income		1,030	-	1,030	-
Total		14,139	29,220	43,359	68,174
Expenditure on:					
Expenditure on charitable activities	3	29,529	13,352	42,881	34,779
Support and governance cost	3	1,898		1,898	1,603
Total		31,427	13,352	44,779	36,382
Net gains on investments		-	-	-	-
Net (expenditure)/income		(17,288)	15,868	(1,420)	31,792
Transfers between funds				-	-
Net movement in funds		(17,288)	15,868	(1,420)	31,792
Reconciliation of funds:					
Total funds brought forward		28,839	7,158	35,997	4,205
Total funds carried forward		11,551	23,026	34,577	35,997

Balance Sheet at 30 April 2020

Company No. 07587692

	Notes	2020 £	2019 £
Current assets			
Cash at bank and in hand		<u>34,795</u>	<u>38,130</u>
		34,795	38,130
Creditors: Amount falling due within one year	5	<u>(218)</u>	<u>(2,133)</u>
Net current assets		34,577	35,997
Total assets less current liabilities		<u>34,577</u>	<u>35,997</u>
Net assets excluding pension asset or liability		<u>34,577</u>	<u>35,997</u>
Total net assets		<u>34,577</u>	<u>35,997</u>
The funds of the charity			
Restricted funds	6		
Restricted income funds		<u>23,026</u>	<u>7,158</u>
		23,026	7,158
Unrestricted funds	6		
General funds		<u>11,551</u>	<u>28,839</u>
		11,551	28,839
Reserves	6		
Total funds		<u>34,577</u>	<u>35,997</u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 30 April 2020 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on

And signed on its behalf by:

S. Dube
Trustee

Notes to the Accounts for the year ended 30 April 2020

1. Accounting policies

Basis of preparation

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

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Restricted funds These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of Income Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related Expenditure Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and Legacies Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities where These are only included in income (with an equivalent amount in expenditure) the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help The value of any volunteer help received is not included in the accounts.
Investment income This is included in the accounts when receivable.

Notes to the Accounts for the year ended 30 April 2020

Expenditure

Recognition of Expenditure Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds These comprise the costs associated with attracting voluntary income, and fundraising.

Expenditure on charitable activities These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure These are support costs not allocated to a particular activity.

Taxation

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

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Notes to the Accounts for the year ended 30 April 2020

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2. Company status

The company is a private company limited by guarantee and consequently does not have share capital.

Notes to the Accounts for the year ended 30 April 2020

3. Other expenditure

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Expenditure on:				
Charitable Activities				
Events		23	23	44
Advertising and Branding	748	487	1,235	88
Volunteers Expenses	1,644	326	1,970	192
Workshop Cost	1,870	286	2,156	702
Salaries/wages	2,796	4,570	7,366	10,247
Directors' remuneration	13,686	5,779	19,465	15,043
Staff entertainment	300		300	194
Staff training	1,803	300	2,103	81
Temporary staff	787		787	963
Motor and Travel Costs				
Fares	240	-	240	104
Rent	216	72	288	2,832
General insurances	898		898	994
DBS	832		832	135
Refreshment	651		651	312
Software, IT support and related costs	1,447	835	2,282	1,764
Stationery and printing	188	56	244	122
Subscriptions	158		158	504
Sundry expenses	888	590	1,478	208
Telephone, fax and broadband	377	28	405	250
	29,529	13,352	42,881	34,779
Support and governance cost				
Accountancy and bookkeeping	1,898		1,898	1,603
	1,898	-	1,898	1,603
Total charitable expenditure	31,427	13,352	44,779	36,382

4. Staff costs

Salaries and wages	26,831	25,290
	<u>26,831</u>	<u>25,290</u>

No employee received emoluments in excess of £60,000.

Notes to the Accounts for the year ended 30 April 2020

Note 4 continued

The average monthly number of full time equivalent employees during the year was as follows:

2020 Number	2019 Number
<u>3</u>	<u>3</u>
<u>3</u>	<u>3</u>

5. Creditors:

Amounts falling due within one year

	2020 £	2019 £
Other taxes and social security	(2,299)	118
Loans from directors	380	1,015
Other creditors	<u>2,137</u>	<u>1,000</u>
	<u>218</u>	<u>2,133</u>

6. Movement in funds

	At 1 May 2019 £	Incoming resources £	Resources expended £	At 30 April 2020 £
Restricted funds:				
Restricted income funds:				
Lottery		10,000	(5,185)	4,815
National Lottery Awards	7,158		(5,896)	1,262
Children in Need	-	9,240	(158)	9,082
London Community Trust	-	9,980	(2,113)	7,867
Total Restricted Funds	<u>7,158</u>	<u>29,220</u>	<u>(13,352)</u>	<u>23,026</u>
Unrestricted funds:				
General funds	28,839	14,139	(31,427)	11,551
Total Unrestricted Funds	<u>28,839</u>	<u>14,139</u>	<u>(31,427)</u>	<u>11,551</u>
Total funds	<u>35,997</u>	<u>43,359</u>	<u>(44,779)</u>	<u>34,577</u>

Comparative movements in funds

	At 1 May 2018 £	Incoming resources £	Resources expended £	At 30 April 2019 £
Restricted funds		15,000	7,842	7,158
Unrestricted funds	4,205	53,174	28,540	28,839
	<u>4,205</u>	<u>68,174</u>	<u>36,382</u>	<u>35,997</u>

Notes to the Accounts for the year ended 30 April 2020

Purposes and restrictions in relation to the funds:

Restricted funds:

Lottery	Pathway 2 success mentoring programme
National Lottery Award (Beam Online project)	This fund is to pilot an online personal development programme for girls 8-12. the programme focuses on building girls confidence and self-esteem.
Children in Need	Peer mentoring workshops to train peer mentors and facilitate weekly peer mentoring sessions
London Community Trust	Lead Her Ship Confidence & Wellness peer mentoring programme

7. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	11,769	23,026	34,795
Current liabilities	(218)		(218)
Net current assets	11,551	23,026	34,577

8. Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.