

2021



BELVE UK

CHARITY NO. 1176525
COMPANY NO. 07587692

Trustees' Report and Unaudited Accounts
30 April 2021

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ADMINISTRATIVE INFORMATION

BelEve UK

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 07587692
Charity No. 1176525

Registered Office

My Office Club
Tower House
71 Lewisham High Street London
SE13 5JX

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:

S. Dube – Chair of Trustees' Board (appointed 4th November 2020)

J. Baker

E. Croall (resigned 24th April 2021)

F. Fitzgibbon (appointed 23rd June 2020)

M. Raymond

J. Tolmie

A. Dale Henderson (resigned 1st 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 2021

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 2021. 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).

BelEve "Building an Inclusive world for Girls and Young Women - Inspiring The Next Generation of Female Leaders"

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

"It's important for us to give every girl who engages with BelEve a sense of sisterhood and community. Our mission is for every girl to know that her potential is limitless"
- Marsha, Chyloe & Rochelle



The objectives

Of the Charity are to advance the life and relieve needs of girls and young women between the ages of 8-21. BelEve provides a supportive network to girls and young women, creating programmes, event opportunities and online experiences for young women who might not otherwise have access to great opportunities or be aware of services. BelEve connects with the beneficiaries through online and offline content. It is a movement.

The Charity provides 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. We work alongside Schools and the Community to engender Individual, Educational and Social change.

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 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.

Message from the chair of Trustees

2020-21 The year of doubling up...

What a transformational year 2020/21 has been! This was a period riddled with ever-changing external dynamics in response to the global COVID-19 pandemic, which has hit the charity sector particularly hard. This was also a time when we saw the protagonist "can-do" mindset of the BelEve team shine through all the agile adaptations we successfully executed. The impact this team has driven in the lives of girls and young women was the biggest motivation for me to jump onboard. In my first year as BelEve's Chair of trustees, I am so proud of what we have achieved, with some big wins and launch of great initiatives:

- We saw an opportunity through the pandemic to widen our impact across the country, increase our offering and transition 90% of our workshops online. We focused on building capacity and strengthening the offering of BelEve during this challenging year. This has been made possible through the tenacity of the team and our volunteers. We are on track to have delivered our programmes to 1000 girls/young women (compared to 783 in 2019/20)
- We continued strengthening our ethos of mentorship matching 100 girls with mentors. I am grateful to BelEve mentors for their dedication and resilience in offering virtual mentorship and being the sounding board, many young women needed.
- For the first time in 9 years, we have doubled our projected financial target, with a robust fundraising strategy. We are thankful to the funders and donors who believed in the impact we drive to the lives of girls and young women
- As the world moves to hybrid working, we have tailored our offering to be a combination of virtual and in- person sessions. Utilising the structured approach towards goal-setting and execution planning the team has developed this year, BelEve is excited to amplify its impact even further going into 2022 through its strong leadership team, wider operations and delivery team, mentors and volunteers.

Shruti Dube Chair of Trustees

ACHIEVEMENTS AND OVERVIEW

Bringing the Girls to the heart of everything we do.

Ten years on, BelEve still continues to put Girls' and Young Women and keeping them safe at the heart of everything we do. **We continue to inspire, support, and educate Girls' and Young Women, equipping them with confidence, exceptional lifelong skills and experiences to enhance their life chances and career prospects.**

In 200/21 we focused on three priorities from our Doubling Up Strategy: **creating a safe, engaging, and inclusive space for all Girls, doubling up our impact, by working and connecting with over 1000 girls, offering mentoring and enriching programmes.** This year has continued to be challenging for our beneficiaries' being disaffected in multiple ways, the cancellation of exams and work experience causing huge anxiety. They were unable to go to school for months, increasing their isolation and making learning difficult.

The pandemic challenged our small team from both a capacity and financial perspective; however, we have proved that the strength of our team is not about numbers but about the dedication to continuing to **deliver sisterhood and community, amplify the girls' voices on issues that they are passionate about and connect our Girls and Young Women to amazing role model.** Our innovative community of Young Leaders and volunteers worked collaboratively with us to meet the demands on our service, **launching new initiatives and implementing a new fun and interactive virtual delivery model.** With the challenges came advantages, which led to positive impacts on our beneficiaries, as moving to a virtual offering removed the barriers of location, isolation and fundamentally widened the demographic of females we impacted and supported through the transition to the new normal. We kept focused on our mission and keeping girls' and young women safe online and offline has been a key priority.

ACHIEVEMENTS AND OVERVIEW

2020/21 was our best financial year. Many organisations experienced cuts to their services, however as a small female led Charity, we were able to leverage the emergency COVID funding and developed a robust fundraising strategy to overachieve our £100K target, whilst reaching over 1000 beneficiaries, which was a 28% increase on the previous year (783 girls). The increase in beneficiary engagement was achieved by moving our services online and having a focused approach on creating a space where girls could connect on a weekly basis and still feel part of a community whilst dealing with isolation and mental health as a result of the pandemic.

We extend a huge thank you to our funders; The National Lottery, Children in Need, City Bridge Trust (City of London corporation), The Fore, Rosa, The London community Trust. We are extremely grateful to our corporate partners Youth First, Finecast, Bloom and TikTok who have continued to support us and enabled us to consistently deliver a quality service to our beneficiaries. Most importantly we thank all our mentors who went over and above to support their mentees and keep them motivated and safe in the challenging times.

BUILDING A SISTERHOOD & COMMUNITY

Over the last 12 months, BelEve worked diligently with its young leadership board to develop an engagement strategy that is driven by a focus to meet each girl where she is at. The strategy has increased the engagement of our 16-21 old beneficiaries, with a increase in the number of girls engaging with us on and offline. The adapted model enabled the charity to continue to be responsive to the girl's multitude of needs and issues. In the time of uncertainty, the charity addressed intersectionality as there was an increase in girls who would not ordinarily access services or seek support. The essence of sisterhood has enabled peer to peer support and strengthened the BelEve community, giving girls and young women a sense of belonging and a safe space to be. Pivoting quickly to ensure that the online offerings were needs-led and incorporated a social element to combat the isolation issues the beneficiaries were facing. We delivered an online 4-week summer programme for 8-11-year-olds and delivered 25 virtual workshops in partnership with Youth First, Bloom, TiKTok, LinkedIn and Adobe alongside Fireside chats with a number of influencers.



BEAM

Number of girls impacted = 377

Our BEAM programme assisted with ensuring that year 4-6 children were equipped to transition to the next phase of their schooling life as an effect of the pandemic.

Our online programme focused on healthy relationships, aimed at helping build confidence in the girls through exploring issues that affect them and their peers i.e., Peer pressure, friendship groups, body image, gender stereotypes and much more.

The girls were provided with a weekly safe space that they could come and feel a part of a group.

The Key outcomes were that the girls came away confident, responsible, active, and engaged.

It was also highlighted from the parents that the workshops have been a pivotal part in their daughter's growth and development and that the workshops have given them the extra support they need.

"Today, I have learned that I can be a superhero by being me, all that matters is that I love being Who I am because that is all anyone cares about. It made me feel amazing and grateful to be who I am today, and it also boosts my confidence about being a black girl. The best thing about me is that nobody else is me."

- Zara aged 9

"Thank you and your team for your work with Zara. I have watched her grow into herself this past year."

- Beam Parent



AMPLIFYING HER VOICE SEXUAL HARASSMENT – IT IS THAT DEEP CAMPAIGN

Number of girls impacted = 90

Making a real difference on issues that our Girls care about remains pivotal in championing out It Is That Deep campaign. Sexual Harassment is high on the political and educational agenda with the high profile of the Sarah Everard murder and the OFSTED review of sexual abuse in schools and colleges. Making sure Girls and Young Women gain an in-depth understanding and the necessary tools to combat the normalised behaviour of sexual harassment, we have partnered with What's The Debate over the last two years to deliver quality workshops and a robust ambassadors programme that is centered around peer-to-peer safeguarding.

This year we have impacted 90 Girl1s and Young Women through our IT IS That Deep workshops, delivered in schools and online and implemented an ambassadors programme to influence the step change needed amongst young people pertaining to healthy relationships and sexual harassment.



AMPLIFYING HER VOICE SEXUAL HARASSMENT – IT IS THAT DEEP CAMPAIGN

"Bel Eve are amazing. They are full of energy and a relentless drive to bring out the best in girls and to ensure that they are confident, resilient young women. Bel Eve

held a series of "It's that deep" workshops with our Year 7 to 9 pupils, focusing on key areas of Healthy relationships. The staff and students were incredible positive about the workshops and have learnt so much which will help them in the future. We are so pleased that we are now building in these workshops as part of our PSHE curriculum. In addition, Bel Eve recently helped us with a very challenging situation with some older students, providing mediation, staff support and one-to-one mentoring, in the area of healthy relationships and boundaries, with a particular focus on social media and conflict-resolution.

I am so lucky that someone recommended BelEve to me and am very happy to recommend them to you, as I know that any work, they do with your school will be of enormous benefit to you and your students."

- Head Teacher at Sutton high girls' school

BELVE IN HER SUCCESS

Number of girls impacted = 100

BelEve strives to give girls opportunities and experiences that enable a support network, raise their aspirations, and give them the tools to make informed choices about their futures. Everything BelEve does is underpinned by mentoring, to increase all the girl's possibilities, life chances, and career prospects. Our mentoring programme has successfully matched 100 girls with a positive role model and delivered 6 skills development workshops.

The need to move the initiative online during the pandemic did not alter to output or impact it made on the mentees. Giving the young women a support network to navigate some of the personal challenges around education, isolation, mental health, and lockdown itself has been crucial in them achieving their potential and managing their next steps.

"I cannot explain my gratitude towards BelEve for setting up this amazing programme. I believe every girl should have a mentor who supports her in whatever goals she may have. It is so important to have someone with prior knowledge and wisdom who is there to solely aid you in your journey to success. And my mentor, Paula Perry, is doing exactly this. She took into account my dreams and aspirations and started to already help them come true."

- Racheal Mentee



LEAD HER SHIP PEER MENTORING PROGRAMME

Number of girls impacted = 310

Throughout the year we had 310 girls and young women participate in the peer mentoring programme.

60 of the girls were matched with a peer mentor based on their interest and engaged in 1:1 check in fortnightly; this was to ensure that the girls were given appropriate time to build positive relationships with each other enabling the peer mentor to demonstrate their lived experience and how you can progress in life no matter your starting point. In our group discussions the girls addressed the following topics of isolation, low self-esteem, confidence, peer pressure, wellbeing and doing well in education and how it could affect their futures.

Covid 19 highlighted the need for the girls to be given tools to help with their emotional wellbeing alongside building a community of positive role models and peers.

Our original plan was to facilitate one peer mentoring session per week, however due to the covid-19 pandemic and consulting our young leadership team we identified that the girls needed more support, so as a team we agreed to increase the output time.

Through this project, it was particularly important that the girls felt positively empowered so once a month we hosted a live podcast "Fire side chats" via our IG live where inspirational women not just from Lewisham, but from the wider BelEve community shared stories of their pathway 2 success and how they overcame hurdles along their journey.

LEAD HER SHIP PEER MENTORING PROGRAMME

"I have been a part of the peer mentoring programme for 12 months and have been presented with so many opportunities. It has given an amazing insight into what can be achieved with the correct guidance, in ways which I never knew I would be available to me.

Peer mentoring provides so many young girls with the support and ideas they need to succeed, not only in education but in everything we do.

I've loved having a peer mentor and being a part of the BelEve community, I have had so many amazing experiences and gained new skills that will help me to succeed in my future careers and everyday life.

The message that is promoted through the BelEve needs to be shared and I think that it is something that we all need to live by. I already feel that I'm an ambassador for this charity, as I fully support the ideals that they promote, and constantly rave about what they are doing."

- 15-year-old peer mentee.



LEAD HER SHIP – CAREER INSIGHT DAYS

Number of girls impacted = 123

This year we partnered with The Albany, Warner brothers, Bloom and TikTok to provide the girls with another year of great opportunities to give them exposure to several career options, access to successful female role models and career advice, alongside creating internships and work experience opportunities

With the impact of covid, many of our beneficiaries were affected by the absence of public exams last summer, causing huge anxiety. They were unable to go to school for months, increasing their isolation and making learning difficult. Our Career insight days provided a platform of reassurance, enabling the girls to learn new skills and understand the different options after education.

"By attending the career insight day with Bloom and gaining work experience it has helped me a lot. I have gained more confidence and more knowledge when it comes to business. The career insight day and work experience allowed me to develop my knowledge and understanding of businesses and how important the different aspects are. To any girl thinking of attending a BelEve Career insight day, I would say go for it. To begin with I was really nervous, as I came to the workshop by myself, I was worried that I wasn't going to be able to merge in with the group. However, I was completely wrong. Every girl was so friendly, and everyone worked together. That day I made friends who I still talk to."

- Beneficiary



SIGNIFICANT IMPACT AND ACTIVITIES

Over the course of 2021 we have worked to improve the way that we collect and report our impact. This has been motivated by the need to strengthen the evidence base reporting surrounding our core offering, as well as working around the logistical issues raised by the need to work with our girls remotely. With this in mind we have developed a new evaluation strategy for the next two years (to 2023). This outlines the approach we'll take to measuring impact and effectiveness, both remotely, and when possible, face-to-face. The strategy has already guided the development of the leadership measures we'll benchmark our progress against this year and next, and through these, the data collection tools we now have in place for the five leadership programmes.

We're very conscious of the impact of the pandemic, and the stress it has caused. Our girls and young women have had a lot to deal with. Importantly, over the course of the pandemic they have voiced that they were feeling very anxious and worried about lockdown and not being able to engage with their friends. We have taken this into account in the way we explore impact - for instance, by exploring the potential for young women to act as Peer Evaluators. This anxiety has also fed into the development of BelEve's evaluation ethics policy, and its focus on gender-focussed, and participatory evaluation methods.

SIGNIFICANT IMPACT AND ACTIVITIES

Through adapting our offerings, this year the biggest impact we had as a charity was through our online peer mentoring and mentoring programmes. The girls and young women reported that they felt supported, inspired, and heard by the women throughout our charity, even with the challenges of the pandemic.

- 90% of the girls aged 16-21 reported that having a mentor has supported them with their next stage of education or career and life.
- 96% of girls aged 8-14 reported that being a part of BelEve has helped them gain new friends, manage their feelings, and gained more confidence, as anxiety and isolation, was an area of concern amid the pandemic
- 89% of the girls have reported that the online workshops have helped them to feel connected to their peers, increasing their mental wellbeing as they felt a part of a community.
- 94% of parents asked reported that their daughter had gained more tools to deal with challenges and had improved resilience

SIGNIFICANT IMPACT AND ACTIVITIES

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. We will build on this over the coming year, and beyond, to strengthen our impact reporting.

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 significantly reduces the number of girls feeling isolated

TESTIMONIES FROM OUR BENEFICIARIES

"Mentoring has benefited me as it has allowed me to ask any questions I may have about the corporate world. It has helped me be accountable for the tasks I had set myself through my gap year and transition to my junior/ Trainee data engineer intensive Bootcamp then employee role (from A- Levels, not Uni).

I have learnt in the last 6 months that you should take everything you see online with a pinch of salt even if is a person's true reality they may be omitting large pieces of information that have got them there and finally to constantly set reminders to follow up on emails and opportunities as you never know even in pandemic situations may change.

I would encourage young women to have a mentor as it allows you to proactively ask questions that can give you insights to your future and how you want to mould it as where you're going your mentor has already been. I would encourage girls to also be open to mentors from different sectors as my mentor is in HR and that was useful in understanding office politics and navigating the workspace or running experiences of people in the workplace, I heard through podcasts by her and hearing her perspective.

Thanks to BelEve it has been a real delight, COVID made it easier. Our first meet up was in a Pret by London bridge and it wasn't the easiest to get to so virtual meet ups monthly were much better!"

- Nicole Mentee



Our focused objectives for 2020/21 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 2021 the Trustees and management team continued to work on the charity's ability to increase the ongoing income streams in a challenging environment made even harder with the impacts of COVID. Significant efforts continued to be made by the management team to source suitable funding opportunities, 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 2021, BelEve achieved an amazing increase in Income of £146,842 (from £43,359 in 2020 to £190,201 in 2021) clearly highlighting the success of the change in funding strategy implemented at the start of the year.

The charity has been able to continue to invest in its core programmes and objectives for 2020-21 as well as adapt the charity's offerings in light of COVID - 19 Pandemic and the impact on the beneficiaries. Total expenses for the year ended 30 April 2021 were £96,765 (2020 - £44,779) as seen in Note 3.

Overall, the charity had a net surplus in funds for the year ended 30 April 2021 of £93,436 (2020 - net deficit of £(1,420)). This highlights the fantastic efforts made by the team during the year. The reserves carried forward at 30 April 2021 amounted to Unrestricted funds of £81,388 (2020: £11,551) and Restricted funds of £46,628 (2020: £23,026).

In what has undoubtedly been a challenging year 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 included:

- Grants
- Fundraising
- Donations
- Corporate sponsorship

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Principal funding sources included:

- Grants
- Fundraising
- Donations
- Corporate sponsorship

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.

FINANCIAL REVIEW

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

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 1/11/2022 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 2021 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 EXAMINERS REPORT

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 (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.

Cavelle H. Batchelor
HND FMAAT

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

STATEMENT OF FINANCIAL ACTIVITIES

incorporating Income and Expenditure Year ended
30 April 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income and endowments from:					
Grants and Contracts		6,000	113,632	119,632	39,375
Donations		14,386	-	14,386	2,954
Other trading activities		1,733	-	1,733	
Other Income		54,450	-	54,450	1,030
Total		76,569	113,632	190,201	43,359
Expenditure on:					
Expenditure on charitable activities	3	5,022	85,193	90,215	42,881
Support and governance cost	3	1,710	4,840	6,550	1,898
Total		6,732	90,033	96,765	44,779
Net gains on investments		-	-	-	-
Net (expenditure)/income		69,837	23,599	93,436	(1,420)
Transfers between funds		(211)	211	-	-
Net movement in funds		69,626	23,810	93,436	(1,420)
Reconciliation of funds:					
Total funds brought forward		11,551	23,026	34,577	35,997
Total funds carried forward		81,177	46,836	128,013	34,577

BALANCE SHEET AT 30 APRIL 2021

Company No. 07587692

	Notes	2021 £	2020 £
Current assets			
Cash at bank and in hand		130,085	34,795
		<u>130,085</u>	<u>34,795</u>
Creditors: Amount falling due within one year	5	(2,072)	(218)
Net current assets		<u>128,013</u>	<u>34,577</u>
Total assets less current liabilities		<u>128,013</u>	<u>34,577</u>
Net assets excluding pension asset or liability		<u>128,013</u>	<u>34,577</u>
Total net assets		<u>128,013</u>	<u>34,577</u>
The funds of the charity			
Restricted funds	6		
Restricted income funds		46,836	23,026
		<u>46,836</u>	<u>23,026</u>
Unrestricted funds	6		
General funds		81,177	11,551
		<u>81,177</u>	<u>11,551</u>
Reserves	6		
Total funds		<u>128,013</u>	<u>34,577</u>

BALANCE SHEET AT 30 APRIL 2021

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 2021 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 1/11/2022 and signed on its behalf by:

.....

Shruti Dube
Chair of Trustees'

Notes to the Accounts for the year ended 30 April 2021

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 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	These are only included in income (with an equivalent amount in expenditure) the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteers help investment income	The value of any volunteer help received is not included in the accounts. This is included in the accounts when receivable.

Notes to the Accounts for the year ended 30 April 2021

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 2021

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.

Notes to the Accounts for the year ended 30 April 2021

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 2021

3. Other expenditure

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Expenditure on:				
Charitable Activities				
Events	30	-	30	23
Advertising and Branding	96	2,428	2,524	1,235
Volunteers Expenses	-	2,618	2,618	1,970
Workshop Cost	554	8,863	9,417	2,156
Salaries/wages	-	25,959	25,959	7,366
Directors' remuneration	53	34,124	34,177	19,465
Pension costs	759	-	759	-
Staff entertainment	324	-	324	300
Staff training	-	3,122	3,122	2,103
Temporary staff	-	-	-	787
Motor and Travel Costs -Fares	13	15	28	240
Rent	-	288	288	288
Equipment Expensed	564	-	564	-
General insurances	517	783	1,300	898
DBS	4	1,541	1,545	832
Refreshment	198	915	1,113	651
Postage and couriers	146	397	543	-
Software, IT support and related costs	769	3,220	3,989	2,282
Stationery and printing	8	108	116	244
Subscriptions	-	174	174	158
Sundry expenses	867	159	1,026	1,478
Telephone, fax and broadband	120	479	599	405
	5,022	85,193	90,215	42,881
Support and governance cost				
Accountancy and bookkeeping	1,710	220	1,930	1,898
Consultancy fees	-	4,620	4,620	-
	1,710	4,840	6,550	1,898
Total charitable expenditure	6,732	90,033	96,765	44,779

Notes to the Accounts for the year ended 30 April 2021

4. Staff costs

Salaries and wages	60,136	26,831
Pension Cost	759	
	<u>60,895</u>	<u>26,831</u>

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

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

2021	2020
Number	Number
<u>4</u>	<u>3</u>
4	3

5. Creditors:

Amounts falling due within one year

	2021	2020
	£	£
Other taxes and social security	39	(2,299)
Loans from directors		380
Contribution scheme liability	533	
Other creditors	<u>1,500</u>	<u>2,137</u>
	<u>2,072</u>	<u>218</u>

Notes to the Accounts for the year ended 30 April 2021

6. Movement in funds

	At 1 May 2020 £	Incoming resources £	Resources expended £	At 30 April 2021 £
Restricted funds:				
Restricted income funds:				
Lottery	4,815	-	(3,383)	1,432
National Lottery Awards (Beam)	1,262	-		1,262
National Lottery Awards (BelEve in her success)		33,750	(30,466)	3,284
Children in Need	9,082	9,480	(8,269)	10,293
London Community Trust - I Will Fund	7,867	-	(7,529)	338
The Fore - Covid Funding	-	5,000	(5,029)	(29)
Transfer from general funds	-	-	29	29
City of London Corporation	-	10,287	(10,378)	(91)
Transfer from general funds	-	-	91	91
London Community Trust - DCT	-	20,000	(14,928)	5,072
Rosa Funding - Core Staffing Cost	-	9,960	(10,051)	(91)
Transfer from general funds	-	-	91	91
The London Community Trust - Mopac				
VAWG funding	-	17,155	-	17,155
Rosa Funding - Covid 19 response	-	8,000	-	8,000
Total Restricted Funds	23,026	113,632	(89,822)	46,836
Unrestricted funds:				
General funds	11,551	76,569	(6,732)	81,388
Transfer to The Fore- Covid Funding	-	-	(29)	(29)
Transfer to City of London Corporation	-	-	(91)	(91)
Transfer to Rosa Funding - Core Staffing Cost	-	-	(91)	(91)
Total Unrestricted Funds	11,551	76,569	(6,943)	81,177
Total funds	34,577	190,201	(96,765)	128,013
Comparative movements in funds				
	At 1 May 2019 £	Incoming resources £	Resources expended £	At 30 April 2020 £
Restricted funds	7,158	29,220	13,352	23,026
Unrestricted funds	28,839	14,139	31,427	11,551
	35,997	43,359	44,779	34,577

Notes to the Accounts for the year ended 30 April 2021

Purposes and restrictions in relation to the funds: Restricted funds:

Lottery	Pathway to success mentoring
National Lottery	BEAM empowerment workshops
National lottery community fund BelEve In Her Success	Virtual mentoring hub
Children in Need	Peer mentoring workshops to train peer mentors and facilitate weekly peer mentoring sessions
London Community Trust - I will fund	Lead Her Ship Confidence & wellbeing peer mentoring programme
The Fore	Covid Funding
City of London corporation	Covid funding to assist moving our services virtually
The London Community Trust - DCT	BelEve Programmes – Core funding for an outreach worker
The London Community Trust - Mopac	It is that deep sexual awareness project
ROSA Funding Lead her ship programme	Core funding for programme facilitators

Notes to the Accounts for the year ended 30 April 2021

7. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	48,908	81,177	130,085
Current liabilities	(2,072)		(2,072)
Net current assets	46,836	81,177	128,013

8. Controlling party

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