



TRUSTEES ANNUAL REPORT

For the period from
1 January 2020 to 31 December 2020

Charity Registration Number: 1167178

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EXECUTIVE SUMMARY

The Kids Network has had a remarkable 2020 despite operating in the face of huge challenges and uncertainty stemming from the COVID-19 pandemic. The impact from our work is clear - having a role model outside the family home has a transformative impact on a child's wellbeing, confidence, and experiences. Under the strict social restrictions and stay home orders, our work was needed more than ever and especially for children who faced extremely difficult circumstances.

Our mentorship model has proven successful and in 2020 we worked to refine this. Responding to the pandemic, we launched an innovative partnership with Brightside to quickly pivot to digital mentoring so that our work could continue in a safe way.

We also launched a bespoke lockdown four month digital project in response to the pandemic, and expanded our flagship programme to Hammersmith and Fulham. In total delivered 4049 hours of quality one-to-one mentorship for vulnerable little Londoners.

Funders also recognised the need for and impact of our work. In 2020, we raised over £100k more than our targeted income to expand our reach and delivery. We also took responsible cost control measures, ensuring the financial resilience of The Kids Network and that we continued to deliver strong value for money for our impact outcomes.

London continues to be a place of opportunities for many and huge challenges for some. While the UK is the seventh richest country by GDP, it ranks highly on inequality and this has huge consequences for children from disadvantaged backgrounds. The Black, Asian, and Minority Ethnic communities have faced disproportionate risk and harm from COVID-19, and in the light of the #BLM movement we know we must do more. We are committed to continuous improvement, being better, and showing up for children from BAME communities who make up the majority of our mentees. This won't always be straightforward, comfortable, or measurable, but we must lead as an anti-racism organisation to drive real impact in our work.

EXECUTIVE SUMMARY

Looking ahead, we are excited about harnessing our most valuable resource - our growing community. With stronger engagement we aim to amplify the unheard voices of little Londoners and young professionals. More data and expertise will strengthen our programme delivery, raise the profile of the important work we do, and diversify our funding streams. In closing the chapter of 2020, there is plenty to celebrate and lots of learnings under our belt. We have been #NeverMoreNeeded and are ready to help children live the lives they deserve.

Nigel Phan
Chair of Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Kids Network CIO, registered charity number 1167178.

Principal operating address: St Margaret's House, 15b Old Ford Road, E2 9PL (until March 2020).

The Kids Network has been governed by a small group of Trustees to support the growth of our organisation. As a CIO, the organisation is governed by our constitution. The process of electing new trustee members is through a vote as outlined in our constitution.

Trustees who governed and were appointed in 2020 are as follows:

- **Nigel Phan**, Chair
- **Douglas Hughes**, Treasurer
- **Charlotte Foster**, Deputy Chair
- **Amy Henderson**, Safeguarding Trustee
- **Naa Acquah**, Trustee
- **Natasha Friend**, Trustee
- **Andin Fonyonga**, Trustee
- **Simon Lucey**, Trustee

New trustees appointed for 2021:
Luke Hollander and **Janet Ayoola**.

Over this period we said goodbye to Subul Ahsan who made an incredible

contribution to the growth of the organisation through her legal expertise but also in her fundraising efforts and endless passion for our work.

We welcomed Andin and Simon, who joined our board to strengthen our legal and marketing capacities.

In accordance with our legal duty, the Trustees have continuing regard to the importance of the Charity Commission guidance on public benefit when reviewing our purposes and objectives and on planning for the future.



VALUES



Fun

We want to be a force for positive change and create a lasting impact with our communities. We believe the best way to do this is through a light-hearted, playful & positive way.



Connection

Collectively with our network of volunteers, supporters and stakeholders, The Kids Network has a voice far greater than our size - we are small but mighty.



Diversity

We are inclusive. We celebrate multiple points of view and walks of life. We believe diversity drives creativity and the most interesting connections and outcomes. We're building a culture where difference is valued.



Curiosity

We're not like other charities. We are not afraid to challenge existing ways of doing things, think in unconventional ways and experiment - all for good reason. Making mistakes is part of growing up and building resilience.

ABOUT US

The Kids Network is a community of children and young professionals connecting through fun, friendship and hardship for positive social change.

We exist because of a huge need; the twinned problems of accelerated gentrification next to stark inequality of wealth and opportunity.

This has challenged the cohesiveness of our communities, particularly in London. We are a society of hyper connected yet isolated human beings living side by side, exaggerated more by the presence of Covid-19. London's neighbourhoods are transforming drastically, and our communities are changing too.

50% mental health issues can be diagnosed before the age of 14. Way too early there is exam pressure, social media addiction, bullying, and gang grooming and on top of this, difficult

transition exacerbated by unpredictable lockdown measures. Children are stressed, depressed, anxious and lonely and it affects the disadvantaged disproportionately.

The Kids Network supports children at a crucial time in their lives, in the lead up to and often during the transition from primary into secondary school. We do this by providing them with a volunteer mentor, a young professional from the local community.

Our model focuses on the individual needs of the child, building confidence and resilience and developing the tools to manage feelings for a positive future. This year we have been able to offer a blended model of digital connection, as well as face to face sessions to support our mentees through the most gruelling periods of the pandemic.



2020 HIGHLIGHTS

- Against the odds, our network supported over **240 children** throughout Covid-19 holding **3,357 sessions** equating to **4049 hours of one-to-one connection time** both face-to-face and digitally for our most vulnerable little Londoners
- The Kids Network formed an innovative partnership with **Brightside Mentoring app** moving to a blended model of support for our mentees who were able to chat safely, sharing their worries from home
- Responding to the need in West London, we launched our programme in the Hammersmith and Fulham community to reach **over 50 children** in partnership with Early Family Help services and primary school partners
- Through the generosity of our supporters, we raised **over £100,000**

more than our budgeted income to meet the emerging and changing needs of our children

- Recognising our incredible network of volunteers, we established our first **Alumni Mentor Panel** to govern our work and build our community and team capacity
- Over Winter, we launched our first digital campaign to attract regular givers and grow our reach, with our first-ever fundraising video and a text to give campaign in place. Watch the video [here](#)
- We invested in our people, by transforming our board effectiveness and **growing our staff team** from four to ten to include more born and bred Londoners with lived experience of our mentees to represent their communities



CONNECTING THROUGH COVID-19

One of our greatest successes this year has been to continue supporting our most vulnerable little Londoners through the COVID-19 pandemic.

For the children we work with, lockdown meant being stuck in homes with overcrowding and no outside space and many became so much more vulnerable due to their situations at home. We knew that even though mentors could not meet with their mentees, we had to find a way to continue to provide support.

92%

of children told us they were happier at home with their family through lockdown because of their digital mentor

Within two weeks of the first lockdown, we transformed our services to digital mentoring and partnered with Brightside Mentoring App.

This meant that all children on our programme continued to connect with their mentor each week in a way most appropriate for them. We also distributed **over 20 tablets to our most at-risk children** who did not have access to technology.

From our close contact with some of London's most vulnerable children, we know they are experiencing worry surrounding the health and financial impacts of COVID-19, their families, their friendships, going back to school and falling behind in their learning. Before having mentors they felt lonely, bored and scared.

They enjoyed new challenges, getting creative and taking part in like story writing, learning chess, designing quizzes and using The Kids Network resources to build confidence and the ability to manage their emotions throughout these challenging times.

For many children and their families, the pandemic pushed them deeper into turmoil. Due to our unique position, The Kids Network was able to signpost to community support for holistic needs and identify and act on critical safeguarding cases which arose.

With schools closed, we were a lifeline for many London families who were struggling.

The Kids Networks' rapid response is a testament to our strength and resilience as a charity, and the innovation and hard work of our team.

Most importantly, it positioned us to continue providing critical support, when children have never needed it more.

334

hours of **one-to-one support** was provided for children through lockdown

1,541

messages of **support** were on Brightside



The adventures
of...



“

Being able to know they're ok is so reassuring

My experience of lockdown would have been really different if it wasn't for (TKN) services. If I hadn't been able to refer these children to you, I would have spent the whole of lockdown worrying about all of them. Being able to know they're ok is so reassuring.

Assistant Headteacher at Henry Fawcett Primary School

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IMPACT

Our impact is clear and compelling - children involved with The Kids Network are 96% more confident after completing our programme.

We know we make a difference and demonstrating our impact has been a key priority of measuring our success in 2020.

Thanks to our project with The Funding Network, we have been able to embark on a journey to review, revise and rejoice in our evidence-based approach. Partnering with Eido, a charity impact consultancy we have:

- Developed our Impact Strategy (Theory of Change) with a wide range of stakeholders
- Revised our tools for capture
- Co-created capacity and skill building workshops for The Kids Network team in capturing and analysing qualitative and quantitative data

Working with Eido, we are due to launch our 2020 impact report and first ever long-term impact report which outlines the incredible difference we make to children and communities.

This will showcase the importance of early intervention and the value for money that The Kids Network's model represents in working with 'at risk' children at this critical age.

To see our **full 2020 impact report** and our long term impact report visit our [website](#).



STORIES

Susie's story

Susie was just 9 years old when we matched her with her mentor Kate. She lived with her mother, who has a history of drug abuse leading to severe mental illness. Susie told us: "**Before, I never really had anything to do**".

Exposed and isolated at such a young age, Susie's school attendance had reached a critical point. When she did attend, she would get in fights and lie to teachers.

She had no confidence, was falling far behind in learning and becoming more and more disengaged with her life. Susie's mum had historically rejected additional family support, lacking trust in many services.

Susie's school sought our help and we were able to build a relationship with Susie and her mother.



“

I had a lovely time

Hey Kate, I just wanted to say goodbye and good night. I will really miss you and thank you for everything you have done. You are the best mentor ever and I will never forget you, please don't forget me.

Susie x

For **over 11 months**, Susie and Kate have been meeting for **at least two hours a week**. They have been on all kinds of adventures, but their favourite thing to do together is go to the park to play, dance, sing and talk. They have even written a book together!

Most importantly, Kate has helped Susie through some really hard and scary times, like when Susie's mum relapsed in lockdown.

Having Kate as her mentor meant Susie wasn't alone and that **The Kids Network were able to closely monitor her wellbeing**. Now, we are working to make sure she feels so much more prepared to deal with something similar in the future.

The pair were on **#MakeADifference** segment on BBC London radio last month, inspiring more Londoners to become mentors!





”

Having someone to talk to

Kate has help me to relax. It has been so fun and means right now, I'm not at home. Having a mentor means you get to go on a lot of adventures, it gets you out the house, you'll definitely have fun and someone to talk to.

Susie x

tkn

Other stories

Sarah was a selective mute.

She lives in cramped accommodation and was allocated a social worker after concerns surrounding the things she was exposed to at home. In primary school she would refuse to speak and would often start screaming. When The Kids Network first met her, she was scared to meet her mentor and her school were worried she would not want to engage in the programme.

Understanding this, we made sure Sarah met her mentor, Diana, at school and felt safe. The matching went so well that when they met for their first session alone, Sarah was waiting at the school doors excited. She spoke to her mentor at length! The Kids Network has since acted as a key link through Sarah's transition to secondary school, where she is now thriving. Meeting her mentor every week, she has grown in confidence and has truly found her voice!



Tara's mum has had cancer for a long time now.

When we first met her, her mum's condition was critical. As one of four children, Tara's dad was struggling to dedicate time to her. We matched her with her mentor, Gemma, just before lockdown. For three months they got to know each other over the phone, playing games, doing quizzes and just talking. In July Tara met Gemma in person for the first time since their matching. Gemma said; **"we went for a walk on the Southbank, Tara was amazed we were in central London"**.

Since then, they have been on a scavenger hunt together, played in the arcade and painted pictures for Tara to give to her mum. After their most recent session together Gemma got a text message from Tara's mum which said: **"Thanks for putting a smile on my angel's face"**.



Justin had witnessed domestic violence at home towards mum and didn't have a male role in his life.

At school he was disengaged with his learning and had difficulty forming relationships with his teachers or peers. We took the time to get to know Justin and find the perfect mentor for him. We connected Justin to his mentor, Aronya, on Zoom during lockdown. They hit it off instantly and starting writing songs together and performing these over the phone.

After lockdown they started meeting in person. They have been playing football in the park, writing more songs and exploring London together. After only three months, Justin has told us he is already so much more confident. His teachers have seen a dramatic change in his behaviour and he is making new friends.



STRATEGY 2021

Moving forward into 2021, we have a renewed energy and deeper passion for our purpose: to help children live the lives they deserve. Here is how we will do that.

Child led mentoring

We want children to have an experience that is shaped by them, for them. Our programme meets them as an individual, exactly where they are at in their healing. We recognise their identity, goals and experiences which are important to them. To provide holistic support we will leverage community assets and strategic grassroots partnerships to ensure the longevity and depth of support for children is maintained.

To enable this, we will ensure volunteer mentors have a positive experience with The Kids Network and are able to deliver high quality mentoring through support and resources. They will be able to articulate tangible skills and benefits which encourage them to recommend, support or give to The Kids Network.

Amplifying unheard voices

To do this, we will draw learning from our mentees and understand what barriers exist to them being able to live the lives that they deserve. The Kids Network will platform these challenges to make these issues known, and to ensure children's voices are heard.

In being advocates for children, we will run a small scale, co-created initiative to explore the innovative ways in which we can advocate for children growing up in difficult circumstances, with their voices at the heart.

We will take an intersectional approach to anti-racism in 2021, with view to work towards culture of anti-oppression across the organisation. We will celebrate difference and inclusivity as part of how we operate.

Finally, volunteer mentors feel invested and passionate about our work and go on to amplify their experiences and those of their mentees to build our reach, beyond their involvement with our core programme.

STRATEGY 2021

Sustainable organisation

We will build confidence in our model, by strengthening evidence that our approach has significant and long-lasting positive impact to help children live lives that they deserve and developing diverse income streams which have long term sustainability.

2021 will see an evolved foundation of systems and processes which enhances our capacity and efficiency to deliver our work for children. We will also see people as a priority with great governance and a strong culture of belonging, high performance and commitment to deliver change for children.

Our purpose

We support children to live the lives that they deserve

The difference we'll make

1. Improving access & inclusion to opportunities
2. Developing critical social emotional capabilities
3. Increasing positive wellbeing

The way we'll work

1. Led by our values
2. Be financially sustainable through diverse sources
3. Continuously reflect and improve

3-year goals

- Child-centred mentoring
- Amplify unheard voices
- Sustainability

FINANCE

Reserves policy

TKN's policy is to maintain a minimum balance of three and not more than six months of budgeted costs. For the purpose of this policy "budgeted costs" shall be defined as budgeted obligations that are not identified as funded by current restricted funds or projected committed income.

At this level, the Trustees believe The Kids Network would be able to continue the current activities of the charity in the event of a significant drop in funding and provide time to find replacement funding and plan for any necessary changes to the operational plan.

Reserves are held openly and presented in a transparent way. Reserve levels will be evaluated at least quarterly by the Funding and Finance Committee and reported on to the Trustees at least bi-annually each year.

The Funding and Finance Committee is obligated to raise any issues in relation to excessive or depleted reserves directly with the Trustees.

The policy will be reviewed at least once each year when budgets and activity for the year is planned.

As of the 31st of December 2020, the free reserves amount to **£21,035**.

The Board and CEO are taking steps to monitor the reserves level at the intervals set out in the policy.



RISK MANAGEMENT

The Trustees acknowledge that our charitable organisations activities carry significant risks and is committed to acting responsibly to mitigate these which have been identified.

Some of our main risks involve loss of key staff, safeguarding responsibilities, finance and fundraising. These are identified through strategic discussions, an understanding of the external environment and crucial communication with the staff team.

Trustees discuss and monitor these key risks at every board meeting to put in place the appropriate controls.

Safeguarding

The welfare of a child is of paramount importance and will be at the heart of all decisions when planning, organising, advising on and delivering The Kids Network's mission. We are committed to promoting the welfare of all children and young people to keep them safe from abuse, harm, neglect and exploitation. We believe no child or young person should be subject, or vulnerable to, abuse of any kind.

Safeguarding is at the centre of decision making and is upheld at every level of the organisation. On our board of trustees, we have a safeguarding trustee, an appointed Designated Safeguarding Officer, and a Deputy, an out of hours partnership with the NSPCC and robust policies, procedures, training, reporting and monitoring systems.

Moving into 2021, The Kids Network will form a People and Safeguarding sub-committee to govern our work in this area, bringing on an additional trustee with safeguarding knowledge to champion our work.

RELATED PARTIES

A member of the board of trustees is the current Director of the charitable trust Camden Giving. Camden Giving has committed to financially supporting a two-year project for The Kids Network in the borough of Camden which comes to an end in December 2020.

The previously mentioned Trustee removed herself from all decision-making matters related to the funding for The Kids Network in her role with Camden Giving and will continue to do so for as long as they remain a donor.

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the accounts of The Kids Network CIO for the year ended 31 December 2020.

Responsibilities and basis of report

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

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- 1.** accounting records were not kept in respect of the CIO as required by section 130 of the Act; or
- 2.** the accounts do not accord with those records; or
- 3.** the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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.

**Anthony Epton BA FCA CTA FCIE
Goldwins Chartered accountants
75 Maygrove Road, West Hampstead
London NW6 2EG**

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2020

	Note	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations	2	62,857	-	62,857	44,550	-	44,550
Charitable activities	3	25,831	239,595	265,426	4,998	156,098	161,096
Investments	4	878	-	878	345	-	345
Total income		89,566	239,595	329,161	49,893	156,098	205,991
Expenditure on:							
Raising funds	5	20,691	-	20,691	25,866	-	25,866
Charitable activities	5	46,304	197,207	243,511	79,438	81,880	161,318
Total expenditure		66,995	197,207	264,202	105,304	81,880	187,184
Net income/ (expenditure) for the year	6	22,571	42,388	64,959	(55,411)	74,218	18,807
Net movement in funds		22,571	42,388	64,959	(55,411)	74,218	18,807
Reconciliation of funds:							
Total funds brought forward		56,142	91,384	147,526	111,553	17,166	128,719
Total funds carried forward		78,713	133,772	212,485	56,142	91,384	147,526

All of the above results are derived from continuing activities. There were no recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Balance sheet

As at 31 December 2020

	Note	£	2020	£	2019
Fixed assets:					
Tangible assets	10		2,648		2,248
Current assets:					
Debtors	11	2,470		407	
Cash at bank and in hand		209,845		149,452	
		212,315		149,859	
Liabilities:					
Creditors: amounts falling due within one year	12	(2,478)		(4,581)	
Net current assets			209,837		145,278
Total net assets			212,485		147,526
The funds of the charity:	14				
Restricted income funds			133,772		91,384
Unrestricted income funds:					
Designated funds		57,678		18,048	
General funds		21,035		38,094	
Total unrestricted funds			78,713		56,142
Total charity funds			212,485		147,526

Approved by the trustees on
and signed on their behalf by:

2021

Nigel Phan, Chair

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies

Statutory information

The Kids Network CIO is a charity registered in England and Wales. The registered office is St Margaret's House, 21 Old Ford Road, E2 9PL.

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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Charity's financial statements for the year ended 31st December 2018 were prepared using the cash basis of accounting. The comparative figures shown in these financial statements have been restated to conform with the current year's presentation.

The charity is exempted from preparing cash flow statement due to exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs

The charity is not VAT registered, and as such cannot recover VAT incurred on purchases.

Allocation of support costs

Support costs are allocated to the charitable activities of the organisation.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computers and IT equipment straight line over 3 years

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.

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies (continued)

Cash at bank and in hand

Cash at bank and cash in hand represents cash held in the charity's bank accounts.

Creditors and provisions

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.

Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

2 Income from donations

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Donations and grants	62,857	-	62,857	44,550	-	44,550
Total	62,857	-	62,857	44,550	-	44,550

3 Income from charitable activities

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Camden Project	-	52,488	52,488	4,998	44,986	49,984
Hackney Project	17,345	-	17,345	-	-	-
Founder Salary	-	52,206	52,206	-	33,387	33,387
South London Project	-	60,000	60,000	-	4,725	4,725
Project Manager salary	-	14,750	14,750	-	10,000	10,000
Cold Play	-	-	-	-	63,000	63,000
Brent Project	-	17,816	17,816	-	-	-
West London Project	3,589	19,899	23,488	-	-	-
Impact Project	-	15,922	15,922	-	-	-
The Digital Project	4,897	6,514	11,411	-	-	-
Total income from charitable	25,831	239,595	265,426	4,998	156,098	161,096

4 Income from investments

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Bank interest	878	-	878	345	-	345
	878	-	878	345	-	345

Notes to the financial statements

For the year ended 31 December 2020

5a Analysis of expenditure (current year)

	Cost of raising funds	Charitable activities		Support costs	2020	2019	
					Total	Total	
		Unrestricted	Restricted		£	£	
Staff costs (note 7)	19,618	38,597	159,697	-	217,912	148,011	
Other staff related costs	-	1,981	567	-	2,548	3,095	
Project costs	-	249	23,842	-	24,091	21,507	
Fundraising costs	1,073	-	-	-	1,073	-	
Premises costs	-	-	-	4,585	4,585	7,937	
Office costs	-	-	-	3,404	3,404	630	
IT costs	-	-	-	2,251	2,251	909	
Independent examination fee	-	-	-	960	960	960	
Accountancy and payroll cost:	-	-	-	5,492	5,492	3,011	
Depreciation	-	-	-	1,886	1,886	1,124	
	20,691	40,827	184,106	18,578	264,202	187,184	
Support costs allocation	-	5,477	13,101	(18,578)	-	-	
Total expenditure 2020	20,691	46,304	197,207	-	264,202	187,184	

5b Analysis of expenditure (prior year)

	Cost of raising funds	Charitable activities		Support costs	2019	
					Total	
		Unrestricted	Restricted		£	
Staff costs (note7)	25,866	55,718	66,427	-	148,011	
Other staff related costs	-	3,095	-	-	3,095	
Project costs	-	6,054	15,453	-	21,507	
Premises costs	-	-	-	7,937	7,937	
Office costs	-	-	-	630	630	
IT costs	-	-	-	909	909	
Independent examination fee	-	-	-	960	960	
Accountancy and payroll cost:	-	-	-	3,011	3,011	
Depreciation	-	-	-	1,124	1,124	
	25,866	64,867	81,880	14,571	187,184	
Support costs allocation	-	14,571	-	(14,571)	-	
Total expenditure 2019	25,866	79,438	81,880	-	187,184	

6. Net income for the year

This is stated after charging / crediting:

	2020 £	2019 £
Depreciation	1,886	1,124
Independent examiner's fee (incl VAT):	960	960
	<hr/>	<hr/>

7. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	199,939	135,083
Social security costs	14,529	10,484
Employer's contribution to defined contribution pension schemes	3,444	2,444
	<hr/>	<hr/>
	217,912	148,011
	<hr/>	<hr/>

None of the employees received employee benefits (excluding employer National Insurance and employer pension) over £60,000, during the year (2019: none).

The total employee benefits including pension contributions and employer NIC of the key management personnel were £47,666 (2019: £44,494).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2018: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2020 No.	2019 No.
Raising funds	1.0	1.0
Charitable activities	4.9	2.5
Support	1.5	1.0
	<hr/>	<hr/>
	7.4	4.5
	<hr/>	<hr/>

8. Related party transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

9. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Tangible fixed assets

	Computers and IT Equipment	Total
	£	£
Cost		
At the start of the year	3,372	3,372
Additions in year	2,286	2,286
At the end of the year	5,658	5,658
Depreciation		
At the start of the year	1,124	1,124
Charge for the year	1,886	1,886
At the end of the year	3,010	3,010
Net book value		
At the end of the year	2,648	2,648
At the start of the year	2,248	2,248

All of the above assets are used for charitable purposes.

11. Debtors

	2020	2019
	£	£
Prepayments	2,470	407
	2,470	407

12. Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	-	497
Taxation and social security	-	3,124
Accruals	2,478	960
	2,478	4,581

13. Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	2,648	-	-	2,648
Net current assets	18,387	57,678	133,772	209,837
Net assets at the end of the year	21,035	57,678	133,772	212,485

Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	1,124	-	-	1,124
Net current assets	36,970	18,048	91,384	146,402
Net assets at the end of prior year	38,094	18,048	91,384	147,526

14a. Movements in funds (current year)

	At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
Restricted funds:					
Camden Project	13,819	52,488	(40,164)	-	26,143
Founder Salary	14,565	52,206	(49,248)	-	17,523
South London Project	63,000	60,000	(60,796)	-	62,204
Project Manager salary	-	14,750	(14,750)	-	-
Brent Project	-	17,816	-	-	17,816
West London Project	-	19,899	(14,812)	-	5,087
Impact Project	-	15,922	(10,923)	-	4,999
The Digital Project	-	6,514	(6,514)	-	-
Total restricted funds	91,384	239,595	(197,207)	-	133,772
Unrestricted funds:					
Designated funds:					
Hackney Project	18,048	17,345	(27,715)	-	7,678
Development fund	-	-	-	50,000	50,000
Total designated funds	18,048	17,345	(27,715)	50,000	57,678
General funds	38,094	72,221	(39,280)	(50,000)	21,035
Total unrestricted funds	56,142	89,566	(66,995)	-	78,713
Total funds	147,526	329,161	(264,202)	-	212,485

14b. Movements in funds (prior year)

	At 1 January 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2019 £
Restricted funds:					
Camden Project	12,496	44,986	(43,663)	-	13,819
Founder Salary	4,670	33,387	(23,492)	-	14,565
South London Project	-	4,725	(4,725)	63,000	63,000
Project Manager salary	-	10,000	(10,000)	-	-
Cold Play	-	63,000	-	(63,000)	-
Total restricted funds	17,166	156,098	(81,880)	-	91,384
Unrestricted funds:					
Designated funds:					
Hackney Project	63,868	-	(45,820)	-	18,048
General funds	47,685	49,893	(59,484)	-	38,094
Total unrestricted funds	111,553	49,893	(105,304)	-	56,142
Total funds	128,719	205,991	(187,184)	-	147,526