



# TRUSTEES ANNUAL REPORT

For the financial year **January - December 2021**

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# EXECUTIVE SUMMARY

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I am delighted to report on another successful year for The Kids Network. In 2021 we supported 393 children in need and provided 13,945 hours of programme delivery (vs 4,049 hours in 2020). We partnered with 35 schools who help us reach and support children living in extremely difficult circumstances and of the children we support, 60% are on free school means and 73% have had Adverse Childhood experiences.

Our long-term impact report makes a clear case for early intervention and highlights the significant outcomes we have had for our beneficiaries. Children who have had a year of the TKN mentoring programme are happier, more confident, more excited, have better relationships, and manage their emotions better than they could before.

TKN's model is built around the communities, children, and families in London. We grew strategic partnerships – for example with The Black Curriculum to amplify voices and embed anti-racism in the programme, with The Brandon Centre to review our programme endings process, and with the NSPCC to continue ensuring rigorous safeguarding practices for the children.

We raised almost £450k in the year to fund our charitable activities. In meeting our goals to sustain and grow funding, we

secured multi-year funds from reputable grant makers and diversified funding sources. From our partnerships with schools, we successfully implemented a model where schools contribute for the support we provide to their pupils, and this now provides over 10% of TKN's income.

All of this progress is made possible thanks to the hard work of our staff team. We also thank our funders, partner schools, local councils, social workers, and other local charities for their support in helping us reach and support children that are most in need.

As London emerges and recovers from the impact of the COVID-19 pandemic, our work with children continues to be needed more than ever.

For 2022, we aim to expand our impact and support 600 children across London. In order to achieve this goal, we will be investing in our staff team to maintain the highest standards of quality throughout our programme delivery.

Thank you for engaging in the important work that we do.

**Nigel Phan,**  
**Chair of Trustees**

# STRUCTURE, GOVERNANCE AND MANAGEMENT

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**The Kids Network CIO, registered charity number 1167178**

Principal operating address: Hoxton Mix Ltd, 86-90 Paul Street, London, EC2A 4NE

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 2021 are as follows:

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

Over this period we said goodbye to Douglas Hughes who made an incredible contribution to The Kids Network as our Treasurer up until March 2021. Thank you to Doug as an integral founding member of the organisation.

# OBJECTIVES AND ACTIVITIES

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## Charity purposes as set out in our governing document:

*'To help children and young people to advance through life providing mentoring support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.'*

*'The secondary objective, running parallel to the first will create a volunteer hub, encouraging peer to peer support, maximum engagement and community activity.'*

Our trustees are aware of the commission's public benefit guidance and take it into account when making a decision, to which the guidance is relevant.

## Our activities, projects and services:

**We believe that every child deserves a happy childhood and a positive future.**

**Our mission is to create meaningful connections in our communities, supporting children through mentoring to feel happy and confident about themselves and their futures.**

The Kids Network supports children aged 8-11 at a crucial time in their lives - in the lead up to and often during the transition from primary into secondary school.

Our project provides children with high needs consistent, tailored support that is proven to prevent those with complex needs reaching crisis.

We match children with a volunteer mentor, a local hero from the community to spend one year together, meeting once a week one on one, having up to 100 hours of child-led sessions.

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.

Our unique mentoring model is built around:

- **Communities, children and families** in London who are struggling with generations of cyclical poverty and inequality. They may distrust the other formal sources of support due to bad experiences in the past.
- **Adults** in London who have the time and motivation to mentor a child. They are from a diverse range of backgrounds and ages, creating connections between parts of society who would not usually cross paths. Mentors are usually from the same borough as their mentees and want to use their own experiences to support children.

## Our objectives:

### 1. Support wellbeing

Our staff and volunteer mentors create a safe space for children to grow, be active and creative, and connect with their community through positive experiences and building social and emotional capabilities.

### 2. Develop tools for the future

Mentors inspire their mentees to set goals and develop tools to tackle challenges of their present and build independence, confidence and resilience for a brighter future.

### 3. Create connections

Build more inclusive, equal and tolerant communities for the children we work with to flourish by tapping into the skills, time and needs of local professionals to be our mentors. We create new connections between people who would not usually cross paths, helping them to understand the world from different perspectives and model positive relationships and strengthen London's communities.

We reach children most in need of support by working closely with over 30 partner schools, local councils, social workers, Family Early Help Teams and local charities.

We have established our programme across the following London boroughs experiencing high need: Hammersmith and Fulham, Hackney, Camden, Southwark, Lambeth and Brent where we deliver our activities and services.



# ACHIEVEMENTS AND PERFORMANCE

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## 2021 Highlights

2021 saw both an increase in demand for our services and a higher level of need for children, likely to be triggered by the negative impact the pandemic had on children's mental health and wellbeing.

Despite brutal lockdowns and national restrictions to contend with for a second year, The Kids Network managed to achieve some magnificent things for children.

### Key achievements of 2021

- Reaching 393 children from 35 partner schools living in extremely difficult circumstances, a percentage increase of 29% since 2020
- Providing 13,945 hours of delivery including mentoring sessions, mentor training, workshops, mentor meet ups, and mentor reviews
- Our mentors and mentees holding 3054 sessions, despite challenges of lockdowns and the continuation of the pandemic
- Partnering with The Black Curriculum to further our work on anti-racism
- Working in partnership with the NSPCC to continue to strengthen and prioritise safeguarding for children
- Launching our first ever long-term Impact report found [here](#)
- Securing multi-year funding from reputable and diverse grant makers
- Successfully piloting our school's contribution model resulting in 10% of our income generated from our services
- Gaining media traction, featuring on BBC London, BBC London radio and many other local networks

## 2021 Impact

The Kids Network is proud to have produced our 2021 impact report which sits alongside our 2021 Annual Report. You can view this here to see the full extent of our work.

Supporting children who needed us most was a priority for The Kids Network.

- **60%** were on free school meals, meaning they are growing up in London in households where the total income is less than £7,400. (Nationwide, 21% of children are eligible for FSM).
- **73%** of children had Adverse Childhood Experiences, with 51% having more than one.
- **8%** had special educational needs.
- **17%** of our children had negative school experiences including low attainment, risk of gang grooming and bullying.

Despite facing complex challenges that had significantly impacted their social and emotional wellbeing, **75%** of the children we worked with had no other services involved in their lives.

Their high-level of need was reflected in the increase in number and severity of safeguarding concerns amongst the children we worked with; managing 60 serious concerns in 2021 as opposed to 35 in 2020. Additionally in 2021, we monitored and, where relevant, escalated a further 353 concerns.

In 2021, **73%** of the children we supported had experienced at least once ACE. This is above the national average of **51%**.

Despite the backgrounds and circumstances of our mentees, they were able to move through coping, to adapting, to thriving in their young lives, prepared to transition into secondary school.

Some of our key impact statistics as told by children:

- **90%** of children report increased wellbeing
- **86%** reported feeling more relaxed than before they met their mentor
- **81%** report being in a better mood more often
- **88%** report increased feelings of building stronger relationships with their peers
- **83%** report increased their confidence about being good at things
- **88%** report increased ability to make positive choices for themselves
- **86%** report increased knowledge of how to cope with feelings of sadness or upset
- **83%** report increased enjoyment of school

One of our mentees said it best, *'It's helped me gain more courage in talking to people, as I can be a bit awkward, and it can be hard to make friends by talking. Having a mentor has given me more confidence to go and talk to people which I think I'll need in secondary school.'*

Read the full report on our website.

## Achievement against objectives

2021 saw marginalised communities and children face disproportionate harm from Covid-19. These groups are often unheard, forgotten and excluded. At the same time, people rallied to support local causes and The Kids Network tapped into this to strengthen the support we provided to children through these times.

We were not deterred by the challenges posed by the pandemic and multiple lockdowns, and instead, were driven by the intensified challenges faced by London's children.

Knowing we must do more has been the foundation and driving force of the three pillars of our 2020-2022 strategy:

- 1. Child-centred mentoring**
- 2. Amplifying unheard voices**
- 3. Sustainability as an organisation**

Below outlines some of our achievements against the objectives we set ourselves, and some of the learnings too, taking us into our final year of our three year strategy.

The Kids Network could not do this without strong foundations, and that begins by putting children at the heart of our decision making, as decision makers.

That is why we not only provided vital one-to-one mentoring for these children in a community setting, but also created a platform for their voices to be heard, built an extensive network of strategic partnerships, diversified our income and for the first time captured the long-term impact of our work.

### Key 2021 aims

- Children will have an experience that is shaped by them, for them, by recognising their unique identity, goals and experiences and tailoring their mentoring to these.
- We will leverage community assets and strategic grassroots partnerships to ensure the longevity and depth of support for children is maintained
- We draw learning from our mentees and understand what issues are affecting their chances to live the lives that they deserve. TKN will platform these to make these voices heard.
- 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.
- We will build confidence in our model to add evidence that our approach has significant and long-lasting positive impact to help children live the lives that they deserve.
- We will develop an evolved foundation of systems and processes which enhances our capacity and efficiency to deliver our work for children.
- TKN Governance will enhance and amplify the work and strategy of the charity.

## 2021 Achievements

KPI	Progress
95% of mentees describe their mentoring as led by them	99% of mentees described journey as led by them.
90% of mentors feel satisfied with the support they receive	100% of mentors that completed the latest survey say they are satisfied with the support received.
Pilot a new school's contribution with 10% stemming from this stream	Target of £50,000 exceeded and 28 paid school partnerships established.
All projects achieve 80% in the new community success KPIs	Achieved 85% of KPIs. Endings and community partners identified as key focus for 2022.
Produce our annual impact report with long term evidence of our work and share with key stakeholders	For the first time in 2021, we collected long-term impact of our work, wrote a long term impact report, held a launch event with over 60 key stakeholders attending and shared our findings with relevant APPGs, local councils and funders. Our findings proved that more than six months on from their year of mentoring, children were happier, more confident, more excited for school, had better relationships and could manage their emotions better than they could before. They had been reached before crises occurred and were left in a position where they had the tools to thrive.
TKN has the appropriate strategic partnerships to enhance all three pillars of our strategy	<ol style="list-style-type: none"> <li>1. Child centred mentoring: The Brandon Centre was engaged to review the endings process of our programme and make recommendations for improvements as well as upskilling the team to build capacity</li> <li>2. Amplifying Voices: Partnership formed with The Black Curriculum to ensure that anti-racism is embedded in the programme, training across org, including trustees, staff, mentors and other stakeholders.</li> <li>3. 100% of staff now use Salesforce, which has been developed to integrate our monitoring processes, mentor management and partnership engagement</li> </ol>

Looking to 2022, we are so proud of what we have achieved, but know that there is more to do.

Our key aims are to:

- Grow our reach and support 600 children across London
- Invest in our staff team to maintain our high quality of service
- Double our income to meet the growing needs of our children

## Contribution from volunteers

Simply put, The Kids Network would not exist without the commitment, support and passion of our incredible local heroes.

Our volunteer mentors are the lifeblood of The Kids Network and we would not be able to deliver an hour of our service without them.

### Niki

Niki, originally from Greece, came to the UK to complete her Masters in Child and Adolescent Mental Health. She had previously spent 3 years in Greece working with children.

Niki applied to volunteer with TKN because she was looking for an opportunity to get out of her comfort zone, meet new people and gain confidence, whilst helping others to gain confidence and new skills too. Volunteering with TKN seemed like the perfect opportunity.

Her mentee, Jane was referred to The Kids Network because her sister has learning and mental health needs that have impacted the support she is able to receive at home.

At first, Nikki was worried that there may be communication difficulties with her mentee, however, she was patient and soon those worries disappeared.

Niki and Jane used their sessions to teach each other new skills and share their cultures. Nikki taught Jane to count to 10 in Greek and Jane taught Niki to do her very first cartwheel!

One of the incredible strengths of Niki's was her commitment to keeping her mentee at the centre of all their sessions. She spent a lot of time actively listening and tuning into Jane's hopes and dreams.

Jane expressed her ambitions to become a make up artist in the future, so Nikki willing to encourage this, invited her to bring along her kit, and practice on her during their mentoring sessions! Jane said, I couldn't believe I had a chance to do that with her!'

It's not all been dress up for Niki. When Jane has opened up about issues she is facing at school, Niki turned to The Kids Network's mentor community platform for resources to help her talk about her emotions. As a consequence, Jane said she made two new friends at school and was much happier, saying she felt less shy and more able to speak to others about any issues going on in her life. A huge turn around.

During her 9 month mentor review, Nikki reflected on how she had noticed a real difference in her mental health since volunteering with us and is so glad that she is part of something that is so vital for so many children.

Not only has Niki been an incredible support for her mentee, but also other mentors too. She shares her learnings and also her support regularly at group meet ups.

Thank you, Niki, for being an incredible role model and going above and beyond to spread some mentor magic!

### **Cindy**

Cindy grew up in Holland and moved to London in 2008. She pursued her childhood passion for performing and she also works as a life-coach with young people. Cindy was writing a book for children on self-love when she happened across The Kids Network and the opportunity to mentor a child. She thought it was an amazing initiative that was in sync with her interest in mental wellbeing and children. Cindy was looking forward to encouraging someone to live their best life and listen to their heart – a mantra that she follows.

When Cindy was matched to Eva, the pair found they shared a mutual love for Beyonce! Since then, Cindy has nurtured a very positive relationship with her mentee and have not stopped singing since!

As a weekly ritual, Cindy and Eva write lots of ideas down in an envelope and each week pick out an activity for them to do together.



They are even well-known regulars at a local café, where they work on their scrap book every other week. Key to this positive experience is Cindy ensuring her mentee not only has a voice in the space but takes a lead in it too. She has created a safe space for her mentee, where they explore, giggle, sing, create and reflect openly.

Another highlight from their journey was in the build up to Christmas, when the pair spent part of their monthly budget on preparing a Samaritan's Christmas Shoebox. Eva chose to make a box for a 9-year-old boy and purchased toys and supplies to put in the box with her mentor.

They then decorated the box and, with the help of Cindy, Eva wrote a message to the boy who would receive it. They reflected on the activity and Eva thanked her mentor for the session because it made her feel so happy.

Through spending time with her mentee, Cindy has learnt to make the best of any moment, no matter what external things come into play. She has learnt to go with the flow and be flexible, entertaining the fanciful whims of her mentee and seeing where it takes them.

Cindy has been exceptionally committed to her role as a mentor. They have had 91% of sessions which is a testament to Cindy's dedication to her mentee and has made way for them to have a trusting relationship.

Cindy is always looking out for activities and events that her mentee will enjoy and she is keen to introduce her to new experiences based on her interests.

It's a delight to read Cindy's session reports each week as her fun and bubbly personality make her reports an engaging read.

## **Rory**

Rory is 25 years old and lives in Lambeth. Working in advertising, he loves sports, especially football, but also enjoys music, gaming and reading.

Growing up, Rory was very aware of challenges other children may be going through. He is from a single parent family, and his Mum worked in primary schools as a counsellor, helping build their confidence. Having a little sister with a disability, motivated him to help people, especially children.

He never had a little brother, but always felt he could be a good male role model to a young boy and so jumped at the opportunity to support a child in his community in London.

Based on their shared love of football, we matched him with Jerome. Not being the biggest talker, Rory had to rely on non-verbal cues and bring resilience to their first initial sessions.

They regularly went to the park to play football together, which helped build his mentees confidence and by creating this safe environment, he had a great impact on Jerome.

After breaking down those initial barriers, Jerome started to open up. He spoke about problems with friends at school and not having confidence in his football skills.

Because of Rory's support, his mentee joined the football team at school, which really meant a lot to him and showed how far he had come.

During these sessions, Jerome always talked about his love for football and for his local team and always had a dream to go and watch them play live. Rory made that dream come true and during one their final sessions together, they went to watch them play in the stadium.

Rory explained that during this experience his mentee was ***'beyond elated to go and see a football match and for his favourite team for the first time in his life. He said it was the best day of his life!'***

Rory's mentee expressed how things got easier at school because of this. Jerome said ***'When I didn't know Rory, I always used to just be inside playing video games, but now I'm out more and I have something else to do, instead of playing games all day. We are always going across London and he's also really funny, he always gets me laughing. He is amazing. He is probably the best mentor I could have got!'***

In their very final session, Rory gave his mentee a framed picture of the two of them. His mentee said he's ***'going to keep it forever and ever.'***

Rory was an incredible mentor for his mentee. It's not about the material things, or big experiences, but about the time spent together can transform their self-belief and confidence.



# FINANCIAL REVIEW

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## Charity position

The year has seen a healthy financial performance with a positive net movement of funds of £37,692 (2020: £64,959). Our Total Funds balance is now £250,177 (2020: £212,485).

During 2021, income increased to £446,940 (2020: £329,161). This reflects The Kids Network's success in delivering new income streams such as contributions from partnering schools, as well as securing major grants from a range of new funders including The National Lottery.

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

## Reserves Policy

Reserves are set bi-annually, according to our budgeted income and against our obligations for continuous funding of all costs associated with the ongoing operations of The Kids Network. Reserves are intended to retain sufficient funds to support the core activities of the organization if a significant drop in funding were to materialize, as well as ensure an orderly closure of the charity in the event of unplanned insolvency.

The Kids Network's target reserves is a minimum of three months operating costs. This is currently estimated to be a minimum of £111,000 based on the 2022 budget. As at 31st December 2021 the organization held £115,725 in free reserves. Trustees are satisfied this figure is compliant with the reserves policy, and continue to exercise regular reviews to monitor the level of reserves.

## Risk Management

Risk Type	Description	Mitigation
Financial	Significant reduction in fundraising or lack of reserves to deliver our activity.	Close financial controls. Monthly trustee review of budgets and Funding & Finance subcommittee. Quarterly trustee review of diversity and stability of fundraising. Clear reserves policy. Ensure we have mechanisms to reduce expenditures if needed (e.g. reshaping the organisation). External accountant Beehive appointed to support our work in this area.
Safeguarding	Mentee, mentor, employee, volunteer or representative of TKN are harmed through TKN activity	Robust safeguarding policies and processes are in place, including safe recruitment practises and guidelines on reporting mechanisms. TKN fosters a proactive safeguarding culture through training and practice. Standing item at trustee board to review and act on any issues. A People & Safeguarding sub-committee formed to manage this at a governance level and partnership with NSPCC.
Strategy	TKN doesn't have a clear strategy or doesn't stick to a strategy which leads to less impact or lack of funding.	Clear mission in TKN constitution, clear 3-year strategy and annual business plans developed, ensuring Board understanding and approval of TKN strategy.
Impact	TKN activity has no or little positive impact or negative impact on the children and young people we work with, or activities significantly drift away from mission	Clear systems to collate impact data of activity. Annual impact report published to public, with a clear impact strategy in place for 2022

Risk Type	Description	Mitigation
Data Protection	TKN doesn't process personal data or information correctly meaning that we put personal data at risk.	Clear policies and processes in place. Data Protection Officer appointed. Systems and Operations Manager in place to lead on this risk.
Governance and compliance	TKN's governance processes and compliance with regulation are not robust or being adhered to leading to TKN being at risk of financial collapse, harming children (un)intentionally or acting illegally/ unethically.	Clear role specifications for trustees, trustee training offered, clear processes for complying with Charity Commission regulations HMRC
Loss of key staff	Organisation relying on individual staff members, such as the Founder or senior staff members, potentially leading to the demise of the charity if they left	Trustees regularly review the staff culture and staff packages. Trustees support the Founder to establish a good working culture. Suitable notice periods for key staff to enable adequate replacement searches. Successional plan in place in case of key staff members leaving.
Reputational	Individuals or organisations affiliated with TKN experience significant reputational and PR crisis from non-TKN activities, with fall-out affecting TKN indirectly	All potential partnerships are discussed with the Chair/ Board before going ahead.
External Fraud	TKN falls victim to external fraud, especially via cyber-attack (e.g., ransomware, false invoicing, impersonation etc.)	Ensure all sensitive information transmitted electronically is secured. Partnership with Hexagon IT to support with area of expertise.
Legal	Third party or government authority pursues legal action against TKN for any reason	Ensure sufficient insurance cover is purchased (including cover for legal expenses). Ensure sufficient documentation and retention of communications to evidence no wrongdoing

# THE KIDS NETWORK

## CIO

### Statement of financial activities

(Incorporating an income and expenditure account)

For the year ended 31 December 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total restated £
<b>Income from:</b>							
Donations and grants	2	195,601	250,422	<b>446,023</b>	88,688	239,595	328,283
Investment income	3	916	-	<b>916</b>	878	-	878
<b>Total income</b>		<b>196,518</b>	<b>250,422</b>	<b>446,940</b>	<b>89,566</b>	<b>239,595</b>	<b>329,161</b>
<b>Expenditure on:</b>							
Raising funds	4	31,025	-	<b>31,025</b>	20,691	-	20,691
Charitable activities	4	131,533	246,690	<b>378,223</b>	46,304	197,207	243,511
<b>Total expenditure</b>		<b>162,558</b>	<b>246,690</b>	<b>409,248</b>	<b>66,995</b>	<b>197,207</b>	<b>264,202</b>
<b>Net income</b>	5	<b>33,960</b>	<b>3,732</b>	<b>37,692</b>	<b>22,571</b>	<b>42,388</b>	<b>64,959</b>
<b>Net movement in funds</b>		<b>33,960</b>	<b>3,732</b>	<b>37,692</b>	<b>22,571</b>	<b>42,388</b>	<b>64,959</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		78,713	133,772	<b>212,485</b>	56,142	91,384	147,526
<b>Total funds carried forward</b>		<b>112,673</b>	<b>137,504</b>	<b>250,177</b>	<b>78,713</b>	<b>133,772</b>	<b>212,485</b>

The results shown above have been derived wholly from continuing activities. There were no recognised gains or losses other than those stated above.

## Balance sheet

### As at 31 December 2021

	Note	2021 £	2020 restated £
<b>Fixed assets:</b>			
Tangible assets	7	762	2,648
<b>Current assets:</b>			
Debtors	8	11,656	2,470
Cash at bank		250,047	209,845
<b>Total current assets</b>		<b>261,703</b>	<b>212,315</b>
Creditors: amounts falling due within one year	9	(12,288)	(2,478)
<b>Net current assets</b>		<b>249,415</b>	<b>209,837</b>
<b>Net assets</b>		<b>250,177</b>	<b>212,485</b>
<b>Funds</b>			
Restricted funds	11	137,504	133,772
Unrestricted funds	11	112,673	78,713
<b>Total funds</b>		<b>250,177</b>	<b>212,485</b>

Approved by the trustees on **29 April 2020**  
and signed on their behalf by:

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**Nigel Phan, Chair**

## Notes to the financial statements

### For the year ended 31 December 2019

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#### 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 2021 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.

## 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 and grants

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total restated £
Donations and grants	19,601	250,422	<b>446,023</b>	88,688	239,595	328,283
<b>Total</b>	<b>19,601</b>	<b>250,422</b>	<b>446,023</b>	<b>88,688</b>	<b>239,595</b>	<b>328,283</b>

## 3. Income from investments

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total restated £
Bank interest	<b>916</b>	-	<b>916</b>	<b>878</b>	-	878
	<b>345</b>	-	<b>916</b>	<b>878</b>	-	878

## 4. Charitable activities

	Cost of raising funds £	Charitable activities		Support costs £	2021 Total £	
		Unrestricted £	Restricted £			
Staff costs (note 6)	29,430	67,239	216,966	-	<b>313,635</b>	
Other staff related costs	-	13,025	-	-	<b>13,025</b>	
Project costs	-	25,911	29,685	-	<b>55,596</b>	
Fundraising costs	1,595	-	39	-	<b>1,634</b>	
Premises costs	-	-	-	-	-	
Office costs	-	-	-	4,849	<b>4,849</b>	
IT costs	-	-	-	10,418	<b>10,418</b>	
Independent examination fee	-	-	-	1,000	<b>1,000</b>	
Accountancy and payroll costs	-	-	-	7,206	<b>7,206</b>	
Depreciation	-	-	-	1,886	<b>1,886</b>	
		<b>31,025</b>	<b>106,174</b>	<b>246,690</b>	<b>25,358</b>	<b>409,248</b>
Support costs allocation	-	-	-	(25,358)	-	-
<b>Total expenditure 2021</b>	<b>31,025</b>	<b>131,533</b>	<b>246,690</b>	-	<b>409,248</b>	

### Analysis of comparative year expenditure

	Cost of raising funds £	Charitable activities		Support costs £	2020 Total £
		Unrestricted £	Restricted £		
Staff costs (note 6)	19,618	38,597	159,697	-	217,912
Other staff related costs	-	1,981	567	-	2,548
Project costs	-	249	23,842	-	24,091
Fundraising costs	1,073	-	-	-	1,073
Premises costs	-	-	-	4,585	4,585
Office costs	-	-	-	3,404	3,404
IT costs	-	-	-	2,251	2,251
Independent examination fee	-	-	-	960	960
Accountancy and payroll costs	-	-	-	5,492	5,492
Depreciation	-	-	-	1,886	1,886
	20,691	40,827	184,106	18,578	264,202
Support costs allocation	-	5,477	13,101	(18,578)	-
<b>Total expenditure 2021</b>	<b>20,691</b>	<b>46,304</b>	<b>197,207</b>	<b>-</b>	<b>264,202</b>

All costs that can be directly attributable to charitable activities are allocated on this basis. Support costs are therefore all other costs which cannot be attributed to charitable activities.

### 5. Net income for the year

	2021 £	2020 £
This is stated after charging:		
Depreciation	1,886	0
Independent examiner's fee (excluding VAT):	1,000	0

### 7. Analysis of staff costs and trustee remuneration and expenses,

	2021 £	2020 £
Staff costs:		
Salaries and wages	285,305	199,939
Social security costs	22,799	14,529
Pension costs	5,531	3,444
	<b>313,635</b>	217,912

No employee earned over £60,000 during the year or the prior year.

The total employee benefits including pension contributions for key management personnel were £39,582 (2020: £47,666).

The Trustees did not receive any remuneration or expenses from the charity during the year (2020: £nil).

### Staff numbers

The average number of employees during the year was as follows:

	2021 No.	2020 Reinstated No.
Raising funds	0,9	1,0
Charitable activities	6,8	4,9
Support	1,4	1,5
	9,1	7,4

### 7. Tangible fixed assets

	Computers and IT Equipment £	Total £
<b>Cost</b>		
At the start of the year	5,658	5,658
Additions	-	-
At the end of the year	5,658	5,658
<b>Depreciation</b>		
At the start of the year	3,010	3,010
Charge for the year	1,886	1,886
At the end of the year	4,896	4,896
<b>Net book value</b>		
At the end of the year	762	762
At the start of the year	2,648	2,648

All tangible fixed assets are used for charitable purposes.

### 8. Debtors

	2021 £	2020 £
Trade debtors	10,500	-
Prepayments	1,156	2,470
	11,656	2,470

## 9. Creditors

	2021	2020
	£	£
Trade creditors	3,260	-
Accruals	1,000	2,478
Taxation and social security	8,028	-
	12,288	2,478

## 10. Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	762	-	-	762
Net current assets	61,911	50,000	137,504	249,415
<b>Net assets at the end of the year</b>	<b>62,673</b>	<b>50,000</b>	<b>137,504</b>	<b>250,177</b>

## Analysis of net assets between funds (prior 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
<b>Net assets at the end of the year</b>	<b>21,035</b>	<b>57,678</b>	<b>133,772</b>	<b>212,485</b>

## 11. Movements in funds (current year)

	At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
<b>Restricted funds:</b>					
Camden Project	26,143	-	(26,143)	-	-
Founder Salary	17,523	52,206	(57,864)	-	11,865
Southwark Project	62,204	70,000	(69,270)	-	62,934
Brent Project	17,816	20,000	(24,779)	-	13,037
Hackney Project	-	60,716	(51,048)	-	9,668
Impact Project	4,999	-	(4,999)	-	-
Hammersmith & Fulham Project	5,087	47,500	(12,587)	-	40,000
<b>Total restricted funds</b>	<b>133,772</b>	<b>250,422</b>	<b>(246,690)</b>	<b>-</b>	<b>137,504</b>

	At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
<b>Unrestricted funds:</b>					
Designated funds:					
Hackney Project	7,678	-	(7,678)	-	-
Development Fund	50,000	-	-	-	50,000
Total designated funds	57,678	-	(7,678)	-	50,000
General funds	21,035	196,518	(154,880)	-	62,673
<b>Total unrestricted funds</b>	<b>78,713</b>	<b>196,518</b>	<b>(162,558)</b>	<b>-</b>	<b>112,673</b>
<b>Total funds</b>	<b>212,485</b>	<b>446,940</b>	<b>(409,248)</b>	<b>-</b>	<b>250,177</b>

#### 11. Movements in funds (prior year)

	At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
<b>Restricted funds:</b>					
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)	-	-
<b>Total restricted funds</b>	<b>91,384</b>	<b>239,595</b>	<b>(197,207)</b>	<b>-</b>	<b>133,772</b>
<b>Unrestricted funds:</b>					
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
<b>Total unrestricted funds</b>	<b>56,142</b>	<b>89,566</b>	<b>(66,995)</b>	<b>-</b>	<b>78,713</b>
<b>Total funds</b>	<b>147,526</b>	<b>329,161</b>	<b>(264,202)</b>	<b>-</b>	<b>212,485</b>

#### 12. 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

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