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Independent Examiner

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RJ Working

Annual Report and Financial Statements for the period 1st July 2021 – 31st July 2022



Credit: Seb Hammond

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Chair's Introduction

I am delighted to present our first "Annual Report and Accounts" as a Charitable Incorporated Organisation (CIO).

RJ Working was registered with the Charity commission on 6th January 2022, following conversion, undertaken pro bono by solicitors Duane Morris, via a Resolution passed by our Board on 14th December 2021. Prior to that, RJ Working was a Community Interest Company, set up in June 2012, with an asset-lock and charitable objectives.



Subsequently, our financial Year End date has been changed from 30th June to 31st July with the approval of the Charity Commission. As required, the Report uploaded to the Charity Commission website is limited to RJ Working's first seven months as a CIO. However, to enable a transparent understanding of the continuity of our finances from the previous financial year, this Report includes a full year's set of accounts covering the whole period from 1st July 2021 – 31st July 2022. This additional information is made available via the RJ Working website www.rjworking.co.uk

Throughout this 13-month Report, the strength of RJ Working's history is apparent and reflects progress made in vital areas: social action led by children and young people, championing nature and the environment in the face of the climate crisis, building inclusive communities through the Restorative model.

Our overarching mission, for young people's leadership to tackle inequality, has gone from strength to strength, with young people's voices central to the Board of Trustees and the Operational Team, empowering the communities that we serve. Restorative approaches and practices have never been more needed.

A handwritten signature in black ink that reads "Guy Watson". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Guy Watson
Chair of Trustees

Our Charitable Objectives

(a) the advancement of conflict resolution and reconciliation by the advancement of education in restorative justice and the application of restorative approaches in schools , colleges, workplaces and within the community where conflict may arise, with a particular focus on empowering socially and economically disadvantaged groups and those vulnerable to discrimination, particularly those with characteristics protected by the Equalities Act 2010, supporting young people to engage in restorative practice.

(b) the advancement of environmental protection or improvement through awareness and education and the use of restorative practice to address environmental conflicts and;

(c) to promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by raising awareness of human rights issues, promoting public support for human rights, and educating the public about human rights.

In furtherance of that object but not otherwise, the trustees shall have power:

To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

Trustees in the Reporting Period

Lesley Chandler

Abigail Cowls

Yasmine Fosu (appointed 4/10/2021)

Athia Gupta-Armstrong

Derek Hayes

Jamie Mitchell (appointed 01/07/2021)

Tean Roberts (appointed 26/01/22)

Susannah Storey

Guy Watson (Chair)

Review of the Reporting Period

Our charitable activities and public benefit

The trustees confirm compliance with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales, in reviewing RJ Working's aims, objectives and current activities and planning its future activities. All our charitable activities are undertaken to further our charitable purposes for the public benefit. We continuously review our aims, objectives, and activities, looking at what we achieve, the outcomes of our work, the success of each key activity and the benefits brought to the groups of people we are set up to help. These processes help ensure our aims, objectives and activities focus on our stated purposes.

Our work seeks to reduce inequity and tackle injustices restoratively. Our activities focus on facilitating young people's teamwork and leadership; inviting them to change the nature of the conversation and connection they have with each other and with the adults in their lives, developing their capabilities for communication and problem-solving and developing their confidence and self-esteem.

We work predominantly with children and young people from across Cornwall and the Isles of Scilly; our programmes focus on empowering young people with experience of social and economic disadvantage and/or are vulnerable to discrimination and prejudice. To enable the cultural and structural changes needed for young people's voices and participation to be more valued and appreciated, we also train adults who work with young people from organisations and services across a number of sectors including social care and education.

We deliver co-designed training programmes and facilitate the development and delivery of youth-led projects. Developments during the reporting period include:

- Developing a Restorative approach to **Nature, Environment and Climate**, through piloting a Green Ripple Effect programme growing into Eco groups in and outside school communities.
- **Strengthening our relationships with schools** and expanding and adapting our programmes, with a focus on **transitions** from Primary to Secondary school and from Secondary to FE, which we know are times that compound inequalities.
- **Putting young people in the lead** at RJ Working, through paid internships, youth leadership teams and our increasingly youth-led Board of Trustees.
- Developing our work with young people aged **16+** through a range of programmes and events which brought young people together to explore issues of **identity, prejudice, equity, and justice**. Establishing strong working relationships with 3 of Cornwall's **FE Colleges**.
- Working with our wider communities to strengthen a **Culture of Care and Welcome** through training cultural organisations and supporting a network of schools welcoming children with refugee experience.

Strategic Objectives and Achievements

During this reporting period we have fulfilled operational objectives corresponding to each of our four related Strategic Aims, as follows:

Strategic Aim 1: To empower young people’s leadership of Restorative Practice and Restorative Climate Action developments in education and in geographic communities.

We implemented plans for young people to lead our organisation, continuing to recruit young people to the team and to the Board, achieving a two-thirds majority of young Trustees. We sought out young people not normally given leadership opportunities and valued the relevance of their complex experience for Restorative Practice development. We fostered young people’s leadership, teamwork and coaching capabilities; championed their interpersonal use of Restorative Practice and their inspiration of others through their community building /environmental action /social justice activities as visible global citizens. We expanded our partnerships to reach more younger children and to empower 16+ leadership, forging Restorative pathways from KS1 all the way to College. We trialled a new Primary model incorporating longer-term intensive contact with parents and wider family members on a weekly basis. We initiated and supported a network of Cornwall’s schools on their journey to achieve Restorative Organisation status with the UK Restorative Justice Council – a national first!

195
young people
trained to be
leaders in their
communities

Case Study – Abigail’s Youth Leadership Journey (aged 19)

“I applied for an internship with RJ Working because I was drawn to working with children, that’s my biggest passion; I felt this way because of the big impact my teachers had on me when I was younger. I was very nervous and shy before I joined. But because I led programmes and projects at RJW this changed a lot, and my confidence has increased so much.



I led the Green Ripple Programme. I felt really anxious at the beginning, but I slowly realised that I was doing a great job. I was able to describe Restorative Practice theory to young people in a way they could understand. They even started unpacking ideas about race and racism, and I felt like I had enabled them to have those discussions. I learnt loads about working as a team – sometimes you might not agree, and it can be really demanding, but the team is so important, and we had a great dynamic, which led to really successful events. Now I understand Restorative Practice and how it works; in a few hours people were inspired by what it means to be restorative. I realised how quickly people can take things on, and how ideas like this can shape their lives.

I even represented RJ Working at a national conference, and led training for theatre venues around tackling racism. That was the most confident I have ever been, and I felt like I could do it. I have learnt better ways to deal with people. I used to ignore people when I was angry with them, but this work has taught me so many strategies for dealing with people when things are difficult. Through my hard work and the way I have grown, I was able to lead an interview for a new intern to join RJ Working, and that enabled me to see things from a different perspective. Doing this internship has enabled me to push myself out of my comfort zone – I am so much more confident now, and ready to conquer the world!”

Strategic Aim 2: To use and promote Restorative Practice to develop understanding, knowledge and skills for tackling identity-related harm, both interpersonal and systemic, especially through Active Anti-racism.

We ensured that tackling identity-related harm, especially racism, was an integrated component of all our projects and that young people and adults with experience of racism were at the centre of developing this work. We continued to develop a pool of young co-trainers offering our practice workshops ‘Tackling Racism Restoratively’, drawing on our CEO’s blog about ‘Zero Tolerance’ published by the UK Restorative Justice Council. We delivered workforce training in FE settings to support effective tackling of racism and other identity harms. We supported the set-up of student-led ‘Equity, Diversity & Inclusion’ groups in FE settings. We reached wider communities and sectors through our multiagency Tackling Racism Restoratively programme, including the voluntary sector, education, social work, and Local Authorities.

Case Study – Connecting Beyond the Labels

Engagement and consultation with young people had identified their need for space and support to explore issues of identity, prejudice and discrimination; young people were also keen to learn how to become good allies and to develop their skills and approaches to respond to harm being caused. The young leadership team co-created and organised a multi-layered initiative that brought together young people from across Cornwall.

The young people’s aims for “Connecting Beyond the Labels” were:

- *To debunk the labels – creating a space here where everyone can express and explore their true identity, and be themselves – beyond the labels others put on people*
- *To better equip ourselves to tackle injustices – sharing a taster of some tools and principles of Restorative Practice to support with this*
- *To build a network of young people who care about social justice and want to make a change*

The initiative brought together 32 young people aged 16-25 from 8 different communities. A fun, creative, supportive and challenging programme enabled everyone to build trust and new connections, explore aspects of their own identities, share lived experiences of prejudice and discrimination, and listen to and learn from one another. The group worked in circles, practiced active listening, built trust by working in small groups, and gave space to those who have experienced oppression. Young people explored scenarios, practiced identifying feelings and needs and used creativity to express their experiences in different ways through creative writing, collage making, painting, and making an inspirational short film together. The many outcomes include the building of a network of young people who want to work together to tackle the bigger harms in society through Restorative Approaches; the development of some long lasting relationships and some new and exciting initiatives.

Young people’s feedback included:

“I’ve never been around such a diverse group in Cornwall”

“We talked about really heavy topics, but in a positive and uplifting way”

“I learnt so much from people’s openness and honesty about their experiences”

“I feel more confident defending other people having heard their stories”

Strategic Aim 3: To demonstrate young people’s inclusion and participation increasing, through Restorative Practice and Restorative Climate Action, in education, geographic and peer communities, via a whole system approach in Cornwall.

We continued to promote the relevance of Restorative Practice for repair and recovery from the disruption and disconnection caused by Covid-19 in education and in geographic communities. Using our success in significantly reducing formal exclusions to attract deeper engagement from Secondary Schools, Multi-Academy Trusts and FE Colleges, we worked with young people to champion the relevance of Restorative Practice for their employment, their communication and their problem-solving skills. We developed ‘Restorative Employment Skills’ training to help remedy work experience lost due to covid-19. We piloted new ways of introducing Restorative Practice creatively, through drama and the arts for example young people challenging adults about harms to the environment in ‘Splanna’ (see below). We established and co-created a Restorative Connections programme for young people in response to the huge numbers going off the school roll to meet the needs of young people learning out-of-school. Our work with Gypsy Roma Traveller families is growing into an in-depth engagement pilot project, addressing needs and coping strategies. We piloted a Green Ripple Effect programme reaching more than 70. Young people introducing many who, although living in rural areas, have not previously realized their relationship with nature or its benefits for their wellbeing.

19
organisations
participating
in our
programmes

488
young people
reached with
Restorative
Practice

Case study – “Splanna” – Cornish for “Shine Brightly”

A pioneering application of Restorative Practice to nature and the environment using the arts.

In collaboration with Falmouth Art Gallery, we facilitated a programme: “Splanna” (Cornish for Shine Brightly) with young people between the ages of 9 and 14, to collectively work towards understanding and contributing to environmental activism through art, debate, and Restorative Practice.

Through circle-keeping, open questioning and careful listening, the group made a safe cultural framework for their creativity while facing up to climate related harms. This enabled them to find & use their voices for issues they care about and translate their ideas into artistic works - a valuable platform for them to be seen, heard and understood. Splanna exhibited their work at Falmouth Art Gallery through May 2022. They presented at the adult Cornwall and Isles of Scilly (CIOS) Ecological Emergency Summit: at this adult event, they were the only young people to present in person.

Strategic Aim 4: To influence policy and practice, regionally, nationally and internationally, by integrating youth-led Restorative Practice and Restorative Climate Action with other models, networks and learning initiatives.

We continued to grow our networks to raise the profile of identity-related harm, alongside UK partners and delivered international-level training as part of the global Restorative Justice movement. Growing understanding about the links between Restorative Practice and other models eg.trauma-informed, we developed partnerships and delivery in Cornwall and neighbouring Local Authorities (the Isles of Scilly, Plymouth and Devon) to broaden our reach and knowledge about the transfer of Restorative Practice to different settings. We also widened our partnerships and reach, engaging with the Association of Muslim Schools to deliver Restorative Practice training for over 50 of their members from across the country. We were commissioned to deliver a countywide tackling Racism Restoratively programme for theatre and arts organisations which saw us working with a range of arts partners including the Hall for Cornwall and the Minack Theatre. Through listening to young people, we began to realise the relevance of the Restorative model for the escalating social harms caused by climate change, and the crucial importance of reframing education to respond to this global crisis and the need for climate justice.

48
young people
engaged in
community
development

34
adults trained
to be
Restorative
Facilitators

Achievements on the Isles of Scilly : A Whole Community Approach

As the only school on the Isles of Scilly, Five Islands Academy is uniquely

significant within the community. 2021 showed the accumulative benefits of RJ Working's involvement in previous years, we have now trained 125 young people in depth and supported the development of the whole workforce.

Seven of the staff team have completed more intensive training, and the outcomes at this stage are evidenced through a transformative whole-school approach, in which every young person's voice is heard. This ranges from practices such as Restorative Circles marking the beginning and end of the week for each class, to initiatives such as a group of young people leading a commitment to welcome refugee families on the Isles of Scilly. This whole school approach on the Isles of Scilly is expanding to a whole community approach, across the generations, involving parents and the Local Authority workforce.



Highlights from the year

RJ Working's **10th birthday celebrations** brought together many of our key partners and stakeholders. We reflected on RJ Working's growth and impact and celebrated the achievements of the last decade. These included our **apprenticeship to Ulster University** drawing on the expertise of global leaders; the **Princess Royal visiting Truro Cathedral** to celebrate children's use of Restorative Practice; our **Restorative Leadership ILM level 3** qualification reaching the **workforce of over 50 schools** (so bringing Restorative Practice to thousands of children).

We worked with our biggest ever cohort from one primary school - 120 children across Y5 and Y6, in groups of ten for effective social learning. Our Step-Up Programme seeks to develop a peer group **Culture of Care** to become a protective factor for children with refugee experience and others who might experience discrimination. Our skilled and expert parallel work with adults to promote this **Culture of Care** was recognised by the Cornwall Association of Primary Headteachers, who invited us to deliver this training at a countywide event.

We delivered the keynote speech, about the **value of Restorative Practice for tackling inequity**, at the University of Plymouth BEd and PGCE Equality, Diversity, and Inclusion Teacher Training Conference, to over 100 students and staff.

We were delighted to contribute to the R & D of Trebah's production of *The Tempest*, through **facilitating the use of Restorative tools for challenging and deepening conversations** and explorations of racism and sexism. Building on our earlier development of training for **'Tackling Racism Restoratively'** we engaged arts and culture organisations across Cornwall in this vitally important conversation, from small community venues to The Minack, The Poly and the Hall for Cornwall; from Porthcurno in the West to Bude in the North East.

Construction trainees participated in a pioneering pilot, **Restorative Skills for Construction Industry Employment**, at Truro College. The programme sessions drew on real life workplace scenarios and focused on the development of transferrable social and emotional competencies, serving young people in employment, training, and personal relationship contexts. At the end of the pilot young people reported being:

- More aware of the impact of their words and actions on other people
- More able to be themselves at College, feel safe and secure, be taken seriously
- More confident to deal with tricky relationships in the workplace
- Better able to listen and respect the views of people around them
- Better equipped to respond when someone says/does something hurtful or offensive

Vitally, given the legacy of covid-19 on mental health and disconnection from community, we introduced a new Green Ripple Effect programme, focused on building and affirming **young people's relationship with nature**, with benefits for their **health and well-being**.

Plans for Future Development

The Trustees have considered how future planned activities will contribute to the aims and objectives they have set. They have referred to the guidance contained in the Charity Commission’s general guidance on public benefit. As described above this period has been one of significant developments and achievements and we are excited, going forward, to build on these.

We are planning developments to our existing work such as our “Culture of care and welcome” training becoming a wider programme, and our “Green Ripple Effect” programme continuing to strengthen young people’s relationship with nature and the natural environment. We will continue to grow take-up of our core Ripple Effect and Step-Up programmes which support and enable young people’s social and emotional stability and engagement.

We are also scoping significant new departures such as a three-year programme of Youth-led Restorative Climate Action. We envisage older young people aged 17+ supporting vitally needed climate literacy and systems changes in school/college and wider geographic communities, via teamwork and leadership of high profile events and communications.

We are exploring campaigning and youth led issue-based social action developments, holding a focus on questions of how to amplify young voices and maximise their impact, both locally and regionally, perhaps even nationally.

We will continue to promote a culture of equity within the operational/strategic team and Board of Trustees. We will continue to grow and develop our team for maximum impact and best use of our resources and we will continue to evaluate and collectively learn, every step of the way. We will also further diversify our income streams and attract the resources to enable the fulfilment of our ambitions.

We want Cornwall and the Isles of Scilly to become a whole system development story which can be adapted for other areas to make their own developments in Youth-led Restorative Practice. We will gather further evidence and resources for leverage, and creation, exchange, and transfer of knowledge to enable continuing progress for this to become a reality.



Structure, Governance and Management

Governing Document

RJ Working is a Charitable Incorporated Organisation, registered as a charity on 6th January 2022. Our Constitution is our Governing Document and was adopted on 14th December 2021.

Recruitment and Appointment of our Board of Trustees

The Charity Trustees, under the requirements of the Constitution are appointed to serve for a set period of time after which they must be re-elected at a Trustee Meeting. All members of the Board of Trustees give their time voluntarily and do not receive benefits from the charity.

The charity's work focuses on children and young people, promoting their teamwork and leadership. RJ Working subscribes to the Young Trustees Movement which promotes the appointment of younger Trustees and in the case of RJ Working this appropriately reflects a closer relationship with the age group our organisation is serving and invests in the leadership of diverse young people at Trustee level as well as in recruitment to the paid operational staff team. To support the Board of Trustees we draw on expert advice for example from Headteachers, Local Authority specialists and colleague social purpose organisations.

To maintain the broad skill mix required, members of the Board of Trustees are asked to provide and update a list of their skills. In the event of particular skills being lost due to retirements, or newly required skills being identified, we actively recruit to meet these needs.

Trustee Induction and Training

New Trustees have an induction to the organisation and the majority (those whose roles are most relevant) undertake our 3-day Multiagency training in Restorative Practice. Trustees have an annual Safeguarding Update along with the annual updating of our Safeguarding Policy. Members of our operational /strategic team have regular opportunities to meet with Trustees.

Risk Management

The Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is regularly updated. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Our strategic Business Plan, regularly reviewed, allows for the diversification of funding to support our increasing range of activity, especially new or pioneering steps such as tackling environmental harms restoratively. Internal control risks are minimised by the dual procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with requirements for the health and safety of staff, children and young people (including safeguarding) and vulnerable adults. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

Organisational Structure

We have a Board of Trustees and an operational / strategic team. Both these include diverse young people across all levels of involvement with Projects, Programmes, and Leadership. The team includes two registered Social Workers and a qualified Youthworker.

We are supported by outsourced professional expertise in HR, IT and finance management. RJ Working is a member organisation of the UK Restorative Justice Council and meets the requirements of its training and organisational standards.

Financial Policies

Investments We currently make no investments; if this situation changed, we would develop an ethical Policy in accordance with our commitment to climate justice.

Reserves Our Policy is to accumulate free reserves to cover 3-6 months of committed running costs.

Treasurer's Report and Financial Review

RJ Working has further strengthened its financial position in the year 2021/2022 and further confirmed its status as a going concern. Becoming a Registered Charity has opened up many more potential avenues of income awarded by Charitable Trusts and Foundations to fulfil RJ Working's charitable purposes. This principal source of income (grants) complements RJ Working's use of its other principal source: earned income from training and consultancy services, to further its charitable purposes.



We are pleased to see year-on-year growth and this bodes well for RJ Working's next phase of development. While the wider social context of inequity remains extremely challenging, established relationships with key funders such as Paul Hamlyn Foundation and Children in Need, provide a strong framework for engaging further funding opportunities and building long-term security for the work of the organisation.

Jamie Mitchell

Jamie Mitchell (BSc Hons Economics)

Treasurer

Statement of Financial Activity

Approval statement

I report on the financial statements of the Charity for thirteen-month period ending 31st July 2022 which are set out on pages 5 & 6.

Respective responsibilities of Trustees and Examiners

The Trustees (who are the directors of the company for the purposes of company law) are responsible for the preparation of the accounts.

The Charity's Trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the Act). As amended by s.28 of the Charities Act 2006) and that an independent examination is needed.

It is my responsibility to:

1. examine the accounts under section 43 of the act, as amended);
2. to follow the procedures laid down in the general directions given by the Charity commission (under Section 43(7)(b) of the Act, as amended); and
3. to state whether matters have come to my attention.

Basis of Independent Examiners' Statement

An examination includes a review of accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view' and the report is limited to those matters set out in the statement below.

In the course of my examination, no matter has come to my attention which gives me reasonable cause to believe that, in any material respect, the Trustees have not met the requirements to ensure that proper accounting records are kept (in accordance with section 41 of the Act); and accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act .


Whyfield Limited, (Apr 4, 2023 15:28 GMT+1)

Kerry Eastmond
Whyfield Limited
Ground Floor Building A Green Court
Truro
Cornwall
TR4 9LF

Statement of Financial Activities for the thirteen-month period ending 31st July 2022

	Unrestricted funds £	Restricted funds £	2022 £
Income	<u>65,028.00</u>	<u>87,249.00</u>	<u>152,277.00</u>
Total Income	<u><u>65,028.00</u></u>	<u><u>87,249.00</u></u>	<u><u>152,277.00</u></u>
Expenditure			
Cost of charitable activities	<u>51,980.00</u>	<u>87,249.00</u>	<u>139,229.00</u>
	<u><u>51,980.00</u></u>	<u><u>87,249.00</u></u>	<u><u>139,229.00</u></u>
Net Income/(Expenditure)	13,048.00	-	13,048.00
Fund balances brought forward	<u>19,823.00</u>	<u>34,563.00</u>	<u>54,386.00</u>
Fund balances carries forward	<u><u>32,871.00</u></u>	<u><u>40,103.00</u></u>	<u><u>72,974.00</u></u>

Receipts and Payments for the thirteen-month period ending 31st July 2022

Receipts

	2022
	£
2 Voluntary Income	-
3 Other charitable activities	45,800.00
4 Investment Income	-
5 Incoming from charitable activities:	-
Donations	1,728.00
Restricted income	87,249.00
Other income	8,400.00
Other grant income	<u>9,100.00</u>
	<u>152,277.00</u>

Payments

7 Employment costs	87,795.00
IT Support	3,904.00
Rent & Rates	2,805.00
Operating Costs	13,689.00
Training Delivery Costs	5,914.00
Payroll	826.00
Pension Costs	780.00
Training costs	3,111.00
Accountancy Fees	3,352.00
Support costs	<u>17,053.00</u>
	<u>139,229.00</u>

Support costs are allocated accordingly;

Administration	3,165.00
Postage & delivery	365.00
Insurance	1,144.00
6 Depreciation	982.00
Data, communication and software consumables	10,558.00
Other costs	<u>839.00</u>
	<u>17,053.00</u>

Net income is after charging Depreciation of £982.50

Statement of Assets and Liabilities for the thirteen-month period ending 31st July

		2022
		£
Fixed Assets		
Tangible assets	9	1,355.00
Current Assets	10	
Debtors		9,011.00
Cash at bank		<u>69,908.00</u>
		78,919.00
Current Liabilities	11	
Creditors		- 5,014.00
Accrued Expenses		<u>- 2,286.00</u>
		- 7,300.00
Net Current Assets		<u>71,619.00</u>
Net Assets	14	<u><u>72,974.00</u></u>
Funds	13	
Restricted funds		40,103.00
Unrestricted funds		<u>32,871.00</u>
		<u><u>72,974.00</u></u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for small entities.

For the period ending 31/07/2022 the charitable company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation on the accounts.


[Guy Watson \(Apr 4, 2023 17:08 GMT+1\)](#)

.....
 signed on behalf of the Trustees on

Apr 4, 2023

Dated.....

1. Accounting Policies

Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued on 16 July 2014 as updated by Update Bulletin 1 issued on 2 February 2016, the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to activities on a basis.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Taxation

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

Fund accounting

The unrestricted fund has arisen through general fundraising, unrestricted donations and surpluses from pursuing the charity's objectives. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. The cost of raising and administering such funds are charged against the specific fund.

Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixtures, fittings, and equipment	25% straight line
-----------------------------------	-------------------------

2. Voluntary Income

	Total 2022
Donations	<u>1,728.00</u>
	<u>-</u>

3. Income from other Charitable Activities

	Total 2022
Training adults & young people	<u>45,800.00</u>
	<u>45,800.00</u>

4. Investment Income

	Total 2022
Interest from cash deposits	<u>-</u>
	<u>-</u>

5. Incoming resources from charitable activities

		Total 2022	
	Unrestricted	Restricted	2022
Grant Income	8,181.00	58,654.00	66,835.00
Other Income	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>
	<u>8,181.00</u>	<u>58,654.00</u>	<u>66,835.00</u>

6. Net Income is stated after charging

2022	
	Depreciation <u>983.00</u>
	<u>-</u>

7. Employee's remuneration

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

2022

4

The aggregate payroll costs of these persons were as follows:

2022

Wages & Salaries

87,795.00

No employee received emoluments of more than £60,000 during the year

8. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

9. Tangible Fixed Assets

	Fixtures fittings and equipment	Total
	£	£
Cost		
At 6 January 2022	3,930.00	3,930.00
Additions	-	-
At 31 July 2022	<u>3,930.00</u>	<u>3,930.00</u>
Depreciation		
At 6 January 2022	1,593.00	1,593.00
Charge for the year	982.00	982.00
At 31 July 2022	<u>2,575.00</u>	<u>2,575.00</u>
Net book value:		
At 31 July 2022	<u>1,355.00</u>	<u>1,355.00</u>
At 6 January 2022	<u>2,337.00</u>	<u>2,337.00</u>

10. Debtors

	2022
Prepayments	1,097.00
Trade	5,814.00
Other debtors	2,100.00
	<u>9,011.00</u>

11. Current Liabilities

Amounts falling due within 1 year	2022
Accruals- Accounting	2,286.00
Trade Creditors	1,375.00
Employment Costs	3,639.00
	<u>7,300.00</u>

12. Members' Liability

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

13. Analysis of Funds

	At 30 June 2021	Incoming Resources	Resources Expended	At 31 July 2022
	£	£	£	£
General Funds				
Unrestricted Income Fund	19,823.00	65,028.00	51,980.00	32,871.00
Restricted Funds				
BBC Children in Need	-	9,340.00	9,340.00	-
TNL Community Fund	-	9,867.00	9,867.00	-
Paul Hamlyn Foundation	30,000.00	30,000.00	29,997.86	30,002.14
Postcode Local Trust	-	12,877.00	6,280.13	6,596.87
University of Exeter	-	4,245.00	2,553.60	1,691.40
Westhill Endowment	-	2,400.00	2,400.00	-
Headstart	-	6,000.00	6,000.00	-
Cornwall Community Foundation	-	18,060.00	16,247.90	1,812.10
ESF	2,237.62	-	2,237.62	-
Quakers In Britain	2,324.94	-	2,324.94	-
	<u>34,563.00</u>	<u>92,789.00</u>	<u>87,249.00</u>	<u>40,103.00</u>
Total Funds	<u>54,386.00</u>	<u>157,817.00</u>	<u>139,229.00</u>	<u>72,974.00</u>

14. Net assets by fund

	Unrestricted funds	Restricted funds	Total 2022
	£	£	£
Tangible assets	1,355.00	-	1,355.00
Current assets	38,816.00	40,103.00	78,919.00
Current Liabilities	<u>- 7,300.00</u>		<u>- 7,300.00</u>
Net Assets	<u>32,871.00</u>	40,103.00	<u>72,974.00</u>