

**SAFE NEW FUTURES
(REGISTERED NUMBER : 4189876)**

**ANNUAL REPORTS AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022**



SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

REPORT OF THE DIRECTORS AND TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report and accounts for the year ended 31 March 2022. The Trustees are also appointed as directors of the incorporated charity.

Charity number: 1088357

Company registration number: 4189876

Directors / trustees:	A Scammell	(resigned 3 April 2022)
	S Nicholls	(Chair)
	A Smith	(resigned 31 March 2022)
	S Giles	(resigned 28 April 2022)
	A Henry	(resigned 31 December 2021)
	J Richards	(appointed 23 March 2022)
	S Dafnias	(appointed 26 April 2022)
	P Silvester	(appointed 26 April 2022)
	D Muir	(appointed 7 June 2022)
	S Kandiah	(appointed 7 June 2022)

Company Secretary: S Nicholls

Principal / registered address: 29 Carlton Crescent,
Southampton,
Hampshire,
SO15 2EW

Independent examiners: Knight Goodhead Limited
7 Bournemouth Road
Chandler's Ford, Eastleigh
SO53 3DA

Bankers: Lloyds
63 London Road
Southampton
SO15 2US

Objectives:

1. To relieve poverty for the public benefit, primarily through training and support of unemployed people facing multiple barriers to work including mental health conditions such as anxiety and depression.
2. To advance education for the public benefit by delivering group training and individual coaching to develop individual capabilities competences, skills and understanding.
3. To advance citizenship and community development for the public benefit by training volunteers and voluntary sector organisation to deliver training programmes to communities in areas of multiple deprivation.

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(Company limited by guarantee and not having share capital)

REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Governing document

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 29 March 2001 and registered as a charity on 10 September 2001.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Recruitment and appointment of trustees

The Articles of Association has established a policy that trustees undertake the role of company directors to manage the business of the charity by means of regular trustee meetings.

The organisation seeks to attract a board of trustees, which collectively demonstrates a diversity of experience and skills and to this end individuals with requisite capabilities are approached to offer themselves for election to the board.

Existing trustees are subject to retirement by rotation but can be re-appointed if the position they have vacated has not been filled.

Trustee induction and training

Most trustees are already familiar with the practical work of the charity, having been encouraged to attend the community-based courses run for the benefit of participants.

New trustees are issued with an information pack including a Trustee Board Mandate, Trustee Board member role definition, a job description, Memorandum and Articles of Association, annual accounts, previous minutes and an introduction to Safe New Futures to understand their legal obligations and familiarise themselves with the organisation and the context in which it operates.

Risk management

Policies and procedures have been put in place to ensure compliance in the following:

- Organisational - including health & safety and equality & diversity.
- Client contact – including safeguarding, confidentiality and complaints.
- Staffing - including grievance, disciplinary, recruitment and appraisal.

A quality management approach has been implemented to ensure consistent quality of delivery for all operational aspects. Quality is achieved by design, in terms of the course-manual and prescribed programme, plus the training of new facilitators. There is an audit and inspection system which includes monitoring the learning outcomes, observing the quality of the teaching, and evaluating the management of the learning.

Organisational structure

The Board of Trustees meet a minimum of four times per annum and are responsible for the strategic direction and policy of the charity. The Chief Executive Officer also attends the trustee meetings but has no voting rights.

A scheme of delegation is in place and day to day responsibility for the provision of services rests with the chief executive officer.

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Needs analysis

Society is facing epidemic levels of emotional and behavioural difficulties. The anxiety level of an average child today is the same as a psychiatric patient in the 1950s. Anxiety and depression is much more prevalent in areas of deprivation. Thirty years' experience of delivering programmes and listening to the needs of participants has given us an understanding of the needs they face. Participants face multiple complex barriers, including behavioural and emotional difficulties, very long-term unemployment, addictions, anxiety and depression, eating disorders, lack of confidence and very low self-esteem.

The solution

Underlying these issues are core beliefs including feelings of worthlessness, no hope of change, no sense of purpose, and lack of belonging. These beliefs must be addressed to overcome people's barriers. Change in thinking leads to change in behaviour. The New Futures course has been specially designed for this. It is a vocational CBT course.

Vocational elements include identifying strengths, contribution, goal setting and intrinsic motivation. CBT elements include overcoming barriers, healthy thinking and being empowered. The course elements include relatedness, group work and being treated with dignity. The new Futures programmes result in significant increase in self-efficacy, confidence and resilience which is the key to long term change of behaviour.

Overview

Safe New Futures' self-development training programmes take a group cognitive behavioural approach and use a blended learning style. As a result of our courses, participants receive psychological resilience support, employability skills and vocational learning. This helps participants move forward in their lives making meaningful change by accessing work or further training complete with psychological capability to achieve and sustain this.

Our new office space in Carlton Crescent includes a number of meeting rooms and also a community room where we can now hold face-to-face follow up sessions to supplement our online five-week programme. We also use this space to run regular 'Happiness Workshops' and Wellbeing days for staff (including homebased freelance trainers).

We have continued to successfully migrate our face-to-face programme online increasing the scope and ability to reach the most needy and vulnerable in the community. We have moved from offering programmes to 90 people per annum pre-covid to 222 programme participants last year.

We have taken on new facilitators to cater for our growth and ensured they have all been cross trained across all courses including the Solent, Southampton and youth New Futures courses. This means that we have more staff cover in the event of unforeseen circumstances. Our training manager (returned from maternity leave in January 2022) is also able to provide cover whilst ensuring quality assurance and consistency of delivery across all programmes.

Our volunteers are often drawn from former participants whose lives have been chance as describe below by one participant in October 2021.

"When I was referred to Safe New Futures, I was super low. I had been to other places that should have helped but didn't. It was very much a 'last chance' in my mind. If this

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

one didn't work, I would act on my thoughts that I should be dead. I had spent so long being depressed with nothing helping to keep me level.

One service said I was too severe whilst another said I wasn't severe enough.

But, by then end of the course, I was sooo much happier. I was able to do things and not be exhausted by all the little things."

Activities, Achievements and Performance

The trustees consider that the following activities provide a public benefit in line with charity's objectives and the general guidance provided by the Charity Commission.

1. 337 pre-course motivational interviews
2. 27 self-development training courses. (each course is 2 days per week over a 5-week period)
3. 75 rounds of post-course follow-up support

Results:

40% moved onto employment, further education, or training opportunities.

- 75% were less depressed
- 67% were less anxious
- 74% increased in confidence
- 92% increased in self-esteem
- 87% increased in goal achievement

Activities:

The Trustees consider that the following activities provide a public benefit in line with charity's objectives and the general guidance provided by the Charity Commission. See Table 1 below

From April 2021 – March 2022 (our financial year), Trading as Safe New Futures, 27 New Futures programmes were carried out, reaching 222 people who finished the course, as follows:

Table 1

No. of courses	Pre-course interviews	Finished participants
27	337	222
Southampton New Futures (National Lottery / Henry Smith)		
8	115	72
Solent Youth New Futures (QuilterFoundation)		
9	122	80
Teens New Futures (Mainly, Awards for All, St James Place, HIWCF Ford, Edward Gostling)		
2	21	17
New Futures Solent Supporting Employment (HIWCF, European Social Fund)		
8	79	53

Outcomes Apr 2021 – March 2022

1. Three hundred and thirty-seven pre course motivational interviews

Between April 2021 and March 2022, we delivered 337, individual pre course interviews. These are delivered by the facilitators to introduce the participants to the facilitators and initiate the

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

foundations of the later facilitator-participant relationship. Additionally, they relay information about the course and answer questions that participants may have as well as determining if a participant is suitable for a course. Ostensibly, the course is suitable for people with mild to moderate mental health conditions. Those with severe mental health issues and severe behavioural problems are referred on to other professionals for support. The pre-course interviews endeavour to support the participant's motivation to commit to the programme. They help participants to reflect on their current situations, their wellbeing and consider their futures. By eliciting intrinsic motivation participants engage more readily with the course feeling that they have a future that is worth working towards.

2. Twenty-seven ten-day courses working with 222 beneficiaries

We are delighted to report that we successfully ran 27 courses for vulnerable unemployed people in the last year, supporting 222 vulnerable individuals. These courses ran for 2 days per week over a five-week period and follow our scientifically evidenced and successful New Futures training programme, which blends a group cognitive behavioural approach with pre-employment/vocational learning support.

We use Zoom as our delivery vehicle and make use of the user-friendly breakout room facility so that participants can continue to work in smaller subgroups for certain tasks. Our facilitators have been able to optimise virtual delivery by adapting the materials, puzzles, quizzes and learning games for online use. We post hard copy manuals and end of course certifications out to participants.

All staff and facilitators use SNF owned laptops to ensure safeguarding online compliance. SurveyMonkey is used to complete participants' psychological measures pre and post course so that we can monitor and demonstrate the continuing efficacy of our programmes. The use of the teachable online learning platform, containing all programme modules, ensures that participants can review learning or catch up on missed learning. The use of Softphones for facilitators and participants to record personal 1:1 conversations enables compliance with safeguarding and quality assurance, and the supply of additional laptops to participants who are the most disadvantaged ensures that they are able to access sessions remotely.

We have found that the use of Zoom as a platform, in providing the ability to see everyone's face, creates an openness and friendship as strong as when our programmes are face-to-face. This means that peer-to-peer group support, and an opportunity to empathise with and help each other, continues to form an integral part of our work.

"I never thought I would turn my camera on. Helped with confidence. I've been working on myself for a long time on my own. Being in this group and talking with everyone has helped so much, sharing their experiences. I am really not alone. It has done so much for me."

Amelia, 19

The successful transition from face-to-face to online and blended learning has seen psychological measures and outcomes into education, training or employment remain consistent. It has also enabled us to reach a wider group of people including those who would not leave the house through anxiety, depression or disability. The outcomes are described in the Project Outcomes section below.

3. 75 rounds of post course follow up support

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Our programmes offer support over a six-month period and we have carried out 75 rounds (three per course) of follow up support. This support is usually carried out at one, three- and six-month points. These sessions give participants an opportunity to build on the skills and knowledge they gained from the original workshops, as well as having an opportunity to revisit their goals. These follow up sessions help to keep them on track in their employment goals, as well as offering an opportunity to reflect on how they are embedding the skills learnt on the course, to prevent relapse.

Since the migration of our courses online, we have recognised that for some participants, one to one support is essential. This is particularly evident given the impact of the Covid-19 pandemic on individuals' needs, which has proven to be ever- complex. As such, some of the training days have been reworked to include personalised one to one support sessions for post participants. These sessions have literally been a lifeline for many of the individuals, who have valued the continued emotional and practical support.

IT and employability training is provided post course where necessary to address any barriers to re-employment and we work closely with our community partners to ensure there is ongoing access to other services. Most importantly, we recognise that these post course training days and one to one support sessions reinforce the learning objectives of the original sessions, and bolster mental health resilience through our cognitive behavioural approach.

Some of our course participants move on to volunteer or even employment with us, and the following case study demonstrates what a difference our interventions can make:

"When we were asked at what point in life were we the most happy, I said when I first started working with Safe New Futures. It honestly changed my life and I will forever be grateful to everyone who supports me in the office and outside of the office every day. When Roxie (facilitator) told me about the job, I felt a mix of emotions, scared, happy, nervous. But honestly, determination was my top emotion. I felt a drive to succeed and get a job in which I had NEVER felt before. I honestly never saw myself being at this point in life, getting buses by myself, going to work, going shopping by myself etc. Now I do it all the time it's become so normal for me and I rarely get anxious about it. Honestly, from the bottom of my heart, I will never forget this moment in my life. I truly believe the Safe New Futures programme was all I needed to get past the significant mental health barriers I had been facing for THREE years. Thank you so much Nina for this opportunity 😊 "

Cally, 20.

New Futures Referrals Administration Assistant and former course participant

Project Outcomes

New Futures online courses - April 2021 to April 2022

Between April 2021 to March 2022, We have continued to see improvements in people's lives with 82% greater self-esteem, 74% improving in confidence, 87% in job search goals, 75% less depressed and 67% less anxious. The breakdown of this is shown in Table 2:

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Psychological improvements for participants all ages taken on the first and last day of all five-week courses April 2021 – March 2022*

Table 2.

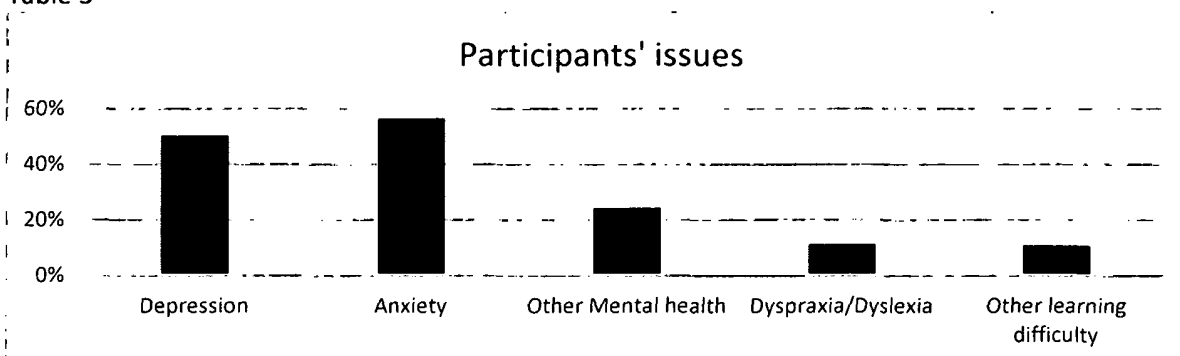
Summary for participants who finished the course					
All courses	First day ave.	Last day ave.	Change ave.	% Improvement	% People improved
More Self Esteem	11.31	16.41	5.10	45.1%	82%
More Confidence	11.05	14.10	3.05	27.6%	74%
Job search goals	11.76	16.40	4.63	39.4%	87%
Less depressed	14.23	9.92	-4.31	30.3%	75%
Less anxious	11.84	8.37	-3.47	29.3%	67%

**The questionnaires for these evaluations were designed by the University of Southampton following a three-year research project which successfully validated the Choices (New Futures) Training Programme.*

It is interesting to note that these results are consistent with the outcomes of our courses pre pandemic and pre online delivery. This is despite the fact that people's mental health and resilience continues to be considerably tested by Covid_19. with the effects of the pandemic lockdowns which induced /increasing loneliness and isolation being felt into this past year. World turbulence with the war in Ukraine and worries about the UK economy are contributing to compromised mental wellbeing.

More than 60% declared a diagnosis of Depression and/or Anxiety on their initial referral forms although it was clear that many more struggled with a variety of mental health issues PTSD, Agoraphobia, OCD, Tourettes etc. See Table 3 below.

Table 3



Examples of 'Other mental health' include agoraphobia, PTSD, Tourette's

"Before the course I was in a very dark place, I was not feeling myself, I felt lost and very anxious of not having anywhere to go. During the course I felt like I was learning a lot and becoming more confident to the point where I smashed a job interview and got a job. In the

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

future I hope to use these tools and things I've learnt to help me wherever I get stuck of feeling like things are going back downhill again."

Clara, 22

Employment and Training Outcomes.

Hard Outcomes from participants completing the course

This year we saw 40% move into employment training or volunteering (see Table 4), and 87% of participants, improved in job search goals as a result of our intervention. It is difficult to assess the outcomes on this given the impact that the pandemic has had on the confidence of our participants, many of whom have been isolated for very long periods. Additionally, whilst the economic impact of the Covid-19 pandemic is still being outworked, we are very proud to see so many participants move into employment and training opportunities following our interventions. We trust that this figure will increase even further next year, post- pandemic.

Table 4

Working	Volunteering	Training Course	Education	Unemployed	Signed Off Sick	Not known
24%	5%	9%	2%	27%	2%	31%

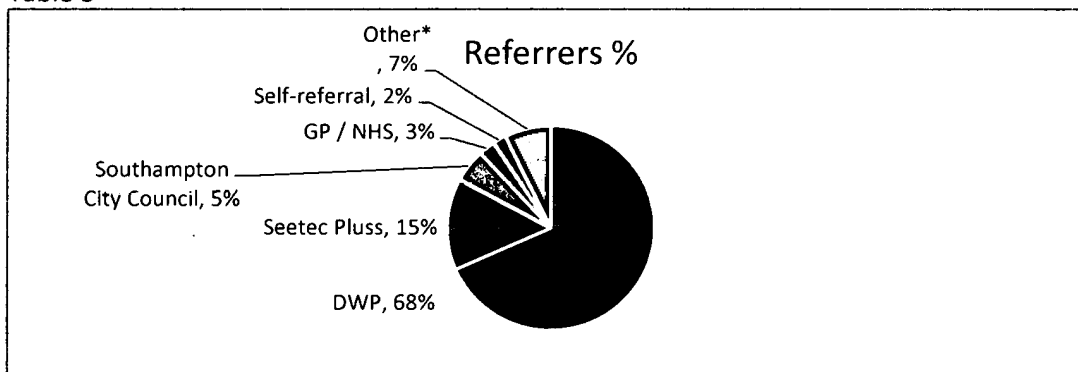
An interesting outcome of our transition to online course delivery is the use of Zoom, in that all of our 222 participants who completed the course this year became familiar with communicating on an online forum – thus they have gained important skills for the ever-changing world of work, gaining skills in virtual interviews, as well as having developed confidence in the use of IT, and in new ways of working, including being part of an online team.

"The course has been better than I could have dreamt it to be. It has given me so much to think about. A few weeks ago I would not have even applied for a job I felt so negative but now have a job offer and I'm looking forward to the future more."

Susan, Aged 63

Our main referrer continues to be the Job Centres followed by Seetec plus and Southampton City Council, all of whom tend to send us those that they cannot easily get into employment themselves. See table 5.

Table 5



* 'Other' referrers include Solent Mind, Princes Trust, The Workshop

Further Feedback from our Participants April 2021- April 2022

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

<i>"It has helped me with my confidence because I have really bad self-confidence in myself, but it's made me feel so much more comfortable. Everyone is just so lovely."</i> Doris, 19
<i>"I really didn't think I'd like the course because I don't like people, but I really like you all. You're all really nice and supportive."</i> Samantha, 18
<i>A big thank you to Ruth, Dan and other staff, who have really supported me and have helped me express myself with self-confidence."</i> Akhil, 20
<i>"The course has definitely helped me with my anxiety, and it's nice to have everyone that's so nice here and going through the same things as me, I would love to continue this."</i> Rita, 16
<i>"I feel like this course has really helped me so much and I feel like I'm becoming a new better version of myself."</i> Patricia, 19
<i>"I have enjoyed the course; it has helped me with my confidence and communication"</i> Megan, 19
<i>"If I want to change I will have to take steps myself, and this has really helped me to understand there is work out there I could do."</i> Logan, 37

Community Impact

The result of the New Futures course is that many people engage in their community by being good neighbours now that they are not depressed, joining a local group or by contributing through voluntary work. In addition, equipping local facilitators means that a resource is left in the local community when the funded project ends, building on-going sustainability.

Economic impact

The return on the initial investment of welfare benefit savings is very high because the New Futures participants started so far from the job market, they were unlikely to gain a job in the next 5 years. Most other employment initiatives focus on those near the job market who would get a job in the next year, so their real savings are much smaller.

Social impact

There are wider social impacts because of the Safe New Futures Programme intervention. There are savings on mental health due to reduced GP time and reduction in prescriptions for antidepressants. There are gains to poor physical health which is closely correlated with unemployment and depression and reduced social care costs. There are gains in less vandalism and anti-social behaviour and savings in criminal justice for police, prison and court costs.

Future delivery and funding

Next year we will continue the delivery of adult, youth and teen programmes. We continue to have a strong evidence base for its efficacy. The New Futures programmes are meeting a gap that no other provision currently addresses.

We will continue our approach of ensuring:

- Diversity of funding via new Grant Making Trusts
- Sustainable funding which will cover multiple years such as the Henry Smith, National Lottery, Garfield Weston and Quilter Foundation funding
- Outreach funding to fund courses in the community for example via HIWCF Solent Supporting Employment (ESF) funding.
- Traded income, such as the delivery of our Workplace programme delivered by Choices Training and Development Ltd, who in turn transfer monies to Safe New Futures.

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REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Financial overview

- Income for 2022 was £305,026, an increase of £67,961 on 2021 income of £237,065 (2021: an increase of 84,152 on 2020 income of 152,913)
- Total expenditure for the year increased by £88,856 to £307,638 due to an increase in the number of courses delivered (2021: increase of £7,481 to £218,782 compared to 2020 levels).
- The net deficit for the year was £2,612 (2021: surplus £18,283 & 2020: surplus £6,612).
- Net assets were £68,317 (2021: £70,929 & 2020: £52,646).

Principal funding sources

The principal funding sources are detailed in notes 2 and 10 to the accounts.

Grant income is from a variety of sources, the charity is not overly reliant on any one source.

The subsidiary Company Choices Training & Development Ltd (CT&D) transferred funds of £17,345 representing 6% of income (2021: £8,989 representing 4% of income).

Reserves policy

The trustee board continue to ensure that enough reserves are held to ensure that all delivery commitments can be honoured. The deposit account ensures that restricted reserves are kept separate from the main charity funds.

At the balance sheet date, the total reserves of the charity were £68,317 (2021: £70,929 & 2020: £52,646), of which £27,337 (2021: £39,078 & 2020: £16,531) represented unrestricted funds. Restricted funds were £40,980 (2020: £31,851 & 2020: £36,115).

Responsibilities of the trustees

The directors are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the directors to prepare the directors' report and accounts for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

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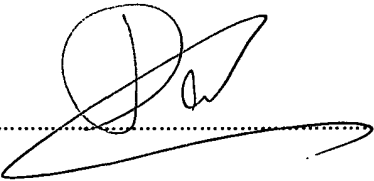
(Company limited by guarantee and not having share capital)

REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who serve during the year are set out on page 1.

Approved by the directors on 14th June 2022

and signed on their behalf by:

Director 
D. MUIR

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF SAFE NEW FUTURES

I report to the charitable company's trustees on my examination of the accounts of the charitable company for the year ended 31 March 2022, which are set out on pages 13 to 24.

Responsibilities and basis of report

As the trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charitable company's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's report

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

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



C J Goodhead FCA
Knight Goodhead Limited
Chartered Accountants

29 June 2022

7 Bournemouth Road
Chandler's Ford, Eastleigh
Hampshire SO53 3DA

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STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

(Including Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<i>INCOME</i>					
Donations and legacies	3	24,093	-	24,093	15,792
Charitable activities	2	20,000	260,933	280,933	221,273
TOTAL INCOME		44,093	260,933	305,026	237,065
<i>EXPENDITURE</i>					
Charitable activities	5	57,434	250,204	307,638	218,782
TOTAL EXPENDITURE		57,434	250,204	307,638	218,782
NET INCOME / (EXPENDITURE) FOR THE YEAR		(13,341)	10,729	(2,612)	18,283
TRANSFERS		1,598	(1,598)	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR AFTER TRANSFERS		(11,743)	9,131	(2,612)	18,283
FUNDS AT 1 APRIL 2021		39,078	31,851	70,929	52,646
FUNDS AT 31 MARCH 2022		27,335	40,982	68,317	70,929

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

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PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

	Unrestricted funds £	Restricted funds £	Total 2021 £
<i>INCOME</i>			
Donations and legacies	6,803	8,989	15,792
Charitable activities	23,989	197,284	221,273
TOTAL INCOME	30,792	206,273	237,065
<i>EXPENDITURE</i>			
Charitable activities	8,245	210,537	218,782
TOTAL EXPENDITURE	8,245	210,537	218,782
NET INCOME / (EXPENDITURE) FOR THE YEAR	22,547	(4,264)	18,283
FUNDS AT 1 APRIL 2020	16,531	36,115	52,646
FUNDS AT 31 MARCH 2021	39,078	31,851	70,929

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

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BALANCE SHEET AT 31 MARCH 2022

	Notes	£	2022 £	£	2021 £
FIXED ASSETS					
Investments	6		1		1
Tangible assets	7		<u>2,884</u>		<u>2,213</u>
			2,885		2,214
CURRENT ASSETS					
Debtors	8	25,178		2,459	
Cash at bank and in hand		<u>86,562</u>		<u>111,323</u>	
		111,740		113,782	
CREDITORS: amounts falling due within one year:	9	<u>(46,308)</u>		<u>(45,067)</u>	
NET CURRENT ASSETS			65,432		68,715
NET ASSETS			<u>68,317</u>		<u>70,929</u>
FUNDS					
Unrestricted funds	10		27,335		39,078
Restricted funds	10		40,982		31,851
TOTAL FUNDS			<u>68,317</u>		<u>70,929</u>

For the financial year ended 31 March 2022, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the year and of its net income or expenditure for the financial year, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the directors and signed on their behalf by:

Director 
D. MUIR

Dated: 14 June 2022

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

1 ACCOUNTING POLICIES

(a) Accounting convention

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 and the Companies Act 2006.

The charitable company meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue.

(b) Income

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when the charitable company becomes unconditionally entitled to the grant.
- Income from charitable activities, including grants, when relating to performance and specific deliverables, and service contracts, are accounted for as the charitable company earns the right to consideration by its performance.
- Investment income is included when receivable.

(c) Expenditure

Expenditure is recognised in the period in which it is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective paid hours.

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

1 ACCOUNTING POLICIES (continued)

(d) Investments

Fixed asset investments relate to shares held in the charitable company's subsidiary company, and are stated at cost.

(e) Tangible fixed assets

Fixed assets are capitalised for ongoing use within the company, where the individual cost of the asset exceeds £500.

Depreciation is provided so as to write off the cost of the fixed assets, less their residual value, in equal annual instalments over the estimated useful lives of the assets, at the following rates:

Computer and other equipment	33.3% straight line
Website	25% straight line

(f) Funds

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 together with a fair allocation of management costs and overheads.

Unrestricted funds are donations and other incoming resources receivable or generated and are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company.

(g) Group accounts

The charitable company is a parent company subject to the small companies regime. The charitable company and its subsidiary comprise a small group and is therefore not required to, and has not chosen to, prepare group accounts.

(h) Financial instruments

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured at transaction price. Financial assets and liabilities classified as due within one year are not amortised.

(i) Pensions

Pensions are provided for staff by means of a defined contribution pension scheme to which the charitable company makes a contribution. Contributions in respect of these schemes are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are shown as either accruals or prepayments at the year end.

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

2	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
	Funding contracts and grants:				
	Henry Smith	-	36,400	36,400	36,400
	HIWCF Henry Ford	-	6,000	6,000	-
	Garfield Weston Foundation	20,000	-	20,000	15,000
	National Community Lottery	-	31,217	31,217	30,605
	National Community Lottery - COVID adaptations	-	-	-	11,880
	St James Place Foundation	-	2,500	2,500	-
	Quilter Foundation	-	51,907	51,907	58,075
	Edward Gostling	-	10,000	10,000	-
	National Lottery Awards for All Community Fund	-	10,833	10,833	-
	National Lottery Awards for All	-	9,874	9,874	-
	National Lottery CEO	-	-	-	41,347
	HIWCF Covid	-	-	-	10,000
	HIWCF - Solent Supporting Employment	-	83,125	83,125	17,966
	HIWCF We're All Together Fund	-	5,000	5,000	-
	Kick Start Grant	-	14,077	14,077	-
	TOTAL CHARITABLE ACTIVITIES	20,000	260,933	280,933	221,273

3 GRANT INCOME

Donations and legacies includes £17,345 (2021: £8,989) donated by Choices Training and Development Limited. There were no grants of £2,000 or more received in the year.

4	STAFF COSTS	2022 £	2021 £
	Wages and salaries	151,083	109,854
	Social security costs	7,910	5,206
	Employers pension costs	5,046	4,531
		<u>164,039</u>	<u>119,591</u>

The average number of staff employed during the year was 8 (2021: 5). No employee received emoluments of more than £60,000.

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

4 STAFF COSTS (continued)

No remuneration was paid to trustees/directors during this or the previous year. During the year the charitable company paid remuneration, including pension contributions, totalling £63,464 (2021: £59,189) to key management personnel.

No trustees were reimbursed for expenses during this or the previous year.

5 EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Costs directly allocated to activities				
Direct staff costs (see note 4)	-	131,231	131,231	95,673
Travel and subsistence	-	1,315	1,315	455
Subcontractors	-	77,145	77,145	46,781
Licences and subscriptions	-	2,249	2,249	1,998
Choices manual costs	-	4,582	4,582	3,801
	-	216,522	216,522	148,708
Support costs allocated to activities				
Indirect staff costs (see note 4)	20,682	12,126	32,808	23,918
Room hire	7,715	4,525	12,240	8,540
Catering	2,317	1,358	3,675	1,275
Training costs	1,355	795	2,150	2,856
Depreciation	1,527	896	2,423	1,606
Telephone	2,575	1,510	4,085	2,208
Postage, printing and stationery	1,551	910	2,461	2,989
Computer running costs	6,813	3,995	10,808	8,231
Legal and professional fees	669	393	1,062	720
Bookkeeping	5,249	3,078	8,327	7,681
Accountancy	1,795	1,053	2,848	3,690
Insurance	888	521	1,409	1,319
Bank charges	114	67	181	150
Sundry costs	2,460	1,443	3,903	1,781
Licences and subscriptions	136	80	216	360
Promotion, marketing and publicity	1,588	932	2,520	2,750
TOTAL EXPENDITURE	57,434	250,204	307,638	218,782

Support costs are apportioned in line with the income received from that source during the year, in so far as restricted funds are available.

Included within accountancy above are amounts due to the independent examiners in respect of the independent examination work of £2,400 (2021: £2,340).

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

6	INVESTMENTS			Unlisted investments £
	Investment in subsidiary at beginning and end of year			<u>1</u>
	On 16 November 2015 a subsidiary company, Choices Training & Development Limited was established. Safe New Futures holds a £1 ordinary share in the subsidiary, representing 100% of the ordinary share capital.			
7	TANGIBLE FIXED ASSETS	Computer & other equipment £	Website £	Total £
	COST			
	At beginning of year	22,805	2,400	25,205
	Additions	3,094	-	3,094
	At end of year	<u>25,899</u>	<u>2,400</u>	<u>28,299</u>
	DEPRECIATION			
	At beginning of year	20,592	2,400	22,992
	Charge for the year	2,423	-	2,423
	At end of year	<u>23,015</u>	<u>2,400</u>	<u>25,415</u>
	NET BOOK VALUE			
	At end of year	<u>2,884</u>	-	<u>2,884</u>
	At beginning of year	<u>2,213</u>	-	<u>2,213</u>
8	DEBTORS		2022 £	2021 £
	Other debtors		1,006	1,006
	Prepayments and accrued income		6,015	737
	Amounts due from subsidiary undertaking		<u>18,157</u>	<u>716</u>
			<u>25,178</u>	<u>2,459</u>

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

9	CREDITORS: amounts falling due within one year	2022	2021
		£	£
	Other tax and social security	2,808	2,308
	Accruals and deferred income	43,500	42,759
		<u>46,308</u>	<u>45,067</u>
10 a	MOVEMENT IN FUNDS		
	Balance at		Balance at
	1 April		31 March
	2021	Income Expenditure	2022
	£	£	£
		£	£
	Restricted funds		
	Henry Smith	3,034	36,400 (36,400) - 3,034
	HIWCF Ford Community	-	6,000 - 6,000
	National Community Lottery	-	31,217 (31,217) -
	St James Place Foundation	-	2,500 (2,500) -
	Quilter Foundation	15,342	51,907 (54,081) - 13,168
	Edward Gostling	-	5,000 (1,500) - 3,500
	Edward Gostling Operations	-	5,000 (5,000) -
	National Lottery Community Fund	-	10,833 (10,833) -
	National Lottery Teens	-	9,874 (9,559) (315) -
	HIWCF - Solent Supporting Employment	13,475	83,125 (81,320) - 15,280
	HIWCF We're All Together	-	5,000 (5,000) -
	Kick Start Grant	-	14,077 (12,794) (1,283) -
	Total restricted funds	31,851	260,933 (250,204) (1,598) 40,982
	Unrestricted funds	39,078	44,093 (57,434) 1,598 27,335
	Total funds	70,929	305,026 (307,638) - 68,317

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

10 b SOURCE OF FUNDS

Henry Smith

This grant provides a contribution to the costs of three years' salary and on costs of a Wellbeing Choices Facilitator at a project providing employment and training advice and support for people in Hampshire.

HIWCF Ford Community

This Grant provides a contribution to the cost of three teens course.

National Community Lottery

Funds an aged 18+ programme for the Southampton area matchfunded by Henry Smith Foundation.

St James Place Foundation

To fund teens courses.

Quilter Foundation

Funding for youth courses aged 16-25 in the Solent Region.

Edward Gostling

To fund teens courses and an operations assistant.

National Lottery Community Fund

Supporting Vulnerable unemployed people with mental health difficulties

National Lottery Teens

This Awards for All grant provides a contribution to the costs of three teens courses.

HIWCF - Solent Supporting Employment

Funding for Solent Supporting Employment covering Eastleigh, Havant, Gosport, Isle of Wight and New Forest.

HIWCF We're All Together

Towards the costs of an operations assistant.

Kick Start

To pay for the cost of three apprentices in IT/Marketing, course recruitment and fundraising roles.

HIWCF Covid

Emergency covid costs for three months.

National Community Lottery - COVID adaptations

Emergency covid costs cover for six months

National Lottery CEO

Supporting Vulnerable unemployed people with mental health difficulties

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

10 c COMPARATIVE MOVEMENT IN FUNDS	Balance at	Income Expenditure		Balance at
	1 April 2020 £	£	£	31 March 2021 £
Restricted funds				
Henry Smith	1,517	36,400	(34,883)	3,034
National Community Lottery	-	30,605	(30,605)	-
National Community Lottery - COVID adaptations	-	11,880	(11,880)	-
St James Place Foundation	4,683	-	(4,683)	-
Quilter Foundation	16,550	58,075	(59,283)	15,342
Edward Gostling	13,365	-	(13,365)	-
National Lottery CEO	-	41,347	(41,347)	-
HIWCF Covid	-	10,000	(10,000)	-
HIWCF - Solent Supporting Employment	-	17,966	(4,491)	13,475
Total restricted funds	36,115	206,273	(210,537)	31,851
Unrestricted funds	16,531	30,792	(8,245)	39,078
Total funds	52,646	237,065	(218,782)	70,929
11 ANALYSIS OF NET ASSETS BETWEEN FUNDS		Unrestricted funds	Restricted funds	Total 2022
		£	£	£
<i>As at 31 March 2022</i>				
Tangible fixed assets		2,885	-	2,885
Current assets		70,758	40,982	111,740
Current liabilities		(46,308)	-	(46,308)
NET ASSETS		27,335	40,982	68,317
		Unrestricted funds	Restricted funds	Total 2021
		£	£	£
<i>As at 31 March 2021</i>				
Tangible fixed assets		2,214	-	2,214
Current assets		81,931	31,851	113,782
Current liabilities		(45,067)	-	(45,067)
NET ASSETS		39,078	31,851	70,929

12 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 29 March 2001 in England and Wales and was registered on 10 September 2001 with the charitable company Commission in England and Wales.

The registered office of the charitable company is 29 Carlton Crescent, Southampton, SO15 2EW.

SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

13 TAXATION

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

14 DONATED SERVICES AND ASSETS

There were no donated services or assets received during the year.

15 SUBSIDIARY UNDERTAKING

The charity owns 100% of the issued ordinary share capital of Choices Training and Development Limited, a company incorporated in England and Wales. The company donates profits to the parent charity.

Choices Training and Development Limited prepares its accounts each year to 31 March for filing with the Registrar of Companies. Its company registration number is 09873448. The results for the year ended 31 March 2022 are summarised as follows:

	2022	2021
	£	£
Turnover	34,440	-
Administration expenses	(27,815)	(10,274)
Other operating income	12,005	-
Taxation	-	-
Net profit	<u>18,630</u>	<u>(10,274)</u>

At the balance sheet date, Choices Training and Development Limited had net assets of £1 (2011: net liabilities £1,284).

During the year Choices Training and Development Limited committed to make donations totalling £17,345 (2021: £8,989) to Safe New Futures. This is shown as income within note 3.

At the balance sheet date Safe New Futures was owed £18,157 (2021: £716) from Choices Training and Development Limited, which is shown within debtors in note 8.