

REGISTERED COMPANY NUMBER: 04906893 (England and Wales)
REGISTERED CHARITY NUMBER: 1152471

**UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2021**

FOR

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

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**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

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**REPORT OF THE TRUSTEES
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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Our Vision

Neath Port Talbot Children's Rights Unit (CRU) is a charity that was established to promote and protect the rights of children and young people in Neath Port Talbot and the surrounding areas. The unit aims to make the UN Convention on the Rights of the Child (UNCRC), a reality for children, young people and their families.

The CRU was first established in 2003 and is governed by a Board of Trustees who are responsible for overseeing the work of the charity and its long-term direction.

It provides opportunities for children and young people up to the age of 25 to develop the confidence and skills to understand and exercise their rights, thus becoming active citizens in their communities, and aims to advance the education of duty bearers to understand their role in enabling children and young people to access their rights.

Our Values

Board Members and staff believe in:

- A Children's Rights based approach in everything we do
- Equal opportunities for all
- Becoming the best that you can be
- Partnership and holistic working
- Empowering and transforming attitudes

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ACHIEVEMENT AND PERFORMANCE

Charitable activities

Our impact in 2020 - 2021

Our Annual Report highlights the key projects and initiatives we have been involved in from 1st April 2020 to 31st March 2021. It's been a busy and productive year, and we believe that through our work we have continued to have an impact on the children's rights agenda in the Neath Port Talbot and Swansea areas.

Swansea Bay University Health Board - working together to make children's rights a reality

We have had a strong relationship with Swansea Bay University Health Board for a number of years, and have supported them to develop strategic initiatives and practical projects to embed children's rights in practice across their services. We are proud to showcase a summary of the key achievements for 2020-21 with you.

BAYouth - Youth Advisory Panel

Swansea Bay University Health Board's Youth Advisory Panel was established in the Spring of 2017 and was the first health board in Wales to set up a youth advisory panel. BAYouth:

- Is youth led (with the support of CRU and SBUHB staff)
- Is dedicated to improving health services for children and young people
- Represents the voices of children and young people across SBUHB area
- Influences the decision-making process

The CRU were involved in the initial recruitment drive for members and continues to support and mentor members of BAYouth on every project they are involved in.

Throughout 2020-21, ten virtual BAYouth meetings were held and the CRU provided assistance to the young people in: arranging the agenda; collating papers for the meetings; working with members on minutes/actions; coordinating speakers; and supporting young people at the meetings to ensure they have their voices heard and are listened to.

It is important that members of BAYouth are aware of the impact of their involvement. We support members by liaising with speakers and organisations so that they are accountable. This ensures that members are aware of the difference they are making.

BAYouth members are given a choice of projects that they can get involved in. Through the coordination of sub-groups, members are aware of how to get involved, what is expected, and any associated timescales and deadlines.

During 2020-21 some of the regular ongoing projects were put on hold due to Covid-19, nevertheless BAYouth members were still given many opportunities to get involved and have their voices heard. Some of these are highlighted below.

Consultations

BAYouth members were supported to have their voices heard at a regional and national level and their involvement in consultation exercises has been a vital mechanism in ensuring that members had the opportunity to be part of decision-making, and in the development of services that directly affect them. BAYouth were involved in a number of consultation exercises and workshops in 2020-21 including: Children's Commissioner for Wales; Royal College of Paediatrics and Child Health; Welsh Government; Community Health Council.

Health Services during lockdown - RCPCH consultation

The RCPCH approached the CRU to ask if BAYouth would be willing to provide their experiences of health services during lockdown. There was a mixture of positive and negative experiences from BAYouth members, as follows:

- + ED at Morriston hospital - fast and efficient service; checked for Covid symptoms; separating people
- + GP call - longer conversation than normal; felt like the GP had more time to talk; more helpful than usual; quick service

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- Anxiety and fear of going into hospital for treatment is heightened by Covid fear
- Information - there isn't much information that is child and young person friendly; mostly for adults

The CRU collated and fed back responses from BAYouth to the RCPCH, who then shared these with the RCPCH Wales office who are working with the Senedd on supporting post Covid planning of services.

Welsh Government - Transition guidance for health boards

The Welsh Government have produced 'Transition guidance' for all health boards in Wales to ensure that young people are supported when they move from paediatric to adult services.

We produced a PowerPoint presentation to highlight the main points for BAYouth to consider. Initial feedback was gained from all attendees at a BAYouth meeting and a sub-group was created to look at this in more detail. The CRU coordinated and facilitated the sub-group workshop and collated feedback into the following themes:

- General comments
- Terminology
- Timings
- Handover Lead
- Transition Handover Plan
- Information
- Welsh language
- Feedback
- Case study from one young person

Members' feedback was submitted to Welsh Government and the CCfW office and will be used to develop the transition guidance further.

Mental health and well-being website

BAYouth members worked closely with colleagues in the health board throughout 2020 and gave their views on where they would go for help and support on mental health and well-being. Further to a number of meetings and consultation workshops, a website was developed and BAYouth have been kept up to date on how their views have been acted upon.

Members were also asked to provide further comments on the proposed name and branding of the website, and were also involved in the validation process to test the navigation of the website and its content.

Kooth - mental health and well-being

digital platform

Kooth is a digital service for children and young people who need early intervention mental health and well-being support. The health board commissioned this digital platform to provide a safe, secure and accessible counselling service for children and young people across the Swansea Bay area.

CAMHS building name

In the Spring of 2021 CAMHS moved into a brand-new clinic in Swansea and members of BAYouth were asked to complete an online survey regarding ideas for a name for the building. The name was also discussed at a virtual BAYouth meeting where members felt that a Welsh name may be worth considering. They proposed: TY Lles (this translates as Well-being House). Through consultation with other young people, the final name agreed was Ty'r Meddwl.

NHS Careers Wales website

Health Education and Improvement Wales have been developing an online platform to showcase information to young people on careers in the NHS in Wales. The CRU was approached to request BAYouth's involvement, and representatives from HEIW were invited to a BAYouth meeting. Members were able to give their initial views on the proposal and began to establish a relationship for input into future plans. The platform is due to launch in the Autumn of 2021.

Nurse Staffing Levels Act Poster

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Swansea Bay University Health Board were approached by the Paediatric Project Lead for HEIW to ask if BAYouth would help to develop a child/young person friendly version of an information poster for the whole of Wales. The CRU supported members of BAYouth to develop content and designed a 'FAQ' poster. In conjunction with other young people in Cardiff and the Vale Health Board, the poster content and design were developed further and signed off for use in 2021.

Members were also asked to comment on a nurse staffing numbers information poster.

Adolescent Allergy leaflet

Consultant Paediatrician Dr Eliana Panayiotou approached BAYouth for their input into an adolescent allergy leaflet she was producing for young people. An initial design was proposed to the group who gave their feedback. Based on that feedback a revised design was developed, a section of the revised leaflet can be seen below.

Adolescent Allergy Clinic

The CRU was asked to support the health board in the development of a workshop to gain the views of members of BAYouth and to enable them to express their thoughts and ideas on the concept of an Adolescent Allergy Clinic. The workshop took place in Q4 and members came up with lots of great ideas.

Following on from this, the CRU worked closely with Dr Panayiotou to develop a questionnaire in 'Survey Monkey' that will be shared with adolescents who are accessing allergy services in the health board. Feedback from the survey will be used to develop the Adolescent Allergy Clinic.

'Young Interviewers' online training

Due to the restrictions of Covid-19, our bespoke 'Young Interviewers' training session for young people who were invited to be part of an interview panel for health board positions has been adapted for online delivery. The training was offered to all members of BAYouth and delivered once in 2020-21. When appropriate, members who have undertaken the training will be invited to take part in interviews for the health board.

Top Tips

In response to Covid-19, the CRU proposed an idea to the Chair to ask if members of BAYouth would share their top tips for staying safe during lockdown. Members of BAYouth embraced this idea and posted their personal top tips every Tuesday throughout the first lockdown in 2020. This kept BAYouth members engaged and in contact, and provided inspiration for others on social media. All tips were accompanied by a message reminding people to follow NHS and government guidelines. Have a look at their top tips on twitter @BAYouthNHS.

Big lockdown quiz

It's not all work for BAYouth, members took part in the 'BAYouth big lockdown quiz'. They had lots of fun running through five rounds of questions ranging from general knowledge, to lockdown residences, to music. Joint winners Amy and Tal were awarded Amazon vouchers by the CRU.

Recognition

Kindness Award - The CRU awarded BAYouth a 'Kindness Award' for championing children and young people's rights in health.

Volunteering Award - In recognition of their commitment to volunteering, the CRU awarded BAYouth members with a certificate acknowledging their outstanding contribution to volunteering.

Children's Commissioner for Wales - Annual Child Health Seminar

The CRU has been accompanying colleagues from SBUHB to the annual Child Health Seminar organised by the CCFW for four years. The seminar is an opportunity for Swansea Bay University Health Board to update Sally Holland and health board colleagues across Wales on the progress that has been made in embedding children's rights into practice in health.

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This year the CRU jointly developed and delivered a presentation which showcased the main children's rights projects and initiatives that have been a priority for the health board.

Community Ambassadors

Members of BAYouth are Community Ambassadors for the Children's Commissioner for Wales office. As Community Ambassadors, members highlight health issues that are important to them to Sally Holland. The three issues BAYouth championed in 2020-21 were:

- Mental health and well-being
- Health promotion
- Adolescent Services

We supported a member of BAYouth and attended the CCfW Community Ambassadors workshop in November 2020 to update Sally Holland on the work BAYouth undertook throughout 2020.

National Participation Standards Kitemark

In February 2020, Swansea Bay University Health Board signed up to the National Participation Standards Charter. In doing so, the health board committed to measure and improve the quality of children and young people's participation. The next stage of the journey for the health board is to work towards the National Participation Standards Kitemark. In Wales there are seven standards which help organisations make sure the process, quality and experience of involving children and young people's participation are followed, these are:

- Information
- It's your choice
- No discrimination
- Respect
- You get something out of it
- Feedback
- Working better for you

The next stage is for the health board to undertake a self-assessment against the National Participation Standards. The CRU has been leading this process with input from young people who are members of BAYouth. Evidence gathering for the self-assessment started in Q4 and it is anticipated that the whole process will take around 12 months.

Children's Rights Training for professionals

Due to the challenges of providing training to health professionals during the pandemic, the CRU developed an online 'Introduction to Children's Rights and the UNCRC' training session. The session aims to:

- Raise awareness and develop knowledge/understanding of Children's Rights and the United Nations Convention on the Rights of the Child
- Understand the legal and policy context of Children's Rights in Wales
- Share good practice examples and allow individuals and organisations to develop an understanding of their role in embedding children's rights into practice

A Children's Rights Approach and Children's Rights Champions

A Children's Rights Approach is a principled and practical framework for working with children, grounded in the UNCRC. It is about placing the UNCRC at the core of planning and service delivery and integrating children's rights into every aspect of decision-making, policy and practice. The five principles of a Children's Rights Approach are:

- Embedding children's rights
- Equality & non-discrimination
- Empowering children
- Participation
- Accountability

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The CRU has been working in partnership with Swansea Bay University Health Board for a number of years and has supported the health board to develop various children's rights projects. The health board are already doing many things that are consistent with the above. More formally adopting a 'Children's Rights Approach' will complement this work further.

In order to put the above into practice the health board needs the support and commitment from key staff and should consider the development of 'Children's Rights Champions'. A proposal for the recruitment and development of Children's Rights Champions, including the development of a 1 ½ hour training workshop, has been proposed to the health board. We are looking forward to working with the health board to implement this further in 2021-22.

Covid-19 information leaflet for children and young people

The Patient Experience Nurse requested the help of the CRU to consult with members of BAYouth to create a bespoke SBUHB child and young person friendly Covid-19 information leaflet. The CRU coordinated a sub-group of members to look through the content and design of an example leaflet that had been provided, and members gave their opinions on what they thought would make it more child and young person friendly. From their ideas, the CRU designed an updated information leaflet which was then circulated to sub-group members so that they could suggest any changes before it was sent to health professionals for their feedback. The information leaflet was sent to all children and young people being admitted to hospital during the pandemic.

National Safeguarding Week - Safeguarding Poster

National Safeguarding Week was in November 2020 and the CRU developed a safeguarding poster for the health board. The poster included safeguarding information in a child friendly way in relation to hand hygiene, medicines, moving around etc.

The poster was shared with professionals in the health board and BAYouth members for their views and revised before being distributed for display in all paediatric wards in Swansea Bay.

Children's Rights Promises - Poster

The CRU has been working closely with SBUHB to develop an updated version of the Children's Rights Charter that is accessible to all children and young people regardless of their age or ability. The CRU supported the health board to undertake consultation with children and young people and this resulted in the creation of a draft 'Children's Rights Promises' poster. In Q1 and Q2 of 2020-21 the CRU coordinated final changes and updates to the poster which included a Welsh language version, and arranged a licence from 'Widgit' which enables the health board to use the accessible symbols. The 'Children's Rights Promises' poster was approved by the health board in Q4 of 2020-21, meetings and discussions have already taken place to start planning its launch in the autumn of 2021.

Neath Port Talbot County Borough Council - working together to make children's rights a reality

We are very proud of the strong relationship we have established with Neath Port Talbot Council over the last few years. This section of our Annual Report provides a summary of the key support and service we have provided to the local authority in 2020-21.

Junior Safeguarding Board

The JSB was set up in 2019 and pupils from across NPT would meet each term to discuss the safeguarding issues they faced at home; school; in their community; and online. From these initial discussions the young people decided that they wanted to champion two broad issues that were important to them.

These two broad issues were further developed and focussed on:

- Bullying & Pressures - Safeguarding in Sport
- Equality and Discrimination - LGBTQ

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Due to the restrictions that Covid-19 imposed in 2020, in relation to schools being closed and the barriers of being able to meet young people face to face, the work of the Junior Safeguarding Board had to adapt. Throughout the year the CRU and the Engagement & Participation Officer have continued to work behind the scenes to champion safeguarding issues for children and young people in Neath Port Talbot in a number of ways, these are outlined below.

JSB Newsletter

In order to maintain engagement with members of the JSB we have worked closely to support the Engagement & Participation Officer to produce content for regular online newsletter updates for schools and JSB members on safeguarding issues. Five newsletters were sent out in 2020-21. Packed full of information, some of the content included:

- Children's Rights
- Competitions - toptips2survivelockdown; Child Net Film (Safer Internet)
- Consultations/Surveys - Unicef; Children and Young People Education Committee; Coronavirus and me; Welsh Youth Parliament; Mental Health and well-being website.
- Launch of NPT Young People website
- Anti-bullying week
- Launch of 'Stay Safe in Sport' campaign
- Safeguarding Week
- Girls' Rights
- LGBTQ updates
- JSB Member focus
- Swansea Council projects update

'Stay Safe in Sport' Workshop and Campaign

Members of the JSB felt that children and young people experience too much pressure in relation to sporting activities, that they are victims of verbal and physical abuse, and that there are not enough opportunities for all children and young people to take part in sport. Whilst Covid-19 presented many challenges, we felt that it was important to progress this issue and continued to lobby various organisations in anticipation of a partnership approach to highlighting this issue. South Wales Police were very keen to get on board to support this work with the local authority and the CRU and a workshop session was developed where JSB members and Police Youth Volunteers came along (virtually) to discuss how they wanted to address the problem. Around eight young people attended the workshop and gave their views and ideas for an awareness campaign. Taking on board the young people's comments and ideas, the CRU commissioned a graphic designer and coordinated the development of three different campaign ideas. These were shared with the young people and based on their feedback one idea was further developed into a campaign with a suite of three visuals, (see below).

The 'Stay Safe in Sport' campaign was launched in National Safeguarding Week 2020 and aimed to:

- sport and side line behaviour, raise awareness of the issues children and young people face in relation to safeguarding in
- provide marketing assets for key stakeholders to use to spread the word
- encourage coaches, parents, referees, children and young people to speak up

LGBTQ+

Members of the JSB raised LGBTQ+ as something they'd like to champion. In Q4 of 2020-21 the CRU worked in partnership with the Engagement & Participation Officer to develop a resource for schools to use to undertake a workshop with young people to gain their views. Workshops will be held in Q1 and Q2 of 2021 and ideas from pupils will be collated and an action plan proposed based on young people's priorities.

Reporting to the West Glamorgan Safeguarding Board

Throughout the year the CRU attended regular meetings with the Engagement & Participation Officer and representatives from Swansea City Council to discuss working together and arrange sharing of updates and information to the WGSB. Combined written updates of progress in each local authority area are given at each WGSB meeting and both local authorities will continue working together to ensure a coordinated approach in 2021-22.

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Recognition for commitment

Kindness Award - The CRU awarded JSB members with 'Kindness Award' for championing safeguarding issues in their community.

Volunteering Award - In recognition of their commitment to volunteering, the CRU awarded JSB members with a certificate acknowledging their outstanding contribution to volunteering.

YoVo and Jnr YoVo- Your Voice Matters

Due to the restrictions of Covid-19, the care experienced children's council YoVo and Jnr YoVo were not able to meet face to face throughout 2020-21. Both groups were established to encourage care experienced children and young people to get involved in activities, have fun and provide a safe space to enjoy, and as a mechanism to give care experienced children and young people a voice in decisions that affect them.

As the year progressed and safeguarding issues were addressed, the CRU began to support the Engagement & Participation Officer in the planning and delivery of sessions. Regularity and content of sessions started off quite small and simple and over the year grew into a wide range of activities and opportunities which also included collaboration with external providers.

Rusty the Children's Rights Teddy

As a way of teaching children about Children's Rights, Rusty the children's rights teddy joined Jnr YoVo in 2020, members of Jnr YoVo were sent a goodie bag that included Rusty, and he joins in with most sessions. Rusty is also a regular on twitter, he shares children's rights messages and all the positive things the children and young people are doing in Neath Port Talbot.

A huge well done to all members of YoVo and Jnr YoVo for keeping engaged throughout the year, and continuing to be the voice of care experienced children and young people in Neath Port Talbot.

Facebook

A private Facebook group was set up in the pandemic order to provide information and share opportunities with looked after children and young people. The CRU supported the Engagement & Participation Officer with updating content and through sharing information and advice, activities, games, and opportunities for children and young people to have their voices heard through surveys and consultations.

Padlet

The Engagement & Participation Officer for Children's Services developed an online 'padlet' noticeboard to communicate information, fun games, advice and opportunities for children and young people to get involved in and have their say. The CRU also posts content onto the 'padlet' to ensure that information and opportunities are kept up to date and interesting.

Children's Rights Competition

We ran a competition for children to design a children's rights stamp. The winning entry was from Sarah aged 12, who designed 'You have the right to be heard' stamp. Sarah was given a £10 Amazon voucher for her entry which highlights the need for children and young people to have a voice and be heard.

Induction Training - Children's Rights and Participation

Over the past few years, the CRU has delivered children's rights induction training to new Children's Services employees. Due to Covid-19 this training was adapted to be delivered online and includes a 'participation' element. The training was delivered in partnership with the Engagement & Participation Officer to one cohort of new employees. The training aims to:

- Raise awareness and develop knowledge of children's rights and the UNCRC
- Understand the legal and policy context of children's rights in Wales
- Share good practice examples
- Support children and young people to understand and claim their rights

#toptipstosurvivelockdowncompetition

We awarded the winner of the 'toptips2survivelockdown' competition with a £10 Amazon voucher. The young girl submitted this brilliant poem.

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Children's Rights Champions

The UNCRC is a human rights treaty that was agreed by the United Nations in 1989. It provides a framework for organisations when developing and delivering services for children and young people. In Wales, due regard to the UNCRC is enshrined in policy and legislation within:

- The Rights of Children and Young Persons (Wales) Measure 2011
- The Social Services and Well-being (Wales) Act 2014
- The Well-being of Future Generations (Wales) Act 2015

The Children's Commissioner for Wales Office has developed 'The Right Way', a principled and practical framework for working with children that is rooted in the UNCRC. Children's Rights are everyone's responsibility and in order to embed children's rights into practice the local authority needs the support and commitment from key staff. To support the local authority to begin its journey to take a 'Children's Rights Approach', the CRU developed and proposed a role description for 'Children's Rights Champions'. The role includes:

- Being passionate about children's rights
- Acting as an ambassador for children's rights
- Being accountable for considering children's rights in their everyday role/life
- Championing children's rights through promotion and awareness raising
- Encouraging others to pledge their commitment to children's rights
- Helping to create a culture where children's rights is at the heart of service development
- Proposing children's rights projects/initiatives where appropriate
- Considering mechanisms to involve children and young people in decision-making
- Feeding back information to decision-makers in the local authority

In order to fully support staff to undertake their role, the CRU developed a 90-minute virtual training session for staff who have volunteered as 'Children's Rights Champions'. The aims of the training are:

- To raise awareness and develop knowledge/understanding of Children's Rights and the UNCRC
- To look at real life case studies in relation to a 'Children's Rights Approach'
- To discuss barriers and solutions to implementing Children's Rights in practice
- To support colleagues to generate ideas and set objectives on taking a 'Children's Rights Approach'.

In 2020-21, two groups of local authority staff identified as Children's Rights Champions attended the training and provided ideas for implementing children's rights in practice. The CRU has taken these ideas and populated them into two action plans that follow the five principles of a Children's Rights Approach. This work will be further developed and monitored in 2021-22.

The Right Way - A Children's Rights Approach for Social Care

The Children's Commissioner for Wales office developed 'The Right Way – A Children's Rights Approach for Social Care in Wales' which launched in the Spring of 2021. A 'Children's Rights Approach' is a principled and practical framework for working with children, grounded in the UN Convention on the Rights of the Child.

Further to attendance at a workshop run by the Children's Commissioner's Office, we worked in partnership with the local authority to contribute three case studies, one to the resource guide and two to the website. The case studies are as follows:

- Foster Carers Information Booklet
- Children's Rights Champions and a Children's Rights Approach
- Short Breaks Consultation with children and young people with disabilities

This was a great opportunity to showcase the great work that Children's Services are undertaking in relation to embedding children's rights in practice.

Short breaks consultation with children and young people

Children's Services wanted children and young people with disabilities to be able to share their views on their experiences of short breaks. The CRU supported commissioning and the Engagement & Participation Officer, to develop an information pack/toolkit for parents/carers.

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The toolkit proposed a few fun ways for parents/carers to undertake activities with children and young people to find out what they enjoyed about the short breaks they attended, and what their wishes would be for a short break. This ensured that children and young people were given a voice, were listened to and can make a difference to services. Below are some responses from the consultation, these will be taken into consideration when future services are commissioned.

NPT Young People Website

The CRU has been involved in the development of content, navigation and design of a young person's website to communicate information to young people, their families and professionals. The website was launched in July 2020. www.nptyoungpeople.co.uk

Networks and Forums

The CRU has representation on a variety of different networks and forums in the area, these include:

- Swansea Bay Regional National Safeguarding Week Task & Finish Group (children and young people)
- Children and Young People Voluntary Sector Forum
- Neath Port Talbot Youth Providers Network
- Neath Port Talbot Council Participation Group
- HCSW Network

We continue to have good working relationships with many organisations throughout Wales, these include: Children in Wales; Office of the Children's Commissioner for Wales; Public Health Wales; NPTCVS; NPTC Group of Colleges; RCPCH; HEIW. We look forward to developing these relationships further in 2021-22.

Get on Board Cymru project

Our 'Get on Board Cymru' project is not currently funded, but we have been able to continue developing and delivering the project with the commitment and support of our dedicated 'Get on Board Training and Support Officer'. Throughout the year the 'Get on Board Cymru' project secured a number of contracts for delivery of services and has continued to work in partnership with organisations to provide training opportunities for young people to exercise their right to have a voice, be listened to, and become active citizens in their communities.

'Preparing to be a board member' training - online

Our unique 'Preparing to be a board member' training, developed specifically for young people aged 14-25, has been adapted so that it can be delivered online over five, two-hour interactive sessions.

Throughout the year, 20 young people attended the training, and after completion and external verification of their workbooks, 19 participants achieved a Level 1 CQFW qualification (Accredited by Agored Cymru). The qualification provides young people with the skills and knowledge to undertake their roles; it empowers them to develop a sense of ownership; enables them to realise their potential to participate in decision-making; and gives them the confidence to speak up.

Development of Welsh medium resources

Following interest in the training being offered through the medium of Welsh, we translated and further developed our course materials and trained a Welsh speaker to deliver the training, again online over five, two-hour interactive sessions, at the end of the year. All participants achieved a Level 1 CQFW qualification (Accredited by Agored Cymru).

Training for NPTC Group of Colleges

For the past few years we have been commissioned to develop and deliver 'Student Representative' training for NPTC Group of Colleges. This year 11 sessions were run and more than 110 young people attended the training which was all delivered online. The course content included: benefits of student representatives; team building; equality and diversity; conflict of interest.

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The course was further developed to make the content specific to meet the needs of NPTC Group of Colleges' Student Governors, with greater emphasis on independent learning and the setting of key tasks to be completed in the students' own time.

Get on Board Cymru Consultation

We commissioned CARP collaborations in 2020-21 to undertake independent research with young people and stakeholders on our behalf. The key findings of the report are:

- There is a clear desire from young people and from organisations for young people to have their voices heard.
- There is an equally clear recognition that young people are underrepresented in key decision-making processes.
- There needs to be greater clarity about what roles young people can play.
- There is a need to ensure that all young people are offered the opportunity to become involved.
- There should be a clear recognition of the value, impact and effect that young people can bring.

The results from the research will be used as evidence to develop future funding bids to ensure the sustainability of the project.

Website: www.getonboard.cymru

Twitter: [@getonboardcymru](https://twitter.com/getonboardcymru)

Conclusion

Our board of trustees and staff acknowledge that this year has been a time of great change and uncertainty for children and young people and we would sincerely like to thank all the children and young people who have participated in the work of the CRU throughout 2020-21. We hope all the children and young people enjoyed, and have been empowered to access their rights.

As a board of trustees, Children's Rights are central to our vision and we promise to support our partner organisations to uphold the principles of the United Nations Convention on the Rights of the Child. We are committed to helping them to continue to embed children's rights in their practice, to ensure that children and young people accessing services are aware of their rights, and continue to have their rights respected and protected.

Notwithstanding the challenges of 2020-21, we are very proud of what has been achieved and with the continued support of our statutory funders we are looking forward to working in partnership to develop these relationships further in 2021-22 and beyond. We are hopeful that life will return to a 'new normal' and we can continue to be a small piece of the jigsaw in making a difference to the lives of children and young people in our communities.

FINANCIAL REVIEW

Financial position

The total income of £49,033 (2020: £47,701) was spent on direct charitable expenditure totalling £53,194 (2020: £46,269) resulting in a net deficit of £4,161 (2020: £1,432 surplus).

The Statement of Financial Activities reflects the income and expenditure incurred by Neath Port Talbot Children's Rights Unit in carrying out its role in respect of its objectives. The unrestricted funds at 31 March 2021 were £61,694 (2020: £65,855).

Reserves policy

The board has examined the charity's requirements for reserves in respect of the main risks to the organisation and aims to build up reserves in future years to enable it to continue and expand the services they currently provide. The charity's policy is to maintain a designated reserve for future running costs and critical costs. This will cover twelve months running costs to meet its medium term objectives and to look to absorb any impact of Covid 19, and it will cover redundancy payments to employees and other termination costs should the funding of the charity reduce in the future.

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT (REGISTERED NUMBER: 04906893)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 31/7/2003 and registered as a charity on 21/06/2013. 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 new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

All members of the Management Committee give their time voluntarily and received no benefits from the charity.

Mari Shufflebotham and Phil Treseder retire by rotation and, being eligible, offer themselves for re-election.

Trustees are appointed through election from the Membership of the Charity and through co-option of individuals with specific skills and experience useful to the Charity. The Children's Rights Unit seeks to maintain a diverse trustee body comprising the skills, knowledge and experience necessary to ensure that the Charity is managed professionally, that its objects are pursued rigorously and that public benefit is maintained in all its activities. To this end, the Children's Rights Unit seeks suitable candidates widely with skills, knowledge and experience to complement the trustee team.

Induction and training of new trustees

All trustees receive induction into the work of the Children's Rights Unit. Regular training is provided for trustees and has included training in governance, roles and responsibilities of trustees and child protection.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

04906893 (England and Wales)

Registered Charity number

1152471

Registered office

Ty Margaret Thorne
17 - 19 Alfred Street
Neath
West Glamorgan
SA11 1EF

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT (REGISTERED NUMBER: 04906893)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

Trustees

P Treseder
M A Shufflebotham
S A Jones MBE
P H Dunmore
S B Millar Doctor
M Dacey Chair

Staff

Jannine Smith	Director/Company Secretary
Victoria Owen	Training and Support Officer - Get on Board Cymru

Company Secretary

J Smith

Independent Examiner

Alison Vickers ACA
Bevan Buckland LLP
Ground Floor
Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Bankers

The Co - operative Bank
P.O. Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Approved by order of the board of trustees on 21 October 2021 and signed on its behalf by:

J Smith - Secretary

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

Independent examiner's report to the trustees of Neath Port Talbot Children's Rights Unit ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees of the 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 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 charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. 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
4. 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.

Alison Vickers ACA
Bevan Buckland LLP
Ground Floor
Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

21 October 2021

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	45,433	-	45,433	45,028
Other trading activities	4	3,600	-	3,600	2,673
Total		<u>49,033</u>	<u>-</u>	<u>49,033</u>	<u>47,701</u>
 EXPENDITURE ON					
Raising funds		97	-	97	-
Charitable activities					
Charitable Activities		53,097	-	53,097	46,269
Total		<u>53,194</u>	<u>-</u>	<u>53,194</u>	<u>46,269</u>
NET INCOME/(EXPENDITURE)		<u>(4,161)</u>	<u>-</u>	<u>(4,161)</u>	<u>1,432</u>
 RECONCILIATION OF FUNDS					
Total funds brought forward		65,855	-	65,855	64,423
TOTAL FUNDS CARRIED FORWARD		<u>61,694</u>	<u>-</u>	<u>61,694</u>	<u>65,855</u>

The notes form part of these financial statements

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT (REGISTERED NUMBER: 04906893)**

**BALANCE SHEET
31 MARCH 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	9	1,002	-	1,002	1,548
CURRENT ASSETS					
Debtors	10	500	-	500	97
Cash at bank and in hand		<u>65,688</u>	<u>-</u>	<u>65,688</u>	<u>67,322</u>
		66,188	-	66,188	67,419
CREDITORS					
Amounts falling due within one year	11	(5,496)	-	(5,496)	(3,112)
NET CURRENT ASSETS		<u>60,692</u>	<u>-</u>	<u>60,692</u>	<u>64,307</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		61,694	-	61,694	65,855
NET ASSETS FUNDS	12	<u>61,694</u>	<u>-</u>	<u>61,694</u>	<u>65,855</u>
Unrestricted funds				61,694	65,855
TOTAL FUNDS				<u>61,694</u>	<u>65,855</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT (REGISTERED NUMBER: 04906893)**

**BALANCE SHEET - continued
31 MARCH 2021**

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21 October 2021 and were signed on its behalf by:

M Dacey - Trustee

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The charity constitutes a public benefit entity as defined by FRS 102.

Preparation of the accounts on a going concern basis

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

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Training income is recognised in the period in which it relates.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

All costs allocated between expenditure categories are on a basis designed to reflect their resource usage. For some costs this means direct allocation to activities, other costs are apportioned, e.g. by staff time spent on the activity, or another equitable usage measure.

The Charity initially identifies the costs of its support functions. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities programmes and activities.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Computer equipment	- 33% on cost

Assets costing less than £1,000 are not capitalised and shown as an expense in the statement of financial activities.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES - continued

Fund accounting

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Grants

Grants relating to specific capital expenditure are treated as deferred income which is credited to the profit and loss account over the related asset's life.

Revenue grants are credited to the profit and loss account in the same period as the expenditure to which they relate.

Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any discount due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments held within a deposit or similar account.

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.

Legal status of the charity

The charity is a company limited by guarantee.

Allocation and apportionment of costs

Costs have been allocated as far as possible between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the usage of the resource. Costs relating to a particular activity are allocated directly. Others have been apportioned based on the estimated usage of the resource.

Financial Instruments

Under FRS 102 financial instruments are classified as either basic or complex, the charity has reviewed its financial instruments and is satisfied that all financial instruments can be classified as basic and are recognised at amortised historical cost.

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results in the future may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	-	97
Grants	45,433	44,931
	<u>45,433</u>	<u>45,028</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
SBUHB	29,933	29,931
NPTCBC	15,000	15,000
Welsh Government Coronavirus Recovery Grant for Volunteering	500	-
	<u>45,433</u>	<u>44,931</u>

4. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Training	<u>3,600</u>	<u>2,673</u>

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation - owned assets	<u>546</u>	<u>91</u>

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

7. STAFF COSTS

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

	2021	2020
Administration & support	<u>2</u>	<u>2</u>

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

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	45,028	-	45,028
Other trading activities	<u>2,673</u>	<u>-</u>	<u>2,673</u>
Total	<u>47,701</u>	<u>-</u>	<u>47,701</u>
 EXPENDITURE ON			
Charitable activities			
Charitable Activities	46,269	-	46,269
NET INCOME	<u>1,432</u>	<u>-</u>	<u>1,432</u>
 RECONCILIATION OF FUNDS			
Total funds brought forward	64,423	-	64,423
TOTAL FUNDS CARRIED FORWARD	<u>65,855</u>	<u>-</u>	<u>65,855</u>

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2020 and 31 March 2021	<u>863</u>	<u>2,138</u>	<u>3,001</u>
DEPRECIATION			
At 1 April 2020	863	590	1,453
Charge for year	<u>-</u>	<u>546</u>	<u>546</u>
At 31 March 2021	<u>863</u>	<u>1,136</u>	<u>1,999</u>
NET BOOK VALUE			
At 31 March 2021	<u>-</u>	<u>1,002</u>	<u>1,002</u>
At 31 March 2020	<u>-</u>	<u>1,548</u>	<u>1,548</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	<u>500</u>	<u>97</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	2,616	67
Social security and other taxes	858	784
Accrued expenses	<u>2,022</u>	<u>2,261</u>
	<u>5,496</u>	<u>3,112</u>

12. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General Fund	15,855	3,738	(8,899)	10,694
Designated Strategic Fund	45,000	-	-	45,000
Get on Board	-	(7,899)	7,899	-
Critical cost fund	<u>5,000</u>	<u>-</u>	<u>1,000</u>	<u>6,000</u>
	<u>65,855</u>	<u>(4,161)</u>	<u>-</u>	<u>61,694</u>
TOTAL FUNDS	<u>65,855</u>	<u>(4,161)</u>	<u>-</u>	<u>61,694</u>

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Fund	45,433	(41,695)	3,738
Get on Board	3,600	(11,499)	(7,899)
	<u>49,033</u>	<u>(53,194)</u>	<u>(4,161)</u>
TOTAL FUNDS	<u>49,033</u>	<u>(53,194)</u>	<u>(4,161)</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General Fund	64,439	6,246	(54,830)	15,855
Designated Strategic Fund	-	-	45,000	45,000
Get on Board	(16)	(4,814)	4,830	-
Critical cost fund	-	-	5,000	5,000
	<u>64,423</u>	<u>1,432</u>	<u>-</u>	<u>65,855</u>
TOTAL FUNDS	<u>64,423</u>	<u>1,432</u>	<u>-</u>	<u>65,855</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Fund	45,028	(38,782)	6,246
Get on Board	2,673	(7,487)	(4,814)
	<u>47,701</u>	<u>(46,269)</u>	<u>1,432</u>
TOTAL FUNDS	<u>47,701</u>	<u>(46,269)</u>	<u>1,432</u>

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General Fund	64,439	9,984	(63,729)	10,694
Designated Strategic Fund	-	-	45,000	45,000
Get on Board	(16)	(12,713)	12,729	-
Critical cost fund	-	-	6,000	6,000
	<u>64,423</u>	<u>(2,729)</u>	<u>-</u>	<u>61,694</u>
TOTAL FUNDS	<u>64,423</u>	<u>(2,729)</u>	<u>-</u>	<u>61,694</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Fund	90,461	(80,477)	9,984
Get on Board	6,273	(18,986)	(12,713)
	<u>96,734</u>	<u>(99,463)</u>	<u>(2,729)</u>
TOTAL FUNDS	<u>96,734</u>	<u>(99,463)</u>	<u>(2,729)</u>

**NEATH PORT TALBOT CHILDREN'S RIGHTS
UNIT**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

12. MOVEMENT IN FUNDS - continued

Funds

Unrestricted funds

Swansea Bay University Health Board	The Children's Rights Unit works in partnership with SBUHB to deliver Children's Rights projects and embed Children's Rights practice including: recruiting, supporting and developing a Youth Board; developing and delivering Children's Rights training for SBUHB staff; launch and implementation of the Children's Rights Charter.
NPTCBC	Children's Rights Unit support of NPT Children's Services including; training, youth engagement (in a variety of areas), advice and guidance, and the development of a children's rights based approach.
Designated Strategic Fund	The charity has designated some of its unrestricted general reserves to a designated fund for future running costs. This will cover twelve months running costs to meet it's medium term objectives and to look to absorb any impact of Covid 19.
Critical Cost Fund	The charity has designated some of its unrestricted general reserves to a designated fund for critical costs. This will cover redundancy payments to employees and other termination costs should the funding of the charity reduce in the future.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.