

Registered number
05664605

Registered Charity
1115222

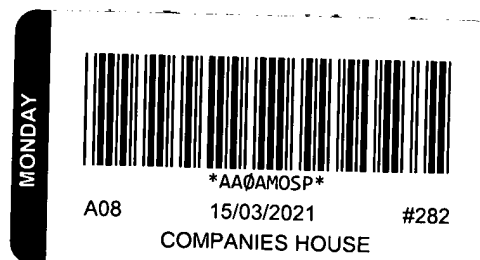
Sport 4 Life UK

Accounts

30 June 2020



Incorporating P&W Social Accountants



Sport 4 Life UK

The report of the trustees for the year ended 30 June 2020

Introduction

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 30 June 2020. 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 2015.

Need, Objectives and Delivery

Need

Even before the COVID-19 pandemic, young people who are born into disadvantage and live in the most deprived areas are playing catch up with their life prospects.

- 41% of Birmingham's children live in poverty and 31% across the West Midlands
- 43% of Birmingham's population and 28% of West Midlands population live in the top 10% most deprived areas nationally
- COVID-19 lockdown highlighted a digital divide in society, with only 51% of households on the lowest income (£6,000 to £10,000) having internet access compared to 99% of households with higher income (£40,000+)

By the time they reach school, they are already behind and very likely to leave without good qualifications.

- Disadvantaged pupils are on average 18 months behind the rest of the class in academic achievement by the age of 16
- 38% of disadvantaged pupils fail key GCSEs (maths & English), nearly twice as their peers
- 60% of young people from disadvantaged backgrounds don't have a level 2 qualification by age 19, compared to 30% of their better off peers.

This leaves these young people with limited opportunities in life and increases their chances of being long-term NEET(not in employment, education or training)

- Young people without a level 2 qualification or from disadvantaged backgrounds are over twice as likely to be long-term NEET than their peers
- 75% of young people who are NEET for three months have been NEET for 12 months
- Young people (aged 16 to 29) claiming out of work benefits was on the rise in Birmingham (9%) and the West Midlands (14%) even before the pandemic hit the UK
- COVID-19: Since lockdown, youth unemployment in Birmingham and the West Midlands increased by 69% to 26,920 and 90% to 90,805, respectively

This leaves young people significantly more likely to be welfare dependent into later life.

- Long periods of unemployment make young people 7.9 times more likely to NEET again
- Young men who are NEET are five times more likely to have a criminal record than their peers

Statistics compiled from Index of Deprivation 2019, Office of National Statistics, Impetus-PEF, End Child Poverty, Child Poverty Commission, Birmingham City Council, House of Commons Library, The London School of Economics and Political Science, The Education Policy Institute and The University Of Cambridge.

Sport 4 Life UK
The report of the trustees for the year ended 30 June 2020

Objectives, aims and significant activities

Sport 4 Life UK believes in a level playing field where every young person has the opportunity to create a better future for themselves.

S4L is proud to provide the opportunity for young people aged 11 - 29 to prepare for, and move into, sustained education, employment, or training by improving their employability and key life skills - through its sports-themed mentoring and training services.

More information can be found on our website(www.sport4life.org.uk) and our 2020 Impact Report, but the outline of the service delivery is shown below:

Recruitment and Outreach

Young people are recruited into S4L through a range of referrals, including: (i) partner organisation (including the Job Centre Plus), (ii) sport engagement sessions, (iii) community outreach and (iv) digital platforms. Following this, young people go through a structured in-take and needs assessment, and are profiled to determine their eligibility, their needs and barriers, and establish the tailored route that they will take through the model and services.

Engagement

All young people then progress onto a qualified Employability Mentor's caseload (delivered by our 'Mentoring' team). One-to-one mentoring is the key service that runs throughout a young person's journey with S4L, and covers: action plans, employability support, mentoring and key personal development.

Following this, and on a needs-led basis, young people then progress onto group-based 'Training' activities (delivered by our 'Training' team), which include:

- Accredited Qualifications
- Employer Encounters (including formal mock interviews)
- Structured Sport
- Youth-led Social Action
- National Citizen Service(NCS)

Progression

The bespoke package of mentoring support and training activities support S4L beneficiaries into meaningful and sustainable progression and impact, that is fully evidenced. NEET (not in employment, education or training) young people (aged 16 to 29) progress into employment, education or training, and EET (currently in employment, education or training) young people (aged 11 to 18) progress within employment, education or training.

S4L supports all beneficiaries following their progression, to ensure that the impact is sustained. S4L works directly with beneficiaries for up to 12 months.

Our activities and services support these young people to: (i) transform their key life skills (motivation, self-esteem, communication, behaviour and teamwork) and (ii) improve their employability (NEET to EET* progressions - including job outcomes, accredited qualifications, and employability skills).

*Re-engaged with employment, education or training

Sport 4 Life UK

The report of the trustees for the year ended 30 June 2020

Public benefit

The trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011, and have referred to and taken due regard to the Charity Commission guidance on public benefit and consider the charity's activities are for the public benefit.

Annual Review & Impact

Please see our 2020 Impact Report for more information and insight.

We are privileged to represent the 926 young people who have been given the opportunity to create a better life for themselves as a result of our combined support last year.

And what a year! At the beginning of our company year, following a strategic review of our key services, and feedback from young people, we launched a new delivery model to better support our young people (aged 11 to 29). Then, like so many others, we had to make quick and significant changes as a result of the COVID-19 pandemic. In 2020, the COVID-19 pandemic has resulted in the UK experiencing a jobs crisis greater than any we have faced as a nation. We are seeing the biggest rise in unemployment in over a century - on a scale higher than the great depression. And young people always fare worse in a downturn, and the impact of this reverberates through the years. Many have lost their jobs as a direct result of the virus, and for others - including those still in education - the prospect of future work and success seems increasingly distant. Interlinked to this crisis is a sharp downturn in young people's mental health and wellbeing, and a disproportionate impact on disadvantaged and ethnic minority communities. The vulnerable and marginalised always suffer worst, and suffer longest. The changes we have made, both at the beginning of the year and at the onset of COVID-19, have helped us support over 900 young people to achieve 338 combined tangible outcomes.

Thank you to all those who stand with us through challenging times. We look forward to building on our relationships in the year ahead and further developing our services so that we can better support more young people.

In 2019-2020, S4L supported 689 males, 236 females and 1 transgender. 39% of beneficiaries were Black (African, Caribbean), 35% Asian (Pakistani, Indian, Bangladeshi, Chinese, Afghani), 21% White British and 5% Others.

The following impact is a snapshot of our 2019-20 year, as at 30 June 2020

S4L supported 926 young people (347 EET, 260 NEET and 319 through structured sport sessions only). There were also 147 active expressions of interest (yet to enter service). 444 young people received structured one-to-one mentoring support (201 EET and 243 NEET), 184 attended employability activities (120 EET and 64 NEET), 133 started a new qualification or training and 47 completed NCS.

197 of 220 young people surveyed improved their key life skills (representing 90%), against the Outcome STAR framework (114 EET and 83 NEET), 69 progressed from NEET to EET (53 achieved a sustained job outcome, 12 into education and 4 into training), and 72 qualifications were completed. 274 young people were still enrolled in services at the end of the year (133 EET, 141 NEET).

Financial Review

S4L is in a stable financial position, and the organisation's finances are managed effectively. During the COVID-19 pandemic, the organisation secured a number of 'emergency' grant funds to enable it to continue delivering, setup effectively in the new digital and virtual world, respond to new needs from young people (e.g. digital poverty), and to replace any lost income as a result of the lockdowns. See 'Future Plans' below for the impact of the pandemic for the organisation's future.

The Board aims to maintain unrestricted reserves equivalent to three months of total expenditure, in order to provide sufficient resources in the event of adverse circumstances. The Directors also review the controls over key financial systems, as outlined in the Financial Policy, on an annual basis. S4L raises its funds through grants, contracts, trusts and donations.

Sport 4 Life UK
The report of the trustees for the year ended 30 June 2020

Reserves Policy

S4L's reserves policy is to hold, and maintain, cash reserves equivalent to three months total expenditure, based on the financial year's total budget. This target is therefore 25% (a quarter) of the total annual budget. This will be held as unrestricted reserves, to allow flexibility on its application, should this be required.

These reserves are to cover any unexpected drop in income, as well as protection for the charity's core services, operations, and key overheads. It also provides security for future growth.

S4L's reserves policy is reviewed annually, and will be reviewed again in July 2021.

Future Plans

2019-2020 has been another year of significant change, both for S4L and for the world. The road ahead is challenging and uncertain, but we will work tirelessly to support young people most in need and ensure that their futures are not defined by their present. As the leading sport-for-employment charity in the West Midlands, we are well-positioned to be bold and ambitious over the next year. In the coming year (2020-2021), we commit to:

- Continue to work with government to ensure young people are represented and supported
- Delivery services to new areas in the West Midlands region
- Engage and support more female participants
- Learn from what work (and what doesn't work) to better meet the needs of our young people

We will continue to manage the charity in a prudent manner which will ensure the long-term sustainability of the organisation.

Whilst the global COVID-19 pandemic has presented (and is presenting) key challenges for the organisation (including operational delivery during lockdowns, a very competitive future funding landscape post-emergency grants and well-being challenges), S4L remains committed to the above activities and continued future development. Based on the need of our beneficiaries (see above) - which has drastically increased as a result of the pandemic - the demand for our services has increased. This includes demand and need from within current operating areas with Birmingham and the West Midlands, as well as from new areas. S4L is committed to meeting this increased demand and need, and supporting more young people during their time of need. Amongst the challenging funding landscape, the organisation will deliver against new welfare-to-work, NCS and employment support contracts (a growing area nationally, and for S4L), as well as continuing to partner with existing grant and trust and foundation funders in the region. The charity is well setup to deliver virtually and remotely should future lockdowns or tier implications occur, as well as to deliver in a blended approach (in-person where safe and secure to do so, and virtually where unsafe).

The organisation's 'COVID-19 Action Plan' is available for viewing on the homepage of the website (<https://sport4life.org.uk/coronavirus-action-plan/>).

Sport 4 Life UK

The report of the trustees for the year ended 30 June 2020

Structure Governance and Management

Governing document and charity constitution

The organisation is a charitable company limited by guarantee, incorporated on 3rd January 2006, amended by special resolution on 18th April 2006, and registered as a charity on 11th July 2006. 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. The business of the company is managed by the Board of Directors who are also the Trustees. Currently the company has five Trustees (seven during 2019/20) - Hitesh Patel, Max McLoughlin, Alexandra Ireland, Thomas Crane and Mundeep Johal. Under these Articles, members are appointed by the Board of Directors. All Trustees receive ongoing training and a full induction to Sport 4 Life UK (S4L). The members are also the directors of the Company. The directors have a policy to recruit Trustees with appropriate and complementary skills as required. The directors actively review the major risks which the charity faces on a regular basis. These risks are recorded on a Risk Register which, combined with risk assessments, enable the charity to effectively manage and mitigate risk. The Trustees can also confirm that they have complied with the duty in Section 17 of the Charities Act 2011, and have referred to and taken due regard to the public benefit guidance published by the Commission.

Recruitment and appointment of new trustees

Trustees are nominated by the members of the charitable company and elected by ordinary resolution at the Annual General Meeting where they have the necessary skills to contribute to the management and development of the charity.

Organisational structure and decision making

The charity is managed by a Board of Directors who are also Trustees. All trustees are members of the charity. A CEO is appointed by the trustees to administer day-to-day activities. The organisation also adheres to a structured 'Conflict of Interest policy'.

Induction and training of new trustees

All Trustees receive ongoing training and a full induction to S4L. The members are also the directors of the Company. The directors have a policy to recruit Trustees with appropriate and complementary skills as required.

Risk management

The directors actively review the major risks which the charity faces on a regular basis. These risks are recorded on a Risk Register which, combined with risk assessments, enable the charity to effectively manage and mitigate risk. The COVID-19 global pandemic, and association implications and risks, is incorporated into this Risk Register.

Sport 4 Life UK
The report of the trustees for the year ended 30 June 2020

Reference and Administrative Details

Registered Company number
05664605 (England and Wales)

Registered Charity number
1115222

Registered office
Unit 121-122 Scott House
The Custard Factory
Gibb Street
Digbeth
Birmingham
B9 4AA

Trustees
Hitesh Patel - Chair
Alexandra Ireland
Thomas Crane
Katrina Cooke (Resigned on 24.04.20)
Max McLoughlin
Dr Richard Medcalf (Resigned on 07.02.20)

Daniel Paget (Resigned on 07.02.20)
Mundeep Johal (Appointed on 01.04.20)
Emma Neale (Appointed on 22.01.21)
Pamela Wilde (Appointed on 22.01.21)

Key Personnel
CEO & Company Secretary
Tom Clarke-Forrest

Independent examiner
Brett Welch FCA
Chartered Accountant
P&W Social Accountants
10 Newent Road
Northfield
Birmingham
B31 2ED

Bankers
The Co-operative Bank
Barclays Bank
Virgin Money
CAF Bank
Cambridge & Counties Bank

Sport 4 Life UK

The report of the trustees for the year ended 30 June 2020

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Sport 4 Life UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 5 MARCH 2021 and signed on its behalf by:



H Patel
Director and Trustee

**Independent Examiner' Report to the Trustees of
Sport 4 Life UK**

Respective responsibilities of charity trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law, and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act; and
- state whether particular matters have come to my attention.

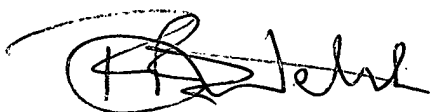
Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records;
- where accounts are prepared on an accruals basis, whether they fail; or to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.



Brett Welch FCA
Chartered Accountant
P&W Social Accountants Ltd
10 Newent Road
Northfield
Birmingham
B31 2ED

Sport 4 Life UK
Statement of Financial Activities
incorporating an Income and Expenditure Account
Year Ending 30 June 2020

	Notes	Current year Unrestricted Funds 2020 £	Current year Designated Funds	Current year Restricted Funds 2020 £	Current year Total Funds 2020 £	Prior Year Total Funds 2019 £
Income & Endowments						
Donations & Legacies	2	46,053	-	2,000	48,053	21,498
Income from charitable activities	3	248,436	-	461,760	710,196	718,388
Investment income	4	874	-	-	874	2,083
Total income		295,363		463,760	759,123	741,969
Expenditure						
Cost of raising funds	5	33,725	-	-	33,725	36,293
Expenditure on charitable activities	6	229,018	32,933	458,201	720,152	653,906
Total expenditure		262,743	32,933	458,201	753,877	690,199
Net Income for the year		32,620	(32,933)	5,559	5,246	51,770
Transfer to Designated Funds	15	(2,933)	2,933	-	-	-
Net income after transfers		29,687	(30,000)	-	5,246	51,770
Net movement in funds		29,687	(30,000)	5,559	5,246	51,770
Reconciliation of funds:-						
Total funds brought forward		194,524	30,000	-	224,524	172,754
Total funds carried forward		224,211	-	5,559	229,770	224,524

* Please see note 16 for prior year comparative

Sport 4 Life UK
Registered number:
Balance Sheet
as at 30 June 2020

05664605

	Notes	2020 £	2019 £
Fixed Assets			
Tangible fixed assets	11	6,956	6,638
Current assets			
Debtors	12	24,471	53,991
Investments held as current assets			
Cash at bank and in hand		363,788	232,047
		<u>388,259</u>	<u>286,038</u>
Creditors: amounts falling due within one year	13	(165,445)	(68,152)
Net Current Assets		<u>229,770</u>	<u>224,524</u>
The funds of the charity			
Restricted revenue funds	15	5,559	-
Unrestricted funds	15	224,211	194,524
Designated funds	15	-	30,000
		<u>229,770</u>	<u>224,524</u>

The Trustees are satisfied that the charitable company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The Trustees acknowledges their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The income and expenditure account has not been delivered to the Registrar of Companies.

These accounts are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by order of the board of trustees on 5 MARCH 2021 and signed on its behalf by:

H. Patel

H Patel
Trustee

Sport 4 Life UK
Registered number:
Statement of Cash Flow
as at 30 June 2020

	Notes	2020 £	2019 £
Net cash generated from operating activities	17	136,171	27,367
Cash flow from investing activities			
Interest and dividends received on investments		874	2,083
Purchase of investments		(5,304)	(9,855)
Net cash flow from/(used in) investing activities		(4,430)	(7,772)
Cash flow from financing activities		-	-
Net increase in cash and cash equivalents		<u>131,741</u>	<u>19,595</u>
Cash and cash equivalents at the beginning of the year		<u>232,047</u>	<u>212,452</u>
Cash and cash equivalents at the end of the year		<u><u>363,788</u></u>	<u><u>232,047</u></u>

Sport 4 Life UK
Notes to the Accounts
Statement of Financial Activities

1 Accounting policies

General Information

Sport 4 Life UK is a charitable company registered and domiciled in England. Its principal activity is to operate as a sport for employment charity. It provides the opportunity for young people (aged 11 to 29) to prepare for and move into sustained education, employment, or training by improving their employability and key life skills, through a sports-themed personal development service. Its registered office is Unit 121-122 Scott House, The Custard Factory, Gibb Street, Digbeth, Birmingham, B9 4AA

Basis of preparation

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 2015)', 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.

Sport 4 Life UK meets the definition of a 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.

The financial statements are presented in £ Sterling, its functional currency and rounded to the nearest £.

Company Status

The charity is a company limited by guarantee, as defined by the Companies Act 2006, without share capital and is a registered charity governed by its Memorandum and Articles of Association.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Computer Equipment	over 3 years
Fixtures and Fittings	over 5 years

Creditors

Short term creditors are measured at cost (which is usually the transaction price)

Debtors

Debtors are measured at their recoverable amount at the balance sheet date.

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.

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.

Grants awarded are included in the statement of financial activities when approved by the trustees and agreed with the recipient. The value of grants unpaid at the year end is accrued. Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Pension Costs

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.

Taxation

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

Fund Accounting

Unrestricted general funds may be used in accordance with the charity's objects at the discretion of the trustees. Designated funds are amounts set aside by the trustees out of unrestricted general funds for specific future purposes or projects.

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 a particular restricted purpose.

2 Donations and Legacies	Current year Unrestricted 2020	Current year Restricted 2020	Current year Total Funds 2020	Prior Year Total Funds 2019
	£	£	£	£
Donations from individuals	5,265	-	5,265	7,193
Donations from corporates	40,788	2,000	42,788	6,805
Raise Your Hands	-	-	-	7,500
Total Donations and Legacies	46,053	2,000	48,053	21,498

3 Total Income from charitable activities	Current year Unrestricted 2020	Current year Restricted 2020	Current year Total Funds 2020	Prior Year Total Funds 2019
	£	£	£	£
Grants from non-public bodies to fund charitable activities				
Other funders	2,070	1,000	3,070	1,470
Awards for All	-	-	-	19,490
Birmingham Airport	-	-	-	2,132
Clarion Housing	2,779	2,221	5,000	5,000
Children in Need	-	39,490	39,490	41,740
Comic Relief	-	-	-	33,333
Erasmus & Monitor	-	-	-	14,849
Heart of England Community Foundation	-	10,000	10,000	14,606
Impact for Growth	-	-	-	36,325
Laureus Sport For Good Foundation	-	18,455	18,455	22,495
Lloyds Foundation	-	-	-	15,000
Marks and Spencer	3,871	-	3,871	339
National Lottery Community Fund	20,426	91,574	112,000	101,750
Ramteazle Ltd	5,000	-	5,000	-
SCVO	-	3,600	3,600	-
SFW Fedex	6,800	-	6,800	-
Streetfootballworld	2,427	-	2,427	29,527
Sport England	-	10,000	10,000	-
UK Youth	-	10,000	10,000	-
Vinci UK	5,000	-	5,000	-
West Midlands Police	19,125	2,350	21,475	-
Youth Investment Fund	19,030	90,970	110,000	96,250
Total grants	86,528	279,660	366,188	434,306

3 Total Income from charitable activities(continued)

	Current year Unrestricted 2020 £	Current year Restricted 2020 £	Current year Total Funds 2020 £	Prior Year Total Funds 2019 £
Trust and Foundation grants from non-public bodies to fund charitable activities				
Charles Hayward Foundation	-	10,000	10,000	10,000
Edward Cadbury Charitable Trust	-	1,000	1,000	4,000
Edward Gostling Foundation	5,000	5,000	10,000	-
Futures for Kids	-	7,500	7,500	-
Garfield Weston Foundation	-	-	-	20,000
Grantham Yorke Trust	-	-	-	5,000
Henry Smith Charity	4,900	29,000	33,900	25,000
Jabbs Foundation	20,000	-	20,000	-
Johnnie Johnson Trust	-	4,692	4,692	-
National Express Foundation	-	10,000	10,000	-
Norton Foundation	-	5,000	5,000	6,000
Paul Hamlyn Foundation	40,000	-	40,000	20,000
Roger & Douglas Turner Charitable Trust	5,000	-	5,000	3,000
Roughley Trust	-	-	-	2,000
Santander Foundation	-	-	-	4,200
Souter Charitable Trust	5,000	-	5,000	5,000
St James Place	5,000	15,000	20,000	20,000
The Allan and Nesta Ferguson Charitable	-	-	-	7,500
The DMF Ellis Charitable Trust	-	3,000	3,000	-
The Dulverton Trust	-	-	-	20,000
The Family Field Charitable Trust	-	4,502	4,502	-
The JD Foundation	18,500	-	18,500	19,550
The Randeree Charitable Trust	-	7,000	7,000	-
The Saintbury Trust	-	-	-	4,000
The Sheldon Trust	-	-	-	10,000
29th May 1961 Charitable Trust	3,000	-	3,000	3,000
Other grants under £2,500	5,500	4,500	10,000	14,915
Total Trust and Foundation grants	111,900	106,194	218,094	203,165
Income from charitable trading	50,008	75,906	125,914	80,917
Total income from charitable activities	248,436	461,760	710,196	718,388

Please see note 18 for income included within the charitable trading

4 Investment Income	2020	2019
	£	£
Bank account interest	874	2,083
5 Cost of raising funds	2020	2019
	£	£
Staff costs	33,725	36,293
	<u>33,725</u>	<u>36,293</u>

6 Charitable activities costs

	2020	2019
	£	£
Direct costs (note 7)	618,778	558,768
Support costs (note 8)	101,374	95,138
Total	<u>720,152</u>	<u>653,906</u>

7 Direct costs of charitable activities

	2020	2019
	£	£
Staff costs	528,927	470,071
Travel and subsistence	9,793	23,514
Marketing and advertising charitable activities	18,220	5,091
Volunteer costs	1,039	7,212
Project delivery and resource costs	42,003	49,713
Total direct spending	<u>599,982</u>	<u>555,601</u>
Charitable trading	18,796	3,167
Total costs of charitable activities	<u>618,778</u>	<u>558,768</u>

8 Support costs for charitable activities

	2020	2019
	£	£
Employee costs not included in direct costs	-	2,840
Premises Expenses	40,394	39,879
Administrative overheads	19,291	16,824
Consultancy fees	8,756	35,595
Transition Costs	<u>32,933</u>	-
	<u>101,374</u>	<u>95,138</u>

9 Trustees' Remuneration and Benefits

Neither the trustees nor any persons connected with them have received any remuneration or expense payments from the charity, either in the current or prior year.

10 Staff Costs

	2020	2019
	£	£
Gross Salaries	499,308	457,209
Employer's National Insurance	45,226	39,630
Pension	11,932	9,525
Total salaries, wages and related costs	562,652	506,364

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

	2020	2019
Full time equivalents	20	18

No employees received emoluments in excess of £60,000

11 Tangible fixed assets

	Fixtures and Fitting	Computer Equipment	Total
	£	£	£
Cost			
At 1 July 2019	513	15,020	15,533
Additions	-	5,304	5,304
At 30 June 2020	513	20,324	20,837
Depreciation			
At 1 July 2019	103	8,793	8,896
Charge for year	103	4,882	4,985
at 30 June 2019	206	13,675	13,881
Net book value			
At 30 June 2020	307	6,649	6,956
At 30 June 2019	410	6,227	6,637

12 Debtors

	2020	2019
	£	£
Trade debtors	6,808	30,914
Prepayments and accrued income	17,663	23,077
Total debtors	24,471	53,991

13 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	6,632	17,541
Accruals	5,745	3,924
Tax/NI	13,082	-
Pension	4,303	-
Deferred Income (note 14)	135,683	46,687
Total creditors	165,445	68,152

14 Deferred Income

	Opening Deferrals	Released from prior years	Received less released in year	Deferred at year end
	£	£	£	£
APM	7,816	(7,816)	-	-
Awards For All	-	-	9,500	9,500
Marks & Spencer	3,871	(3,871)	-	-
Reed in Partnership	-	-	103,183	103,183
National Lottery Community Fund	-	-	23,000	23,000
Raise Your Hands	7,500	(7,500)	-	-
Youth Investment Fund	27,500	(27,500)	-	-
Total Deferred Income	46,687	(46,687)	135,683	135,683

Prior Year Comparative of Deferred Income

	Opening Deferrals	Released from prior years	Received less released in year	Deferred at year end
	£	£	£	£
APM	-	-	7,816	7,816
Awards For All	9,490	(9,490)	-	-
Henry Smith Charity	25,000	(25,000)	-	-
Birmingham Airport Trust	2,132.00	(2,132)	-	-
Marks & Spencer	-	-	3,871	3,871
Norton Foundation	3,000	(3,000)	-	-
Raise Your Hands	-	-	7,500	7,500.00
Stockfield Community Association	1,083	(1,083)	-	-
Youth Investment Fund	27,500	(27,500)	27,500	27,500
	68,205	(68,205)	46,687	46,687

The deferrals included in creditors relate to funding specified by the funders as relating to specific periods and represent those parts of restricted funds which relate to periods subsequent to the accounting year end and are treated as grants in advance.

15 Fund Balances

	Opening balance	Net movement in funds	Transfers between funds	Balance at year end
	£	£	£	£
Restricted Funds				
EET Service	-	-	-	-
NEET Service	-	5,559	-	5,559
NCS	-	-	-	-
Total Restricted Funds	-	5,559	-	5,559
Designated Funds	30,000	(32,933)	2,933	-
Unrestricted Funds	194,524	33,600	(2,933)	225,191
Total Charity Funds	224,524	6,226	-	229,770

Net movements included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Restricted funds			
EET Service	198,445	(198,445)	-
NEET Service	189,648	(184,089)	5,559
NCS	75,667	(75,667)	-
Total Restricted Funds	463,760	(458,201)	5,559
Designated Funds	-	(32,933)	(32,933)
Unrestricted funds	295,363	(261,763)	33,600
Total movements in funds	759,123	(753,877)	6,226

15 Fund Balances (continued)

The purposes for which the funds are held by the charity are:

Restricted Funds

EET Service

Sports-themed mentoring based services for young people aged 11 to 18 who are currently in education, but at risk of becoming NEET. Intervention includes structured one-to-one mentoring, accredited qualifications, employer encounters and youth-led social action.

NEET Service

Sports-themed mentoring based services for NEET young people aged 16 to 29. Intervention includes structured one-to-one mentoring, accredited qualifications, employer encounters (including mock interviews) and youth-led social action.

Unrestricted funds

These funds are held for the objectives of the charity, and to provide free reserves for future activities, and, subject to charity legislation are free from all restrictions on their use.

Designated Funds

£30,000 of the unrestricted funds were held as 'Designated Funds'. Following the internal re-structure in late 2018/19 and the resultant new delivery model, there were a number of associated transition costs to effectively implement these changes. These included redundancy payments, recruitment for new positions, learning and development, and other related costs. These designated funds have now been spent.

Prior Year Comparative of Fund Balances

	Opening balance £	Net movement in funds £	between funds £	Balance at year end £
Restricted Funds				
EET Service	-	(2,762)	2,762	-
NEET Service	-	-	-	-
Total Restricted Funds	<u>-</u>	<u>(2,762)</u>	<u>2,762</u>	<u>-</u>
Unrestricted Funds	172,754	54,532	(32,762)	194,524
Designated Funds				
Restructuring Costs	-	-	30,000	30,000
Total Charity Funds	<u>172,754</u>	<u>51,770</u>	<u>-</u>	<u>224,524</u>

Net movements included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Restricted funds			
EET Service	143,668	(146,430)	(2,762)
NEET Service	232,628	(232,628)	-
	<u>376,296</u>	<u>(379,058)</u>	<u>(2,762)</u>
Unrestricted funds	365,673	(311,141)	54,532
	<u>741,969</u>	<u>(690,199)</u>	<u>51,770</u>

16 Prior year comparative of financial statement activities

	No	Unrestricted	Designated	Restricted	Total Funds
Income & Endowments					
Donations & Legacies	2	21,498	-	-	21,498
Income from charitable activities	3	342,092	-	376,296	718,388
Investment income	4	2,083	-	-	2,083
Total Income		<u>365,673</u>	<u>-</u>	<u>376,296</u>	<u>741,969</u>
Expenditure					
Cost of raising funds	5	36,293	-	-	36,293
Expenditure on charitable activities	6	274,848	-	379,058	653,906
Total expenditure		<u>311,141</u>	<u>-</u>	<u>379,058</u>	<u>690,199</u>
Net Income for the year		54,532	-	(2,762)	51,770
Transfers between funds	15	(2,762)	-	2,762	-
Transfer to designated Funds		(30,000)	30,000	-	-
Net Income after transfers		<u>21,770</u>	<u>30,000</u>	<u>-</u>	<u>51,770</u>
Net movement in funds		<u>21,770</u>	<u>30,000</u>	<u>-</u>	<u>51,770</u>
Reconciliation of funds:-					
Total funds brought forward		172,754	-	-	172,754
Total funds carried forward		<u>194,524</u>	<u>30,000</u>	<u>-</u>	<u>224,524</u>

17 Reconciliation of surplus after tax to net cash generated from/(used in) operations

	2020 £	2019 £
Surplus for the year	5,246	51,770
Adjustments for:		
Depreciation and loss on disposal of tangible fixed assets	4,985	3,217
Interest and investment income receivable	(874)	(2,083)
Operating cash flows before movement in working capital	9,357	52,904
(Increase)/Decrease in trade and other debtors	97,294	(9,516)
(Decrease)/Increase in trade and other creditors	29,520	(16,021)
Cash generated from operations	136,171	27,367
Cash and Cash Equivalents		
Cash at bank and in hand	363,788	232,047

18 Charitable Trading Income

	Current year Unrestricted 2020	Current year Restricted 2020	Current year Total Funds 2020	Prior Year Total Funds 2019
APM	9,371	26,205	35,576	9,013
BVSC				12,709
REED in Partnership	25,000	46,402	71,402	
Living Well UK	13,637		13,637	
Pioneer Group				6,538
Smoothies Blender Bikes	2,000		2,000	39,011
Stockfield Community Association				11,116
Other		3,300	3,300	2,530
	50,008	75,907	125,915	80,917

18 Prior Year Comparative Charitable Income

	Current year Unrestricted 2019	Current year Restricted 2019	Current year Total Funds 2019	Prior Year Total Funds 2018
APM	9,013		9,013	
BVSC	4,399	8,310	12,709	37,713
FIFA				6,019
REED in Partnership				
Living Well UK				
Pioneer Group	6,538		6,538	138,627
Smoothies Blender Bikes	39,011		39,011	58,580
Stockfield Community Association	758	10,358	11,116	12,617
Other	2,530		2,530	6,674
	62,249	18,668	80,917	260,230

19 Ultimate Controlling Party

The charity is wholly under the control of the board of Trustees.

20 Related Parties

There are no related parties to note.