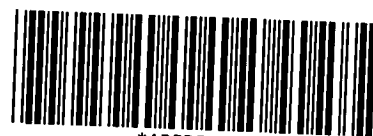


Unaudited Financial Statements for the Year Ended 30 June 2022

for

Lads Need Dads CIC

THURSDAY



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COMPANIES HOUSE

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for the Year Ended 30 June 2022

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Lads Need Dads CIC

Company Information
for the Year Ended 30 June 2022

DIRECTORS:

M R Gledhill
J Shaljean
S Shaljean
E S Prince
C D Morgan
A J Routely

REGISTERED OFFICE:

13 Church Road
Brightlingsea
Colchester
CO7 0JE

REGISTERED NUMBER:

09626924 (England and Wales)

ACCOUNTANTS:

Barnes Wedge Limited
Chartered Accountants
Handel House
Roselawn Fields
Chelmsford
Essex
CM1 7GB

Balance Sheet
30 June 2022

	Notes	30.6.22 £	30.6.21 £
CURRENT ASSETS			
Debtors	4	-	927
Cash at bank		156,516	149,050
		<u>156,516</u>	<u>149,977</u>
CREDITORS			
Amounts falling due within one year	5	82,811	54,503
NET CURRENT ASSETS		<u>73,705</u>	<u>95,474</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u><u>73,705</u></u>	<u><u>95,474</u></u>
RESERVES			
Income and expenditure account	6	73,705	95,474
		<u><u>73,705</u></u>	<u><u>95,474</u></u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which 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 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 company.

The financial statements have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

In accordance with Section 444 of the Companies Act 2006, the Income Statement has not been delivered.

The financial statements were approved by the Board of Directors and authorised for issue on 23 November 2022 and were signed on its behalf by:

S Shaljean - Director



E S Prince - Director



The notes form part of these financial statements

1. STATUTORY INFORMATION

Lads Need Dads CIC is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Turnover

Turnover represents, grants, donations, fund raising activities and other income related to the company's key objectives. Grant income relating to a later accounting period is accounted for as deferred income.

Taxation

The company carries out a non trading activity so does not consider that it has any current or deferred tax liabilities other than on interest an investment income.

Pension costs and other post-retirement benefits

The company operates a defined contribution pension scheme. Contributions payable to the company's pension scheme are charged to profit or loss in the period to which they relate.

3. EMPLOYEES AND DIRECTORS

The average number of employees during the year was 7 (2021 - 10).

4. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.6.22	30.6.21
	£	£
Other debtors	-	927
	<u> </u>	<u> </u>

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.6.22	30.6.21
	£	£
Tax	8	18
Other creditors	1,558	1,004
Deferred income	81,245	53,481
	<u> </u>	<u> </u>
	<u>82,811</u>	<u>54,503</u>

6. RESERVES

	Income and expenditure account £
At 1 July 2021	95,474
Deficit for the year	<u>(21,769)</u>
At 30 June 2022	<u>73,705</u>

7. COMPANY LIMITED BY GUARANTEE

The liability of the members is limited by guarantee. The members have undertaken to contribute up to £1 each to the assets of the company should, on winding up, its liabilities exceed its assets.

8. ULTIMATE CONTROLLING PARTY

The ultimate controlling interest is held equally by all members and does not reside with any single individual.

CIC 34

Community Interest Company Report

For official use
(Please leave blank)

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*Please
complete in
typescript, or
in bold black
capitals.*

**Company Name in
full**

LADS NEED DADS CIC

Company Number

9626924

Year Ending

(30/06/2022)

(The date format is required in full)

Please ensure the company name is consistent with the company name entered on the accounts.

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

Lads Need Dads CIC is a Not-For-Profit Community Interest Company based in Tendring, North-East Essex, and operates across the Tendring district and Colchester Borough. It was founded in June 2015. Lads Need Dads seeks to empower and enable boys aged 11-15 with absent fathers or limited access to a male role model, to be motivated, responsible, capable, resilient, and emotionally competent to **prevent** them becoming at risk of under achieving, offending, exclusion or dropping out of school.

Our Aims are to:

- *Help boys through male-led group mentoring, to cope with problems and issues faced at home and school and explore the important choices they face in their adolescent development, to prevent escalation of negative behaviour.*
- *Provide boys the opportunities for adventure and to be tested and challenged, both physically and mentally.*
- *Provide on-going support, life-skill training, and volunteering opportunities.*
- *To raise awareness and understanding of the important role fathers play in the emotional, mental, and educational development and well-being of boys.*

Management

Lads Need Dads is managed by a team of highly experienced professionals who volunteer their time to provide governance, leadership, and project management. Two non-executive board members in addition to the Managing Director are on the staff team and payroll.

Our programmes

We meet our aims by providing an 18-month long term early intervention programme called Equip, Engage and Inspire. Upon successful completion of the programme boys graduate to Ambassadors. We also deliver a Reading mentor programme annually which is a 3-month intervention.

'EQUIP', is a six-month self-development group-work programme held in school (and in the evening if not in school) and includes bushcraft and outdoor activities, supported by a facilitator and a team of male mentors. Equip's aim is to help boys cope with problems and issues faced at home and school and explore the important choices they face in their adolescent development, to prevent escalation of negative behaviour.

ENGAGE, a practical life-skill and community volunteering programme, follows Equip and takes place in the community for six-months and involves boys engaging in practical life-skill workshops and together with their mentors, doing voluntary work for lone parents, pensioners and people with a disability within their local community. Jobs include, DIY, painting and decorating, gardening, shed building, etc.

INSPIRE, a peer mentoring programme incorporating inspirational speakers and visits to inspiring places, and leadership opportunities, completes the 18-month programme.

AMBASSADORS is an open-ended group for Lads Need Dads graduates who have completed Equip, Engage and Inspire and meets monthly. We provide engaging workshops, sporting activities, guest speakers and trips out, a time to support each other and eat together. This is in place until boys turn 18/19 and find fulltime work or go on to university.

Family support

Alongside the structured programmes we provide on-going support for mums and carers via weekly telephone support, online workshops, review and evaluations evenings, Face-book / WhatsApp Groups and conflict mediation / pastoral visits in the home. Our weekly telephone family support service is delivered by a paid member of staff and a small volunteer team of female family support workers. We work closely with statutory and voluntary services, schools and social care and attend Team around the Family meetings as and when required.

Programmes delivered

We ran a 'Reading mentor / emotion coaching Programme to boys in year 6 Primary School, delivering to seven schools across Tendring during this reporting period.

We matched male mentors with year 6 boys from 7 local schools in Clacton and Harwich, from absent father homes / limited access to a male role model, for 3 months leading up to SATS week. This simple yet effective intervention helped increase boys' interest in reading, and it also contributed to increases in self-esteem, confidence and management of emotions. It is a lack of these things which can lead to children feeling anxious or overwhelmed when they transition to high school and can lead to disruptive behaviour and the slippery slope of detention / internal exclusion and worst-case scenario - school exclusion which leaves the child at very high risk of potentially being groomed or entering the criminal justice system.

We delivered an additional Equip and Engage programme during this reporting period with a cohort of boys from a school serving one of the most deprived areas of England, Jaywick, and a new Equip Programme in Colchester in addition to supporting the four co-existing cohorts of boys who have now transitioned to Inspire or Ambassadors. We continue to provide one to one pastoral support in schools for boys on our programmes as when required, and cycle rides, alongside the group-work programmes for the more vulnerable boys in the cohorts in need of extra support. Additionally, we have introduced a Mixed Martial Arts class monthly.

Mission awareness - outreach

We continue to raise awareness within the community by giving talks and presentations and this reporting period have spoken at the Youth Endowment Fund Round Table, Rotary Groups, A Better Start, Southend, The Youth Justice Board and Essex Police.

Profile

Our presence and profile remain high, contributing to research carried by All Party Parliamentary Group for men and boys. Two of our ambassadors appeared on television featuring Anglia Tonight and we have a steady and growing presence on social media and within the field of men and boys' work.

Training

We delivered training and presentations to 384 Headteachers on the impact of the absent father on boys. We have delivered awareness training to statutory and voluntary sector groups in Essex and parent training workshops to mums and carers of boys on our programmes.

We delivered Suicide First Aid prevention training to mums and carers of boys on our programmes and to the volunteers. Senior management have completed refresher level 3 Safeguarding training.

Awards

We continue to receive national and local recognition. During this reporting period we were shortlisted for the Community Gender Award with the National Diversity Awards. We received the Pride of Tendring Award and the Rotary International's 'Service above Self Youth Award'. Seven of our volunteer team were awarded High Sheriff certificates in recognition of their commitment and exemplary contribution to volunteering.

Research

During this reporting period, we continued with our research project, funded by Global Fund for Children, in conjunction with West London University across a cross-section of Primary, Secondary and Special schools in Essex exploring teacher perceptions regarding the links between boys with absent fathers and its impact on educational attainment, behaviour, emotional / mental health and exclusion. This is part of a wider piece of research with the intention of implementing a National Flagging system into Secondary schools aiding the identification of boys with absent fathers transitioning from Primary to Secondary school to aid early support and intervention. Research will be collated and ready to view in late Autumn/Winter of 2022.

(If applicable, please just state "A social audit report covering these points is attached").

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

Lads Need Dads carry out a survey of need with each school we deliver our programme to. We advertise widely on social media to attract referrals and do outreach campaigns in public places. We work closely with parents, outside agencies and schools to identify pupils.

The service users are consulted with regularly and complete feedback forms and evaluation questionnaires every three months during the first six months, and six monthly after that throughout the course of the 18-month programme. Parent and carers are consulted with quarterly for feedback regarding their opinion on our service and complete regular feedback questionnaires and we carry out a face to face or remote parent review at the end of each programme. We also consult with schools regularly and invite feedback.

(If applicable, please just state "A social audit report covering these points is attached").

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

Please refer to the accounts for Directors remuneration.

There were no other transactions or arrangements in connection with the remuneration of directors, which require to be disclosed.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

No transfer of assets other than for full consideration has been made.

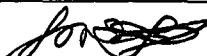
(Please continue on separate continuation sheet if necessary.)

PART 5 – SIGNATORY (Please note this must be a live signature)

(DD/MM/YY)

The original report must be signed by a director or secretary of the company

Signed



Date

23/11/22

Please note that it is a legal requirement for the date format to be provided in full throughout the CIC34 report.

Applications will be rejected if this information is incorrect.

Office held (delete as appropriate) Director/Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Tel	
DX Number	DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38
Linenhall Street, Belfast, BT2 8BG

(N.B. Please enclose a cheque for £15 payable to Companies House)