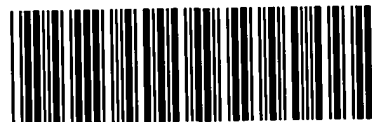


Unaudited Financial Statements for the Year Ended 30 June 2023

for

Lads Need Dads CIC

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COMPANIES HOUSE

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for the Year Ended 30 June 2023

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Lads Need Dads CIC

Company Information  
for the Year Ended 30 June 2023

**DIRECTORS:**

J Shaljean  
S Shaljean  
E S Prince  
C D Morgan  
A J Routely  
Dr L Waldron

**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 2023

|  | Notes | 30.6.23<br>£ | 30.6.22<br>£ |
|--|-------|--------------|--------------|
| <b>CURRENT ASSETS</b>                        |       |              |              |
| Cash at bank                                 |       | 169,035      | 156,516      |
| <b>CREDITORS</b>                             |       |              |              |
| Amounts falling due within one year          | 4     | 94,424       | 82,811       |
| <b>NET CURRENT ASSETS</b>                    |       | 74,611       | 73,705       |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b> |       | 74,611       | 73,705       |
| <b>RESERVES</b>                              |       |              |              |
| Income and expenditure account               | 5     | 74,611       | 73,705       |
|  |       | 74,611       | 73,705       |

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2023 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 ..... and were signed on its behalf by:

 29/11/23  
S Shaljean - Director

 29/11/23  
E S Prince - Director

The notes form part of these financial statements

Notes to the Financial Statements  
for the Year Ended 30 June 2023

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 and 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 5 (2022 - 7).

4. **CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                 | 30.6.23       | 30.6.22       |
|-----------------|---------------|---------------|
|                 | £             | £             |
| Tax             | 77            | 8             |
| Other creditors | 945           | 1,558         |
| Deferred income | 93,402        | 81,245        |
|                 | <u>94,424</u> | <u>82,811</u> |

5. **RESERVES**

|                      | Income<br>and<br>expenditure<br>account<br>£ |
|----------------------|--|
| At 1 July 2022       | 73,705                                       |
| Surplus for the year | 906  |
| At 30 June 2023      | <u>74,611</u>                                |

6. **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.

**7. ULTIMATE CONTROLLING PARTY**

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

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# CIC 34

## Community Interest Company Report

For official use  
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|--|
|  |
|--|

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

Company Name in  
full

LADS NEED DADS CIC

Company Number

09626924

Year Ending

(30/06/2023)

*(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)**

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## **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 The City of Colchester. 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 a three-month intervention called Reading mentors which is a one to one Reading and emotional literacy programme for boys in Year 6 Primary School (developed post-lockdown) and an 18-month long term early intervention programme called Equip, Engage and Inspire. Upon successful completion of the programme boys graduate to Ambassadors.

**'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 free voluntary work for lone parents, the elderly 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 pastoral mediation visits in the home. Our weekly telephone family support service is delivered by a paid member of staff and a small volunteer team of 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:**

This reporting period we delivered:

A Reading Mentor Programme in 13 Primary Schools in Tendring up from 7 schools last reporting period.

An Equip Programme in Colchester

An Engage Programme in Colchester

An Inspire Programme in Colchester

An Engage programme in Tendring

An Inspire Programme in Tendring

Open-ended Ambassador programme for graduates of Equip-Engage-Inspire in Tendring.

We delivered an understanding behaviour workshop to mums and carers on the long term LND programmes.

### **Remote mental health support worker**

This reporting period we instigated a new post - a remote mental health support worker who we were able to refer boys in need of support to within days as waiting lists locally for counselling have been too long. This has been very successful and resulted in boys accessing support early and mental health harms being minimised.

### **Absent Father Aware Training**

We continue to deliver absent father aware training to the local community and schools and also delivered training to over 50 Essex based trainee G.P's.

### **Mixed marital Arts**

We continue to take boys who are interested to mixed martial arts each month with a reputable provider. We find this helps increase the boys' resilience, physical and mental health and wellbeing and compliments what we provide.

### **Mission awareness - outreach**

We continue to raise awareness within the community by giving talks and presentations locally including Rotary, W.I groups and The Tri Service Men's Forum on International Men's Day (Police / Fire and Ambulance).

## **Profile**

Our presence and profile remain high, contributing to more research carried by the All-Party Parliamentary Group for men and boys, Centre for Social Justice

Our Managing Director trained in Podcast production and also took part in two on-line Podcasts, one with The Centre for Social Justice called 'Why Fathers Matter' and the other with an American Podcast called 'On Boys' looking at the work of Lads Need Dads.

We have a steady and growing presence on social media and within the field of men and boys' work and showcased our work at the National Men and Boys Coalition conference.

## **Research**

During this reporting period, we completed 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. Please see this link for more information and for the recommendations. [https://ladsneeddads.org/wp-content/uploads/2023/01/web\\_LND - Report Teachers-experiences-impact-2022.pdf](https://ladsneeddads.org/wp-content/uploads/2023/01/web_LND_Report_Teachers-experiences-impact-2022.pdf)

*(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.

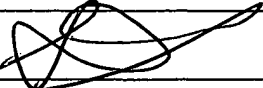
No transfer of assets other than for full consideration has been made.

*(Please continue on separate continuation sheet if necessary.)*

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

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

Signed



(DD/MM/YY)

Date

12/12/23

**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, 4<sup>th</sup> 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)**