

**THE MENTORING LAB COMMUNITY C.I.C.
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 OCTOBER 2022**

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**THE MENTORING LAB COMMUNITY C.I.C.
ANNUAL REPORT AND UNAUDITED ACCOUNTS
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**THE MENTORING LAB COMMUNITY C.I.C.
COMPANY INFORMATION
FOR THE YEAR ENDED 31 OCTOBER 2022**

Directors	Evonne Nell Rose Riley Daniel Max-Orumbie
Company Number	12269937 (England and Wales)
Registered Office	Bradbury Works Unit 204-205 Bradbury Street, Hackney LONDON, N16 8JN ENGLAND.

**THE MENTORING LAB COMMUNITY C.I.C.
(COMPANY NO: 12269937 ENGLAND AND WALES)
DIRECTORS' REPORT**

The directors present their report and accounts for the year ended 31 October 2022.

Directors

The following directors held office during the whole of the period:

Evonne Nell Rose Riley
Daniel Max-Orumbie

Statement of directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law, the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). *Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period.* In preparing these accounts, the directors are required to:

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

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

Small company provisions

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Signed on behalf of the board of directors

.....
Evonne Nell Rose Riley
Director



Approved by the board on: 22 May 2023

THE MENTORING LAB COMMUNITY C.I.C.
STATEMENT OF INCOME AND RETAINED EARNINGS
FOR THE YEAR ENDED 31 OCTOBER 2022

	2022	2021
	£	£
Turnover	94,995	78,743
Administrative expenses	(116,263)	(65,258)
Operating (loss)/surplus	(21,268)	13,485
(Loss)/surplus on ordinary activities before taxation	(21,268)	13,485
Tax on (loss)/surplus on ordinary activities	-	-
(Loss)/surplus for the financial year	(21,268)	13,485
Retained earnings at the start of the year	28,093	14,608
(Loss)/surplus for the financial year	(21,268)	13,485
Dividends	-	-
Retained earnings at the end of the year	6,825	28,093

THE MENTORING LAB COMMUNITY C.I.C.
STATEMENT OF FINANCIAL POSITION
AS AT 31 OCTOBER 2022

	Notes	2022 £	2021 £
Current assets			
Debtors	4	640	250
Cash at bank and in hand		19,701	27,843
		<u>20,341</u>	<u>28,093</u>
Creditors: amounts falling due within one year	5	(13,516)	-
Net current assets		<u>6,825</u>	<u>28,093</u>
Net assets		<u>6,825</u>	<u>28,093</u>
Reserves	6		
Profit and loss account		6,825	28,093
Members' funds		<u>6,825</u>	<u>28,093</u>

For the year ending 31 October 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Directors and authorised for issue on 22 May 2023 and were signed on its behalf by

Evonne Nell Rose Riley
Director



Company Registration No. 12269937

THE MENTORING LAB COMMUNITY C.I.C.
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 OCTOBER 2022

1 Statutory information

THE MENTORING LAB COMMUNITY C.I.C. is a private company, limited by guarantee, registered in England and Wales, registration number 12269937. The registered office is Bradbury Works Unit 204-205, Bradbury Street, Hackney, LONDON., N16 8JN, ENGLAND..

2 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section 1A Small Entities. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Debtors

2022	2021
£	£

Amounts falling due within one year

Trade debtors	640	250
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5 Creditors: amounts falling due within one year

2022	2021
£	£

Taxes and social security	2,483	-
Loans from directors	9,983	-
Accruals	1,050	-
	13,516	-

6 Company limited by guarantee

The MENTORING LAB COMMUNITY C.I.C is a private company, limited by guarantee, registered in England and Wales, registered number 12269937.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding-up, such an amount as may be required not exceeding £1.

The MENTORING LAB COMMUNITY C.I.C is a Community Interest Company all their surpluses in the company are reinvested back into the company

7 Average number of employees

During the year the average number of employees was 5 (2021: 0).

**THE MENTORING LAB COMMUNITY C.I.C.
DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 OCTOBER 2022**

This schedule does not form part of the statutory accounts.

	2022	2021
	£	£
Turnover		
Fees	94,995	54,167
Reimbursed expenses	-	24,576
	<u>94,995</u>	<u>78,743</u>
Administrative expenses		
Wages and salaries	64,639	52,879
Staff training and welfare	-	150
Travel and subsistence	1,500	-
Rent	20,107	4,877
Subscriptions	6,287	-
Bank charges	358	153
Insurance	1,768	-
Sundry expenses	390	-
Accountancy fees	1,604	1,157
Advertising and PR	2,808	300
Other legal and professional	16,802	5,742
	<u>116,263</u>	<u>65,258</u>
Operating (loss)/profit	<u>(21,268)</u>	<u>13,485</u>
(Loss)/profit on ordinary activities before taxation	<u>(21,268)</u>	<u>13,485</u>

PO 18387849 £15

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**

The Mentoring Lab Community C.I.C

Company Number

12269937

Year Ending

31st October 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.

Funders:

Compass CIC - £28,735.20 (Restricted)
BME Health Forum - £7996 (Restricted)
London Youth - £1900 (Restricted)
Hackney CVS - £2500 (Unrestricted)
Itza Media - £1000 (Unrestricted)
Mental Health First Aid - £200 (Unrestricted)
UK Youth - £5499 (Unrestricted)
Do It Now Now - £250 (Unrestricted)
The Mentoring Lab Training and Development - £30,640.49 (Restricted)
MOPAC - £17,000 (Restricted)
Independent Donations 174.80 (Unrestricted)
Email Expert - £640 (Unrestricted)

Explanation of deficit - This year grants from £21,268 which included £17000 from MOPAC and £2000 from BME Health Forum, £640 from Email Expert, £1400 from London Youth and £228 and from The Mentoring Lab Training and Development were paid in the next financial year.

Partnerships: Manhood Academy Global, The Salam Project, Pirate Studios, Hackney Quest, Hackney CVS My Endz VRU Project.

Corporate Volunteers sourced from: Salesforce, Hackney Voluntary Service, Dr. Martins. The Mentoring Lab website.

Supporters: UK Youth, London Youth, The Diana Award

Beneficiaries **Locations of Beneficiaries:** Hackney, Tower Hamlets, Waltham Forest, Newham, Newham, Redbridge, Haringey, Islington, City Of London, Hertfordshire, Manchester. **Age of Beneficiaries:** 5 – 25 years old. **Core Beneficiaries:** 10-17 years old

Profile of The Mentoring Beneficiaries remains the same as last year: We typically support young people aged 10-25 years old living in economically deprived areas Hackney and surrounding boroughs. 99% of participants are from Global Majority backgrounds. Beneficiaries may live in overcrowded conditions without a garden or easy access to green spaces. They may have low school attainment, are at risk of school exclusion, or have parents experiencing English as an additional language, substance abuse, domestic violence, mental health, long-term unemployment. Employed parents tend to work in the City as kitchen staff, cleaners and security guards or as frontline workers for Local Authorities. To make ends meet, employed parents work extremely long hours and therefore are not able to provide the structures, protective factors, and opportunities needed for their children to achieve and thrive.

Services Offered:

- Covid response youth work, youth mentoring and coaching
- 1:1 detached youth engagement activities
- Online After School Club delivering online project based learning
- 1:1 and group career and progression mentoring and coaching
- Parent advocacy, information, guidance and support

Outcomes - We improve Young People's outcomes by increasing protective factors in their lives to improve their quality and outcome of life. This year we have improved young people's

- Social support networks
- Interaction with trusted adult role models
- Access to health services
- Access to post 16 opportunities
- Social and emotional skills
- Healthy peer relationships
- Confidence and Self Esteem
- Soft Skills and Employability skills

(Please continue on separate continuation sheet if necessary.)

A social audit report covering these points is being conducted at the point of submission of this years' company Interest report and will be entered into the report once we receive multi year funding, to enable our capacity to complete the process in full.

Social Media Links

Instagram: <http://www.instagram.com/thementoringlab>

Facebook: <http://www.facebook.com/thementoringlab>

Linkedin: <https://www.linkedin.com/in/thementoringlab>

YouTube: <https://www.youtube.com/ch>

Mentoring Tool kit: <https://youtu.be/jlpcbKv3hL4>

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.

Main Stakeholders

- 1) **Beneficiaries** (young people and their caregivers)
- 2) **The local wider African and Caribbean Community**
- 3) **Donors**
- 4) **Volunteers**
- 5) **Board of Directors**

Beneficiaries At the beginning of the financial year, we conducted a consultation using the Empathy Mapping Tool. This tool enabled us to better understand and serve our participants, helping to overcome systemic and structural barriers. Due to covid and lock down restrictions this consultation was delivered online.

<https://thementoringlab.co.uk/wp-content/uploads/2021/06/The-Mentoring-Lab-Knowing-our-Beneficiaries.pdf>

We deliver a systemic service that engages the young persons, parents/ caregivers / guardians. Listening to their needs, acting as advocates and signposting where necessary.

The local wider African and Caribbean Community Each year we receive roughly 520 calls from the **African and Caribbean Community**, seeking guidance and advice on matters relating to young people, their schooling, mental health and transition into adulthood.

From these calls we capture key points in discussions to inform our services. Callers tend to have the following enquiry about a young person or groups of young people

- Mental wellbeing at school
- Overall mental wellbeing and resilience as they transition through adolescence into adulthood
- Safety in local area
- Isolation, including safe friendships and social activities
- Family issues, including effect of absent parent
- Academic advancement
- Identity and Cultural Awareness

Donors To improve our access to funding, we have focused applying for Black Led grant givers and grants related to racialised communities. Next year we aim to focus on gaining multiyear grants to improve our capacity, especially with increasing demand for our service. To improve our access to funding, we have plans to convert to a CIO, by 2025.

Volunteers This year we welcomed 10 new volunteers. We continue to receive in-kind support from volunteers, however this year we have sourced volunteers from Salesforce, who continued to be a valued corporate support. We have also gain increased interest from individual volunteers contacting us independently via our website. We are seeking ways to improve our volunteer engagement to improve recruitment and retention.

Volunteer Board of Directors Our Volunteer Board of Directors have been from members of the African and Caribbean community wanting to support the improvement and outcome of lives for African and Caribbean youth. Two volunteers have been volunteering since our inception in 2019, and two join shortly thereafter. The volunteer Board of Directors are also parents and professionals working with young people and have been outstanding in helping us to design our systemic model. In a recent feedback session, all volunteer Board of Directors shared concerns regarding their capacity to continuing volunteer due to the demands covid has placed on their careers (education, social services and retail) and family life. In response, we will be expanding our volunteer Board of Directors include our network of Corporate volunteers. We hope to achieve this by 2023.

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.

No remuneration was received

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

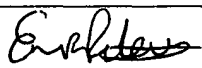
(Please continue on separate continuation sheet if necessary.)

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

27/07/23

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.

Unit 204-205, Bradbury Works,	
Bradbury Street, Hackney,	
London, N16 8JN	
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)