

REGISTERED COMPANY NUMBER: 05589316 (England and Wales)
REGISTERED CHARITY NUMBER: 1112534

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2020
for
Mentoring Plus Bath and
North East Somerset Limited

MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA



Mentoring Plus Bath and
North East Somerset Limited

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for the Year Ended 31 March 2020

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**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2020**

Mentoring Plus is registered with the charity commission and is a company limited by guarantee. It is governed by its Memorandum and Articles of Association on incorporation on 11th October 2005, as amended by its special resolution dated March 2012.

OBJECTIVES AND ACTIVITIES

Objectives and Activities

The following objectives and activities have been undertaken to further charitable purposes and for the public benefit. The objects as amended in 2012 are as follows:

- (a) To advance the education and training of young people at risk so that they are able to realise their full potential within their community and so that they are better able to integrate into society as a whole
- (b) To provide and assist in the provision of facilities in the interests of the social welfare of young people at risk with the object of improving their conditions of life
- (c) To relieve unemployment of young people at risk by provision of careers information and advice
- (d) To preserve and protect the health of young people at risk by the provision of advice and guidance.

The main activities undertaken in relation to those purposes during the year.

In its charitably funded projects, Mentoring Plus supports vulnerable and disadvantaged 7-21 year olds across Bath & North East Somerset (BathNES) referred for support by schools, social and health care professionals. Young people are accepted for mentoring who are affected by multiple challenges at home and in education, including poverty, family breakdown and emotional difficulties. This can place them at a number of risks: disengagement from education; few positive role models; anti-social or criminal behaviour; social isolation; and poor physical or mental health.

Alongside assessing young people's needs and hopes and supporting them directly, the Charity recruits, trains and supports adult volunteers from our community to mentor young people one to one for a year, following their positive interests. This helps build confidence, aspiration, communication strengths and self-efficacy, in support of their ability to identify pathways forward, overcome difficulties and fulfil potential in education and employment.

Mentoring Plus also provides a structured programme of inspirational activities (arts, sporting, community and enterprise) weekly in term-time with additional school holiday sessions. These are designed to enable young people to try new things, build confidence and make new friends in a supported setting, while gaining access to inspirational role models. This year activities included taster sessions with Minerva Rowing Club, Team Bath sports village and Bath Rugby Foundation, a filmmaking summer school at Theatre Royal Bath, bushcraft sessions with Ecowild and an upcycling clothing project with Fashion and Fairytale.

We have a growing professional mentoring practice alongside this core volunteer project. Paid mentoring supports young people whose needs or risks are at a level unsuitable for a volunteer to support, enabling us to reach more young people in need. We are also in growing demand as providers of practice training to fellow professionals, charities and schools, regionally and nationally. The surplus this paid work generates helps the long-term financial sustainability of our charitable work.

Since 2018 we have run a successful commissioned project to provide professional mentoring to primary and secondary students re-accessing education after exclusion, low attendance, a managed move between schools or a period outside mainstream education. Student & Family Support (SAFS) is fully funded by BathNES Council and supports up to 36 students aged 5-18 at any one time for a 16 week intervention.

Mentoring Plus delivers open-access youth clubs as part of its custodianship of Riverside Youth Hub, previously run by BathNES Council. Now part-funded by BBC Children in Need, this work is delivered in partnership with local charity Bath Youth for Christ (the sessions have no religious content). A committed cohort of 13-19 year olds from local communities, many affected by inequality of opportunity and low aspirations, are now being offered a safe space to meet friends, engage in activities and be supported by skilled youth workers.

It is a core part of our practice to listen to our young people and our community of volunteers. We view them equally as stakeholders in our Charity, who are given the voice and opportunity to make our organisation and community a better place.

This financial year ended with the beginning of lockdown in response to the Covid-19 pandemic. Our resilience and flexibility were put to the test as we rapidly triaged our caseloads to prioritise help for families in immediate need, and we redesigned our service to offer support via phone and internet. Our first online group work was delivered in the week beginning 23 March and we maintained a full if adapted service supporting anxious and isolated young people and families throughout lockdown.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2020**

OBJECTIVES AND ACTIVITIES

Public benefit

In the year April 2019-March 2020, Mentoring Plus provided one-to-one volunteer and paid mentoring, with access to activity groups, to 141 beneficiaries meeting the criteria described above, by coincidence the exact same number as the previous year. This includes those young people coming to the end of their mentoring year during this period and those recently matched at the end of it. In any one month, about 70 of these young people were working with a mentor, and others were in assessment with the organisation's professional practitioners. 58 activity sessions were offered to this cohort during the year, including a 3-day film workshop and a 3-day activities residential, with 321 attendances by young people.

In the 12 months the SAFS team directly mentored 114 students, including family meetings alongside 1-1 support for young people. Most SAFS interventions last about 16 weeks, with some extended to provide further support where needed.

Over 12 months of youth club delivery, we supported 41 young people (up from 17 in the first reporting period of YE19) with 509 attendances in total.

77 young people were newly matched with a mentor during this 12-month period, a very similar number to the previous year. This includes 29 mentored by our professionals in school, and a further 7 young people with higher levels of need receiving 1-1 professional mentoring outside school. 47 new volunteer mentors were trained during the year.

300 students participated in West of England Mentoring in-school business mentoring, our partnership project with Bristol-based mentoring charities Ablaze and Babbasa. 190 mentors participated. This group scheme supported disaffected pre-GCSE students across the region to plan a post-16 pathway over 6 sessions. 97% of students fed back that they felt more confident making decisions, and 98% that they had improved skills for employment.

The Trustees have had regard to the Charity Commission's guidance on public benefit in managing the activities of the Charity.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2020**

ACHIEVEMENT AND PERFORMANCE

The main achievements and performance of the Charity during the year

Mentoring Plus has consolidated the delivery of its services to vulnerable and disadvantaged young people in line with its objectives, and has grown both its professional services practice reaching higher-need young people and expanded its reach with delivery of open-access youth clubs two evenings per week.

We feel proud of the high regard in which all our services are held by schools, parents, commissioners and donors, and hugely thankful for the community around us which supports our work and makes young people feel valued and included.

Mentoring Plus received help from organisations including Roper Rhodes, Good for Nothing, Bike Bath, Lansdown Tennis Club, Altus, Riverford Organics, Bath University Management School, Dance Fit Zumba, Bath Boutique Stays, Wainwright, Mayden, RealityHouse, Wessex Water, Wild & Wolf, Abbey Hotel, Radiance Wellbeing, Thermae Bath Spa, Deep Blue Sky and Electric Bear Brewery, and equipped a library for Riverside from local donations. Thank you to them and all the individual donors who make our work possible.

We also gratefully received valued funding from grant-giving organisations including Bath Boules, The Prince of Wales' Charitable Foundation, Bristol Merchant Venturers, The KFC Foundation, ESG Robinson Charitable Trust, The Raby Family Trust, Charles Hayward Foundation, The Annett Charitable Trust, Quartet Community Foundation, St John's Foundation, Dandia Charitable Trust, Tesco, BBC Children in Need, Arbonne Charitable Foundation, Henry Smith Charity, Garfield Weston, #iwill, People's Postcode Trust and Simon's Charity.

Lead Practitioner Kev Long led the progress of the SAFS commissioned service into its second year. This service supports some of our highest-need young people and families, and is notable for consistent support in school, assertive advocacy for children and families with other services, and an imaginative and practical approach to unblocking the difficulties affecting school attendance, from significant underlying fears to transport and uniform buying.

Our Youth Reps participation group of older mentees continues to positively input ideas helping to promote youth interests. This year they raised £1,200 towards a residential weekend for younger mentees in Osmington, Dorset, which was a huge success and testament to our young people's ability to make a positive difference for others despite the challenges they face themselves.

We successfully negotiated a lease for Riverside Youth Hub running until 2025, ensuring this quirky community building with its welcoming kitchen, café area, games area, TV lounge, hall, garden, river access, music studio and outdoor ball court are available for our own young people and for schools projects and for other groups and charities.

Lead Practitioner Katy Massey was nominated as one of the West Women of the Year 2019. In February 2020 she also won a Somerset High Sheriff Community Award for her work promoting volunteer mentoring and cross-charity partnership working.

Looking ahead, YE21 has been impacted significantly by lockdown and continued restrictions affecting both delivery of support and community fundraising, but having managed costs carefully and benefited from some Covid-19 response funding, the charity remains financially stable and delivery continues at 100% of normal capacity.

Once we have ensured stability into 2021-22, our ambition in future years remains to achieve sustainable growth in reach while maintaining quality of outcomes for young people, building skills and infrastructure to be ready to pursue opportunities for innovation, partnership and development where they arise.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2020**

ACHIEVEMENT AND PERFORMANCE

The difference the Charity has made to beneficiaries during the year

The outputs listed above are measured alongside qualitative assessment of young people's progress at least monthly, and quarterly reporting across the cohort against 18 measures of observed outcomes, recording relevant evidence. For the young people being mentored during the financial year 2019-20, key performance measures included:

- 73% showed improved confidence
- 66% showed improved physical wellbeing, and 55% improved mental wellbeing
- 64% of young people in education showed improved levels of engagement
- 65% of young people made new and lasting community connections

Mentees also rate the Charity's service to them, giving an average score of 9 out of 10 for the period.

The SAFS team continue to meet all the performance expectations set by BathNES Council commissioners for a cohort at a significantly higher level of need and case complexity. Outcomes are measured termly and for the term ending Easter 2020 include:

- 44% of students were successfully supported fully back into education (with others continuing interventions into the following period)
- 57% showed increased engagement in learning
- 54% showed increased attendance
- 38% also showed improved emotional wellbeing.

How achievements and performance during the year have benefited wider Society

The needs of young people referred to Mentoring Plus are identified through behaviours such as anxiety, social withdrawal, disruption or non-engagement at school, criminal and anti-social behaviour in the community, being perpetrators or victims of bullying, and harm to themselves and others. This year 70% of young people were referred to us by schools, 9% by other charities and agencies, 11% by statutory care services and 10% by families.

Young people referred for volunteer and paid mentoring during the year showed disengagement from school or risk of exclusion (62%); signs of anti-social behaviour (33%); significant challenges with family or peers (49%) and significant issues with emotional wellbeing (32%). 6% were in or leaving care. [Young people need to meet at least two of these qualifying criteria, hence figures do not total 100%.]

27% live in neighbourhoods in south-west Bath characterised by high deprivation and poor educational outcomes. 35% live in smaller towns and villages in rural NE Somerset where low income levels are compounded by poor transport provision and lack of amenities. The remainder live in the rest of greater Bath.

Our work with mentors to help young people understand and overcome underlying difficulties enables them to improve key relationships, engage with education, training or employment, and maximise their potential. With a focus on early intervention and support, mentoring will save society considerable costs, e.g. in reduced earnings, social and health care, and criminal justice, as well as directly improving the wellbeing of vulnerable and disadvantaged young people.

With practice training offered to schools we are enabling staff to feel more equipped and confident in their support of more vulnerable learners, and we also support Bath Spa University's Education faculty with guest lectures to BEd and PGCE students. We delivered our peer mentoring training and support programme in four local schools this year, training sixth form students to mentor their younger peers. We also supported a local secondary school to pilot a local homework support club at Riverside.

Our adult volunteer mentors reported on their increased well-being and sense of purpose from volunteering, and valued the quality of training and supervision they received. With SAFS, our youth club, business mentoring and peer mentoring programmes in schools, we are reaching over 130 young people in need of early help on a weekly basis.

Partnerships with local professionals, charities and organisations help to strengthen the Charity's good practice and the quality of support offered to vulnerable young people. Our training and support build vital skills for our volunteers and the organisations to whom they belong, and build cohesion in our community

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2020**

FINANCIAL REVIEW

Financial position

The Charity ended the year with a surplus of £62,787 (2019: deficit of £6,577) having increased income by almost 23% to £640,082 (2019: £520,694). Over the same period expenditure rose 9.5% to £577,295 (2019: £527,271).

A substantial element of this income growth results from YE20 including a full year of our Student & Family Support service commissioned by BathNES Council. This began in September 2018 so only 7 months of income from this service was earned in the previous year. This service is fully funded by its commission at its current scale, and charitable income is not used to subsidise work delivering this commission.

We pursued greater diversification of income and growth in unrestricted funding from community sources during the year. This is reflected in a 38% increase in income from individuals, businesses and events to £94,677 (2019: £68,695) and in unrestricted reserves increasing from £43,112 to £121,310 which is now within our reserves policy (see below).

In the last accounts the Trustees expressed the view that our financial performance maintained a solid base ready for consolidation and responsiveness to need and the funding climate in the years ahead. This is even more true for the end of 2019-20, ending just as Covid-19 lockdown began. Beginning 2020-21 with a modest surplus has helped us maintain delivery in the current year despite community income being significantly reduced and earned income being somewhat reduced from 2019-20 levels.

The Trustees therefore consider this financial performance by the Charity during the year to be good.

Reserves policy

It is our policy to hold unrestricted reserves of 3-6 months of running costs. Relative to our charitably funded running costs (approx. £332,000 after commission income) our closing free reserves (unrestricted funds less fixed assets) of £114,466 on 31 March 2020 meets this target (approx 4.1 months' running costs) taking account of fixed assets and creditors at year end.

To maximise our financial resilience and ability to maintain and grow services in uncertain times, it remains a core business plan objective to maintain unrestricted reserves at a level consistently within the target above, through continued focus on income-earning activities.

The Board of Trustees is satisfied that the Charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure, governance and management of the charity

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

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2020**

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

We are fortunate in having long-serving Trustees with a range of relevant skills and experience to guide our practice and govern our operation. Trustees are appointed for 3-year terms. Our Board of Trustees offer a wider skill set in support of our strategic requirements. Our chair is expert in the academic and practical application of psychology relevant to our service users, complemented by experience of senior management experience in large charities.

Our vice-chair is a retired senior teacher with extensive experience of mentoring young people through our Charity. Our treasurer has previously managed multi-million pound commercial projects. The Trustee Board also included a law firm partner, a wealth manager and a retired head teacher. During the year we welcomed two new Board members: experienced charity fundraiser Phillippa Watson, and expert property developer Mark Carter.

Our Executive Director has responsibility for the day to day running of the Charity and all operational matters. Every two months the full Trustee Board meet with key staff to scrutinise delivery performance and to inform the strategic direction of the Charity. A financial review process is a standing item for each of the Trustee meetings, including reflection on appropriate risk management.

In the previous year we created the roles of Executive Director, filled by Ruth Keily, and Practice Director, Jamie Luck in order to balance workloads, mitigate risks and implement succession planning. Jamie chose to leave Mentoring Plus in July 2019, and our existing Lead Practitioners continued to run the practice reporting to Ruth, with Kev Long taking safeguarding leadership.

The organisation formalised a Leadership Group to share responsibility for strategy, delivery, risk management and funding. This comprised Ruth Keily, lead practitioners Kev Long and Katy Massey, and head of business and operations Rachel Harris, and has since been joined by head of Fundraising Jenny Perez.

The whole team then engaged in an inclusive process to re-evaluate and update its vision, mission and values in light of recent expansion of services to include SAFS, youth clubs and growth in our professional services project. The newly agreed content is set out below:

- Our vision is a world in which all young people feel safe, feel heard and feel hopeful for their future
- Our mission is empowering and inspiring young lives to thrive with the help of our communities, by offering positive support and opportunities to young people facing challenges
- Our values are working generously, collaboratively and creatively; advocating for young people's voices to be heard; approaching challenges with kindness, compassion and rigour; and communicating with honesty and clarity.

Our vision is a world in which all young people feel safe, feel heard and feel hopeful for their future

Our mission is empowering and inspiring young lives to thrive with the help of our communities, by offering positive support and opportunities to young people facing challenges

Our values are working generously, collaboratively and creatively; advocating for young people's voices to be heard; approaching challenges with kindness, compassion and rigour; and communicating with honesty and clarity.

The policies that underpin our delivery model are reviewed annually by staff, Trustees and BathNES Council as an external safeguarding and delivery auditor. Updated policies and procedures are circulated to all staff and volunteers. Safeguarding and risk assessments processes are undertaken for each activity, and are reviewed, recorded and acted on after each activity or mentoring session. Staff training is a key priority, in particular child safeguarding and related skills. Practitioners continued training in the Thrive child support framework, as well as undertaking further training in areas including SAFE contraceptive advice and trans awareness.

Our Board has procedures in place to advertise for Trustees with specific skills and resources to offer where they judge these would complement the existing Board for the benefit of the Charity. All candidates applying for Trustee role(s) are considered subject to meeting criteria set out, and our safer recruitment procedures, and voted upon with the ultimate decision in the hands of the Chair.

Ethical fundraising

The Charity operates according to an ethical fundraising policy prepared within guidelines provided by the Institute of fundraising and the Fundraising Regulator. This governs Trustees' review and decision-making processes over solicited and unsolicited donations from individuals or businesses, large and anonymous donations and activities of external fundraisers, with the purpose of safeguarding potentially vulnerable donors, and the positive reputation of the Charity in light of its charitable objectives.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2020**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05589316 (England and Wales)

Registered Charity number
1112534

Registered office
Riverside Youth Hub
York Place
Bath
BA1 6AE

Trustees
T Annear
A Banks
J Bartholomew
S l'Anson
Dr K John
J Luck (resigned 1.10.19)
D Martin (resigned 1.10.19)
L McIsaac
M Carter (appointed 11.11.19)
P Watson (appointed 11.11.19)

Independent Examiner
James Gare
FCA DChA
MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Approved by order of the board of trustees on 13 November 2020 and signed on its behalf by:


.....
Trustee, J Bartholomew

Independent Examiner's Report to the Trustees of
Mentoring Plus Bath and
North East Somerset Limited

Independent examiner's report to the trustees of Mentoring Plus Bath and North East Somerset Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2020.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA DChA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



James Gero
FCA DChA
MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Date: 18 November 2020

**Mentoring Plus Bath and
North East Somerset Limited**

**Statement of Financial Activities
for the Year Ended 31 March 2020**

	Notes	Unrestricted fund £	Restricted funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	94,677	-	94,677	68,965
Charitable activities	4				
Mentoring services		141,411	403,592	545,003	451,340
Investment income	3	402	-	402	389
Total		<u>236,490</u>	<u>403,592</u>	<u>640,082</u>	<u>520,694</u>
 EXPENDITURE ON					
Raising funds	5	10,311	5,347	15,658	13,604
Charitable activities	6				
Mentoring services		147,981	413,656	561,637	513,667
Total		<u>158,292</u>	<u>419,003</u>	<u>577,295</u>	<u>527,271</u>
NET INCOME/(EXPENDITURE)		<u>78,198</u>	<u>(15,411)</u>	<u>62,787</u>	<u>(6,577)</u>
 RECONCILIATION OF FUNDS					
Total funds brought forward		43,112	67,842	110,954	117,531
TOTAL FUNDS CARRIED FORWARD		<u><u>121,310</u></u>	<u><u>52,431</u></u>	<u><u>173,741</u></u>	<u><u>110,954</u></u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Balance Sheet
31 March 2020**

	Notes	2020 £	2019 £
FIXED ASSETS			
Tangible assets	11	6,844	8,374
CURRENT ASSETS			
Debtors	12	28,309	9,124
Cash at bank and in hand		168,827	117,848
		<u>197,136</u>	<u>126,972</u>
CREDITORS			
Amounts falling due within one year	13	(30,239)	(24,392)
NET CURRENT ASSETS		<u>166,897</u>	<u>102,580</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>173,741</u>	<u>110,954</u>
NET ASSETS		<u>173,741</u>	<u>110,954</u>
FUNDS	15		
Unrestricted funds		121,310	43,112
Restricted funds		52,431	67,842
TOTAL FUNDS		<u>173,741</u>	<u>110,954</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13 November 2020..... and were signed on its behalf by:



Trustee, J Bartholomew

**Mentoring Plus Bath and
North East Somerset Limited**

**Cash Flow Statement
for the Year Ended 31 March 2020**

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	55,759	21,157
Net cash provided by operating activities		55,759	21,157
Cash flows from investing activities			
Purchase of tangible fixed assets		(4,780)	(10,971)
Net cash used in investing activities		(4,780)	(10,971)
Change in cash and cash equivalents in the reporting period		50,979	10,186
Cash and cash equivalents at the beginning of the reporting period		117,848	107,662
Cash and cash equivalents at the end of the reporting period		168,827	117,848

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2020**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	62,787	(6,577)
Adjustments for:		
Depreciation charges	6,310	4,717
(Increase)/decrease in debtors	(19,185)	19,476
Increase in creditors	5,847	3,541
Net cash provided by operations	<u>55,759</u>	<u>21,157</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.19 £	Cash flow £	At 31.3.20 £
Net cash			
Cash at bank and in hand	117,848	50,979	168,827
	<u>117,848</u>	<u>50,979</u>	<u>168,827</u>
Total	<u>117,848</u>	<u>50,979</u>	<u>168,827</u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements
for the Year Ended 31 March 2020**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

Mentoring Plus Bath and North East Somerset Limited is a charitable company limited by guarantee registered in England and Wales. The address of the registered office is given in the legal and administrative information on page 5 of these financial statements. The nature of the charity's operations and principal activities are provided in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

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

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

The value of any volunteer help received is not included in the accounts.

Investment income is included in the accounts when receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the costs associated with attracting voluntary income, fundraising costs and investment management costs.
- Expenditure on charitable activities includes the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
- Other expenditure represents those items not falling into the categories above.

Tangible fixed assets

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

Computer equipment - 33% on straight line basis

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

1. ACCOUNTING POLICIES - continued

Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Pension costs and other post-retirement benefits

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

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. DONATIONS AND LEGACIES

	2020 £	2019 £
Events & community fundraising	94,677	68,965

3. INVESTMENT INCOME

	2020 £	2019 £
Bank interest	402	389

4. INCOME FROM CHARITABLE ACTIVITIES

	2020 £	2019 £
Activity		
Training and extended services	81,723	81,765
Grants and commissions	463,280	369,575
	545,003	451,340

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

5. RAISING FUNDS

Raising donations and legacies

	2020	2019
	£	£
Fundraising	15,658	13,604
	<u>15,658</u>	<u>13,604</u>

6. CHARITABLE ACTIVITIES COSTS

All charitable activity costs related to providing mentoring services (2019 the same).

7. NET INCOME/(EXPENDITURE)

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

	2020	2019
	£	£
Depreciation - owned assets	6,310	4,717
Independent Examiner's fees - examination work	3,000	3,000
Independent Examiner's fees - grant audits	-	600
	<u>9,310</u>	<u>8,317</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

The key management personnel of the charity comprise the Trustees and Executive Director. The total employee benefits of the key management personnel of the Charity were £61,891 (2019: £76,013).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2020 nor for the year ended 31 March 2019.

9. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	332,955	294,806
Social security costs	28,271	25,347
Other pension costs	28,694	24,611
	<u>389,920</u>	<u>344,764</u>

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

	2020	2019
	16	14
Charity staff	<u>16</u>	<u>14</u>

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

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	68,965	-	68,965
Charitable activities			
Mentoring services	121,203	330,137	451,340
Investment income	389	-	389
Total	<u>190,557</u>	<u>330,137</u>	<u>520,694</u>
EXPENDITURE ON			
Raising funds	13,604	-	13,604
Charitable activities			
Mentoring services	187,496	326,171	513,667
Total	<u>201,100</u>	<u>326,171</u>	<u>527,271</u>
NET INCOME/(EXPENDITURE)	<u>(10,543)</u>	<u>3,966</u>	<u>(6,577)</u>
Transfers between funds	<u>(26,011)</u>	<u>26,011</u>	<u>-</u>
Net movement in funds	<u>(36,554)</u>	<u>29,977</u>	<u>(6,577)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	79,666	37,865	117,531
TOTAL FUNDS CARRIED FORWARD	<u><u>43,112</u></u>	<u><u>67,842</u></u>	<u><u>110,954</u></u>

11. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2019	19,256
Additions	<u>4,780</u>
At 31 March 2020	<u>24,036</u>
DEPRECIATION	
At 1 April 2019	10,882
Charge for year	<u>6,310</u>
At 31 March 2020	<u>17,192</u>
NET BOOK VALUE	
At 31 March 2020	<u><u>6,844</u></u>
At 31 March 2019	<u><u>8,374</u></u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade debtors	28,267	9,082
Other debtors	42	42
	<u>28,309</u>	<u>9,124</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	4,860	12,122
Social security and other taxes	7,439	7,373
Credit card	758	-
Other creditors	2,242	197
Deferred income	11,940	1,700
Accrued expenses	3,000	3,000
	<u>30,239</u>	<u>24,392</u>

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted funds	2020 Total funds	2019 Total funds
	£	£	£	£
Fixed assets	6,844	-	6,844	8,374
Current assets	144,705	52,431	197,136	126,972
Current liabilities	(30,239)	-	(30,239)	(24,392)
	<u>121,310</u>	<u>52,431</u>	<u>173,741</u>	<u>110,954</u>

15. MOVEMENT IN FUNDS

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	43,112	78,198	121,310
Restricted funds			
Mentoring and activity projects	8,440	(4,712)	3,728
Primary Schools	-	(5,709)	(5,709)
Henry Smith Charity	15,859	(6,713)	9,146
St John's Foundation (core costs)	3,211	(3,211)	-
St John's Foundation (extended activities)	2,073	(1,711)	362
Student & Family Support Service	5,324	(1,008)	4,316
Tampon Tax Community Fund	4,397	(2,213)	2,184
St John's Foundation (Youth Club)	14,272	(9,111)	5,161
Hedley Foundation - Mentor expenses	2,500	(1,718)	782
11+ Volunteer Mentoring	-	28,555	28,555
Youth Reps (Quartet Youth Social Action)	-	3,906	3,906
St Johns Consulting	11,766	(11,766)	-
	<u>67,842</u>	<u>(15,411)</u>	<u>52,431</u>
TOTAL FUNDS	<u>110,954</u>	<u>62,787</u>	<u>173,741</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	236,490	(158,292)	78,198
Restricted funds			
Mentoring and activity projects	5,320	(10,032)	(4,712)
Primary Schools	41,005	(46,714)	(5,709)
Henry Smith Charity	27,000	(33,713)	(6,713)
St John's Foundation (core costs)	9,825	(13,036)	(3,211)
St John's Foundation (extended activities)	20,000	(21,711)	(1,711)
Student & Family Support Service	175,711	(176,719)	(1,008)
Tampon Tax Community Fund	-	(2,213)	(2,213)
St John's Foundation (Youth Club)	9,880	(18,991)	(9,111)
Hedley Foundation - Mentor expenses	-	(1,718)	(1,718)
11+ Volunteer Mentoring	104,945	(76,390)	28,555
Community Fundraising (Quartet Express)	5,000	(5,000)	-
Youth Reps (Quartet Youth Social Action)	4,906	(1,000)	3,906
St Johns Consulting	-	(11,766)	(11,766)
	<u>403,592</u>	<u>(419,003)</u>	<u>(15,411)</u>
TOTAL FUNDS	<u>640,082</u>	<u>(577,295)</u>	<u>62,787</u>

Comparatives for movement in funds

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
Unrestricted funds				
General fund	79,666	(10,543)	(26,011)	43,112
Restricted funds				
Mentoring and activity projects	10,014	(2,249)	675	8,440
Primary Schools	-	(11,049)	11,049	-
St John's Foundation (capacity development consultancy)	22,498	(10,732)	-	11,766
Henry Smith Charity	5,750	10,109	-	15,859
Careers & Enterprise Company	(4,564)	(9,723)	14,287	-
St John's Foundation (core costs)	-	3,211	-	3,211
Sobell Foundation	1,250	(1,250)	-	-
CHK Charities	1,250	(1,250)	-	-
St John's Foundation (extended activities)	1,667	406	-	2,073
Student & Family Support Service	-	5,324	-	5,324
Tampon Tax Community Fund	-	4,397	-	4,397
St John's Foundation (Youth Club)	-	14,272	-	14,272
Hedley Foundation - Mentor expenses	-	2,500	-	2,500
	<u>37,865</u>	<u>3,966</u>	<u>26,011</u>	<u>67,842</u>
TOTAL FUNDS	<u>117,531</u>	<u>(6,577)</u>	<u>-</u>	<u>110,954</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	190,557	(201,100)	(10,543)
Restricted funds			
Mentoring and activity projects	25,840	(28,089)	(2,249)
BANES Council commission	65,000	(65,000)	-
Primary Schools	32,350	(43,399)	(11,049)
St John's Foundation (capacity development consultancy)	-	(10,732)	(10,732)
Henry Smith Charity	27,000	(16,891)	10,109
Careers & Enterprise Company	12,599	(22,322)	(9,723)
St John's Foundation (core costs)	9,633	(6,422)	3,211
Sobell Foundation	-	(1,250)	(1,250)
CHK Charities	-	(1,250)	(1,250)
St John's Foundation (extended activities)	20,000	(19,594)	406
Student & Family Support Service	103,298	(97,974)	5,324
Tampon Tax Community Fund	8,818	(4,421)	4,397
St John's Foundation (Youth Club)	19,599	(5,327)	14,272
Hedley Foundation - Mentor expenses	6,000	(3,500)	2,500
	<u>330,137</u>	<u>(326,171)</u>	<u>3,966</u>
TOTAL FUNDS	<u>520,694</u>	<u>(527,271)</u>	<u>(6,577)</u>

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

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	79,666	67,655	(26,011)	121,310
Restricted funds				
Mentoring and activity projects	10,014	(6,961)	675	3,728
Primary Schools	-	(16,758)	11,049	(5,709)
St John's Foundation (capacity development consultancy)	22,498	(10,732)	-	11,766
Henry Smith Charity	5,750	3,396	-	9,146
Careers & Enterprise Company	(4,564)	(9,723)	14,287	-
Sobell Foundation	1,250	(1,250)	-	-
CHK Charities	1,250	(1,250)	-	-
St John's Foundation (extended activities)	1,667	(1,305)	-	362
Student & Family Support Service	-	4,316	-	4,316
Tampon Tax Community Fund	-	2,184	-	2,184
St John's Foundation (Youth Club)	-	5,161	-	5,161
Hedley Foundation - Mentor expenses	-	782	-	782
11+ Volunteer Mentoring	-	28,555	-	28,555
Youth Reps (Quartet Youth Social Action)	-	3,906	-	3,906
St Johns Consulting	-	(11,766)	-	(11,766)
	<u>37,865</u>	<u>(11,445)</u>	<u>26,011</u>	<u>52,431</u>
TOTAL FUNDS	<u>117,531</u>	<u>56,210</u>	<u>-</u>	<u>173,741</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	427,047	(359,392)	67,655
Restricted funds			
Mentoring and activity projects	31,160	(38,121)	(6,961)
BANES Council commission	65,000	(65,000)	-
Primary Schools	73,355	(90,113)	(16,758)
St John's Foundation (capacity development consultancy)	-	(10,732)	(10,732)
Henry Smith Charity	54,000	(50,604)	3,396
Careers & Enterprise Company	12,599	(22,322)	(9,723)
St John's Foundation (core costs)	19,458	(19,458)	-
Sobell Foundation	-	(1,250)	(1,250)
CHK Charities	-	(1,250)	(1,250)
St John's Foundation (extended activities)	40,000	(41,305)	(1,305)
Student & Family Support Service	279,009	(274,693)	4,316
Tampon Tax Community Fund	8,818	(6,634)	2,184
St John's Foundation (Youth Club)	29,479	(24,318)	5,161
Hedley Foundation - Mentor expenses	6,000	(5,218)	782
11+ Volunteer Mentoring	104,945	(76,390)	28,555
Community Fundraising (Quartet Express)	5,000	(5,000)	-
Youth Reps (Quartet Youth Social Action)	4,906	(1,000)	3,906
St Johns Consulting	-	(11,766)	(11,766)
	<u>733,729</u>	<u>(745,174)</u>	<u>(11,445)</u>
TOTAL FUNDS	<u>1,160,776</u>	<u>(1,104,566)</u>	<u>56,210</u>

The restricted funds represent grants received towards specific mentoring programmes, with the exception of the St John's Foundation who have provided funding towards capacity development consultancy, an extended activities programme and core costs.

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2020 or the year ended 31 March 2019.

**Mentoring Plus Bath and
North East Somerset Limited**

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2020**

	2020 £	2019 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Events & community fundraising	94,677	68,965
Investment income		
Bank interest	402	389
Charitable activities		
Training and extended services	81,723	81,765
Grants and commissions	463,280	369,575
	<u>545,003</u>	<u>451,340</u>
Total incoming resources	640,082	520,694
EXPENDITURE		
Raising donations and legacies		
Fundraising	15,658	13,604
Charitable activities		
Wages	332,955	294,806
Social security	28,271	25,347
Pensions	28,694	24,611
Insurance	4,310	4,019
Telephone	4,497	3,736
Postage and stationery	5,980	6,186
Sundries	1,491	1,491
Events and mentoring costs	83,331	84,417
Volunteers' and staff expenses	12,725	13,091
Staff recruitment	1,688	1,504
Rent	24	12,296
Repairs and maintenance	11,468	364
Bank charges	706	739
Software and IT	7,958	4,844
Subscriptions	2,797	7,670
Independent Examiner's fees	5,269	5,413
Legal and professional	11,502	11,452
Marketing	8,492	5,651
Life Insurance	2,284	1,269
Sundry expenses	885	44
Computer equipment	6,310	4,717
	<u>561,637</u>	<u>513,667</u>
Total resources expended	577,295	527,271
Net income/(expenditure)	<u>62,787</u>	<u>(6,577)</u>

This page does not form part of the statutory financial statements