

Company Registration: 07782588 (England & Wales)

Registered Charity Number: 1146215

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

THE FOOTSTEPS TRUST

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FOR YEAR ENDED 31ST AUGUST 2019

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THE FOOTSTEPS TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	Mr C J Hall - Chief Executive A M Amartey - Director Mr G Hall - Director Mr M Doe - Director
Company Name	The Footsteps Trust
Registered Office	New River Sports Centre White Hart Lane London, N22 5QW
Registered Company Number	07782588 (England & Wales)
Registered Charity Number	1146215
Independent Examiner	Kelly Douglas 54 Kennedy Drive Hoddesdon Hertfordshire, EN11 8NW
Bankers	Barclays Bank PLC 1 Churchill Place London, E14 5HP

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

The trustees, who are also directors for the purposes of the Companies Act, are pleased to present their report and the independently examined financial statements of the charity for the year ended 31st August 2019.

OBJECTIVES AND ACTIVITIES

The Footsteps Trust: Public Benefit

Footsteps accepts all students for whom conventional education has proved to be unsuitable. Many that have been seen to 'fail' in one or more conventional schools are seen to thrive in the Footsteps environment. The benefits of a stable education and positive role models has far-reaching effects, on the individual concerned, their families, and in the wider community.

Haringey, and Tottenham, in particular, are difficult environments for any young person - street crime, gang related crime, drug misuse, family breakdown - all combine to distract young people from education and public service and respect. Footsteps provides the chance of education and progression, helping to relieve poverty, improve life chances, and return alienated young people to their communities.

Footsteps provides quality education, tuition, coaching in football and other sports, vocational training, lifestyle, and career guidance and counselling, to young people who seek personal development, sporting achievement, physical health, and psychological wellbeing.

We assist any individual, whatever their background, to be the absolute best they can be. We encourage and assist all those who seek excellence in any and every aspect of their lives. This ethos pervades all aspects of Footstep`s activities.

The holistic approach taken by Footsteps helps us to identify, confront and remove the negative aspects of a young person's environment which may adversely affect and hinder their development. We work with partner organisations to ensure engagement, mentoring, and academic/further education and employment guidance is delivered to every Footsteps student. Every effort is made to ensure provision is available to, and taken up, by all ethnic, gender and age groups.

ORGANISATION AND ACTIVITIES

Ensuring the effectiveness of our work

The Footsteps program is regularly reviewed as to efficiency and effectiveness. Examination results are compared across a wide range of criteria, and student progress is monitored both internally and by referrers.

Referrers are legally obliged to monitor the well-being and progress of any students placed with Footsteps, an obligation which includes Ofsted visits to Footsteps when a referring establishment is inspected. Referrers and funders are welcomed at all times and regularly inspect and comment upon the work that we undertake.

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

ORGANISATION AND ACTIVITIES CONT.

The Footsteps Trust is now registered with both the DfE and Ofsted as an independent school - URN:141859 / UKPRN: 10056424

DfE registration entailed a pre-registration inspection from Ofsted, followed by a detailed inspection by the DfE, followed by a detailed inspection from Ofsted. These inspections ensured the legal compliance and operational accuracy of the organisation and were an excellent indicator of our operations from expert, independent sources. We have since had two further Ofsted inspections which have demonstrated clearly the improvements that have been made and maintained.

Our first full Ofsted inspection in January 2016 was overall very acceptable. A number of areas were highlighted for improvement, most notably requirements for improved student tracking and raising teaching standards. These have been addressed by conscription to School Pod - an online Information Management System, and by the appointment of a Head of Teaching and Learning.

Teaching standards and tracking have improved steadily since the appointment of Rebecca Brown and the adoption of School Pod, and we are confident that Zainab will maintain and improve standards. We were inspected by Ofsted in February of 2018 and received a 'Good' overall assessment - a tremendous result for the whole organisation. The full report is available as a PDF on the Footsteps website.

ACHIEVEMENTS AND PERFORMANCE

Charitable Activities

Footsteps was established originally in 2010 as The Footsteps Football Academy CIC by Chris Hall, original founder of The London Boxing Academy and subsequently The LBA Community Project. It became apparent that many possible sources of funding, particularly those with charitable status, were restricted by their constitutions to funding only registered charities. Further restrictions imposed included the availability of at least one year's accounts, and in many cases that those accounts were audited. It was therefore decided that, in order to attract further funding, the CIC should be closed, and all its assets transferred to a new registered charity, The Footsteps Trust. Permission was sought from the CIC regulator to transfer the assets, and the charity commission indicated that the income already achieved would allow registered charity status.

This transfer took place. The CIC has closed and all functions are now performed by The Footsteps Trust.

The majority of Footstep's income is derived from fees charged to referrers, schools, local government and other agencies. Income from this source was some £610,048 for the current year to August 2019. Income from this source varies directly with the number of students referred. Fees are charged per student per term on a pro-rata basis. Footsteps has seen a gradual rise in the number of students referred but cannot rely on the level of occupancy. This situation makes financial forecasting difficult.

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

Charitable Activities cont.

A possible solution would be to limit the intake to a maximum number that is below that which we know will be required. However, we feel that Footsteps should always strive to offer places to any students that would benefit from our services.

We have started the current year with around 45 students and expect this to increase. Fees from referrers are expected to surpass £650,000 per annum.

Further difficulties in financial planning arise due to the requirement of providing staff - teachers and 'pod leaders / Learning Mentors', before the number of students to be catered for is known. This difficulty is exacerbated by our desire to offer as wide a curriculum as possible, and we would therefore wish to provide a subject, even though the number of students wishing to study might be below the optimum financial level. Currently, we are considering reducing GCSE options from six to five options in order to increase grades across a smaller curriculum. There will also be financial savings if we choose this option.

We have appointed Chandne Sayed as Operations Manager to take over some of the duties previously performed by Rebecca and to reduce the day to day workload on Chris. This will allow Zainab to concentrate on the academic side of teaching and learning, and allow Chris to concentrate on driving Footsteps forward in our quest to achieve Free School status.

We consider the additional cost vital in maintaining the improvements that have allowed us to achieve our Good' Ofsted rating. This should eventually allow Footsteps to access the increased funding available as a Free School, and relieve Chris Hall of day to day duties so that he can concentrate far more of his time on fundraising activities and the administrative requirements of applying for and achieving Free School status.

In the previous financial year Footsteps was able to greatly reduce our ongoing deficit built up over previous years. Unfortunately, this reduction has not been adequate to fully offset costs and we once again find that we have had to draw funds against future service provision. The accounts show a cumulative deficit of £49,137. The proportion of deferred funds, drawn against future provision, amounted to £56,430.

Footsteps established a relationship with Haringey 6th Form College that enables students to perform their academic work at the college, whilst continuing their relationship with Footsteps to develop the practical side of their BTEC Sport Level 1, 2, and 3 qualifications. Unfortunately, there were too few students to whom this appealed and therefore the project has been reluctantly discontinued for the time being. The situation will be monitored and the scheme re-introduced should the number of students interested become viable.

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

FINANCIAL REVIEW

Investment policy and objectives

The rapid expansion outlined above, the low level of initial funding, and the difficulty in attracting donations due to initial non-charitable status (CIC) has dictated that all funds available have been committed to day to day operation of the facilities. Therefore, the opportunity for investment of funds has simply not been available and will not become available in the short term. We shall, however, review the situation regularly and develop policy as and when required.

Reserves policy

The committee recognises that, given the unpredictable nature of future student numbers, and therefore fee income, ongoing difficulties with the payment methods of referrers, and the unpredictable nature of donated income, the charity should begin to build a reserve fund. Although we are able to adjust costs somewhat by matching staffing levels, our major cost to anticipated and actual student numbers, the committee has agreed that a reserve amounting approximately to total expenditure for a school term be established. It has been decided therefore that we should endeavour to establish a reserve of unrestricted funds of £200,000 which would be adequate to finance our longest school term. The committee is aware that, at present levels, it would take many years to achieve this level of reserves. However, we are confident that, by reducing services if necessary, and streamlining some of the wide range of options we currently offer, the charity could continue to operate on a considerably reduced income should circumstances demand. In any case, staff levels have been reduced considerably without substantially affecting the charity's activities. Further, the unpredictability of staff requirements, depending on student numbers, has been addressed so that some staff, in future, will be offered ongoing temporary contracts or contracts which will allow Footsteps to reduce the total number of hours worked. There has also been a higher level of volunteer use, though this is often limited by the high level of training required to work with and mentor sometimes volatile young people.

At a recent meeting of the trustees` consideration was given to entering into agreement with professional fundraising agencies as we believe that their experience and expertise would be able to substantially increase our grant income. Further investigation of fees and expectations is currently ongoing.

FUTURE PLANS

Having now successfully registered with DfE and Ofsted, there is a cost element involved, on top of the time dedicated to the mechanics of registration, since Footsteps will subsequently be required to pay for Ofsted inspections. The recent 'Good' Ofsted report allows us to apply for Free School status which would substantially increase revenues. Unfortunately, at the time of writing, we have learned that, at present, there are no plans for the DfE to offer independent Aps the opportunity to apply for Free School status. During 2019 it was established that only Aps set up by local authorities could apply for Free School status, despite the demonstrable fact that, in most areas, Footsteps consistently outperforms local authority Aps and PRUs. No details are available on possible modifications to policy during 2019.

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

FUTURE PLANS CONT.

The charity will continue to offer its services as at present, funding allowing, across all three established venues. It has been decided that no further expansion be undertaken before adequate funding has been secured, including funding for all necessary costs of establishment, staffing, equipment and adequate reserves.

The Haringey Community Sports Centre, venue for the Footsteps Sports Academy, has been taken over by an organisation called The Fusion Trust. Up until now, costs were covered by Haringey, The Tottenham Foundation and The LBA. Negotiations with the Fusion Trust have now been completed and the future cost to the trust will be some £5,000 p/a. We are taking steps to offer leisure and sports activities on a paid for basis during evenings and weekends when the centre is not used by Footsteps so that any incurred costs will be mitigated by generated income. Further to the above, the closure of the Football Academy has resulted in a saving of some £25,000 to offset the fees now charged for the Sports Centre.

We shall monitor, and expand where desirable, relationships with partner organisations with a view to increased effectiveness and efficiency of our work with young people.

We shall examine the possibility of expansion of our services into areas that would return an income to the charity that would improve our financial position.

All options outlined above would naturally be considered in respect of charity law and our stated charitable aims.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 21st September 2011, Co. No 7782588, and registered as a charity on 2nd March 2012, Reg. No. 1146215. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for an unlimited time.

All members of the Management Committee give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the accounts. Expenses allowable were considered and agreed by the committee at the Annual General Meeting of 2nd September 2019.

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

All committee members are familiar with the work done by Footsteps, and bring additional skills in business and education. Whilst Chris Hall is involved with the day to day running of the academy, the remaining members are more concerned with the overall running of the charity, utilising their varied experience in business and education. Specialist skills in safeguarding, education etc. are provided to the committee by the Footsteps Steering Group, made up of teachers, education and care specialists employed by the Trust.

The committee recognises that the available skillset is always open to improvement and are taking steps to identify and encourage new applicants. All committee members, and all other members of staff, have now been successfully DBS checked on behalf of Footsteps.

New applicants will be invited to visit one of the academies with the option of shadowing one or more staff members so that they may fully understand our work with young people. The committee feel that a full understanding is vital if the contribution of trustees is to be fully utilised.

Potential candidates will be made aware of current and future operations, acquainted with the charity commission documentation for trustees, and made fully aware of financial considerations and the charity's current financial position.

Organisational structure

The trustees administer the charity on an ongoing basis. There is regular communication to resolve strategy and ongoing developments. The trustees have appointed an Operations Officer who, assisted by the office staff, ensures the day to day matters are attended to. To facilitate operations, the Operations Officer has been delegated certain authority including financial, HR and operations.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance

The charity is governed by company law, charity law, and the requirements of the DfE. Further, all referrers are required to satisfy themselves of the good practise of the charity. Schools, local authorities and partner organisations such as The Hackney Learning Trust review the performance of Footsteps on a regular basis, and Ofsted is required to inspect the academies as part of the official inspection of any referrers and, since DfE registration as an independent school, inspect Footsteps in its own right. We believe that this level of scrutiny ensures that The Footsteps Trust will continue to excel in all areas of operation.

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

Responsibilities of the Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the management committee should follow best practice and select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; and prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis. The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Management Committee

Members of the Management Committee, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page seven.

In accordance with company law, as the company's directors, we certify that:

so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Risk management

The trustees are aware of the major risks to which the charity may be exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces, and the committee continues to monitor the policies published by academy management to ensure that the trust remains compliant with all health and safety legislation covering staff, students and visitors to the academies.

We are aware of the difficulties caused by funding restrictions and believe that adequate steps have been taken to minimize this risk and ensure the long term future of the charity's services.

Chris Hall also sits on the Steering Group Committee that meets regularly and addresses the requirements of policy development and implementation. Chris also acts as Academy Principal and Chief Executive of the charity's operations, ensuring compliance with policy and reporting directly to other members of this committee.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07782588 (England and Wales)

Registered Charity number

1146215

THE FOOTSTEPS TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST AUGUST 2019

REFERENCE AND ADMINISTRATIVE DETAILS CONT.

Registered office

New River Sports Centre
White Hart Lane
London, N22 5QW

Trustees

Mr C J Hall - Chief Executive
A M Amartey - Director
Mr G Hall - Director
Mr M Doe - Director


Independent examiner

Kelly Douglas MAAT
54 Kennedy Drive
Hoddesdon
Hertfordshire, EN11 8NW

Approved by the board of trustees.

Dated 26th November 2019

Signed

A handwritten signature in black ink, appearing to be 'CJH', written over a dotted line.

Mr C J Hall, Trustee

THE FOOTSTEPS TRUST

INDEPENDENT EXAMINER'S REPORT

I report to the trustees of The Footsteps Trust (Charity No 1146215) on the accounts of the company for the year ended 31st August 2019 which are set out on pages 12 to 22.

Respective responsibilities of the trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("The Charities Act") and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's statement

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

THE FOOTSTEPS TRUST

INDEPENDENT EXAMINER'S REPORT

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act 2011; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

I 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.

KDouglas

Kelly Douglas MAAT

54 Kennedy Drive
Hoddesdon
Hertfordshire
EN11 8NW

THE FOOTSTEPS TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR PERIOD ENDED 31ST AUGUST 2019

		Unrestricted Funds	Restricted Funds	Restricted Fixed Asset Funds	Total Funds 2019	Total Funds 2018
	Note	£	£	£	£	£
INCOME RESOURCES						
Donations and legacies	2	2,720			2,720	-
Charitable activities:						
Fees from referrers	3	610,048			610,048	546,317
Other income	4	3,887			3,887	-
Total Income Resources		616,655	0	0	616,655	546,317
RESOURCES EXPENDED						
Charitable Expenditure:						
Charitable activities	5	577,447			577,447	522,172
Total Resources Expended		577,447	0	0	577,447	522,172
NET INCOME / (EXPENDITURE)		39,209	0	0	39,209	24,145
Balance brought forward		-88,346	-	-	-88,346	-112,491
Balance carried forward		-49,137	0	0	-49,137	-88,346

THE FOOTSTEPS TRUST

BALANCE SHEET
AS AT 31ST AUGUST 2019

		Unrestricted Funds	Restricted Funds	Total Funds 2019	Total Funds 2018
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	10	478		478	141
CURRENT ASSETS					
Debtors	12	2,185		2,185	3,635
Cash at bank and in hand		54,100		54,100	36,625
		56,285	0	56,285	40,260
CREDITORS: falling within 1 year	13	-105,900		-105,900	-128,747
NET CURRENT ASSETS		-49,615	0	-49,615	-88,487
TOTAL ASSETS LESS CURRENT LIABILITIES		-49,137	0	-49,137	-88,346
NET ASSETS / (LIABILITIES)		-49,137	0	-49,137	-88,346
FUNDS	14				
Unrestricted Funds					
General fund				-49,137	-88,346
Restrictive Funds					
General fund				-	-
Fixed asset fund				-	-
TOTAL FUNDS				-49,137	-88,346

THE FOOTSTEPS TRUST

**BALANCE SHEET continued
AS AT 31ST AUGUST 2019**

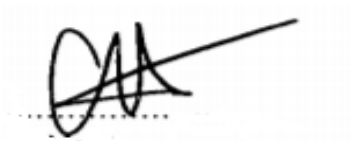
For the period ending 31.08.2019 the charitable company was entitled to exception from audit under section 477 of the Companies Act 2006 relating to small companies.

The trustees have not required the charitable company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for complying with the requirements of Sections 386 & 387 of the Act with respect to keeping accounting records and Sections 395 & 395 for preparation of the 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 trustees on 26th November 2019 and were signed on its behalf by:

A handwritten signature in black ink, appearing to be 'CJ Hall', written over a horizontal line.

Mr C J Hall, Trustee

THE FOOTSTEPS TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company have been prepared in accordance with the Charities SORP (FRSSE) 'Accounting and Reporting' by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with the provisions of FRS 102 Section 1A Small Entities and the Companies Act 2006. The financial statements have been prepared under the historic cost convention.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible assets

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

Fixtures and fittings - 33.33% straight line

THE FOOTSTEPS TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

1. ACCOUNTING POLICIES continued

Taxation

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

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 the funds are raised for particular restricted purposes.

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

Hire purchase and lease commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Investments

Investments are stated at market value as at the balance sheet date. The statement of financial activities includes net gains and losses arising on revaluation and disposals during the period.

2. DONATIONS AND LEGACIES

	2019	2018
	£	£
Donations	2,720	-
	<u>2,720</u>	<u>0</u>
Grants received, included in the above are as follows;		
Other grants	<u>0</u>	<u>0</u>

THE FOOTSTEPS TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

3. INCOME FROM CHARITABLE ACTIVITIES

	2019	2018
	£	£
Fees from referrers	<u>610,048</u>	<u>546,317</u>

4. OTHER INCOME

	2019	2018
	£	£
Fundraising	3,864	-
Other Income	<u>23</u>	<u>-</u>
	<u>3,887</u>	<u>-</u>

5. CHARITABLE ACTIVITIES COST

	Direct costs	Support costs (note 6)	Totals
	£	£	£
Charitable activities	<u>471,963</u>	<u>105,484</u>	<u>577,447</u>

6. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Other resources expended			0
School	<u>89,194</u>	<u>16,290</u>	<u>105,484</u>
	<u>89,194</u>	<u>16,290</u>	<u>105,484</u>

7. NET INCOME / (EXPENDITURE)

	2019	2018
	£	£
Net income / (expenditure) is stated after charging / (crediting);		
Accountants fee	14,790	13,273
Depreciation	<u>312</u>	<u>804</u>
	<u>15,102</u>	<u>14,077</u>

THE FOOTSTEPS TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

8. TRUSTEES' REMUNERATION AND BENEFITS

During the year the following payments were made to companies under the control of the trustees, the arrangements had been agreed by the other trustees and limits set:

Expenses of £36,000 (2018 - £36,000) were charged in respect of IT services by Channel 99 Limited, a company under the control of Mr S Hall.

Expenses of £36,000 (2018 - £36,000) were charged in respect of educational services by The London Boxing Academy Limited, a company under the control of Mr C Hall.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2019 nor for the year ended 31 Aug 2018 .

9. STAFF COSTS

	2019	2018
	£	£
Wages and salaries	<u>352,167</u>	<u>336,339</u>
The average number of employees during the period was as follows:	<u>18</u>	<u>17</u>
The number of employees who's employee benefits (excluding pensions) exceeded £60,000 was	<u>0</u>	<u>0</u>

THE FOOTSTEPS TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

10. TANGIBLE FIXED ASSETS

	Computer Equipment
	£
Cost	
At 1st September 2018	9,256
Additions	649
At 31st August 2019	<u>9,905</u>
Depreciation	
At 1st September 2018	9,115
charge for the period	312
At 31st August 2019	<u>9,427</u>
Net Book Value	
At 31st August 2019	<u>478</u>
At 1st September 2018	<u>141</u>

11. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2019	2018
	£	£
Within one year	<u>15,000</u>	<u>15,000</u>

THE FOOTSTEPS TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

12. DEBTORS	2019	2018
	£	£
Trade receivables	885	3,260
Other Debtors	1300	375
	<u>2,185</u>	<u>3,635</u>

13. CREDITORS	2019	2018
	£	£
Trade creditors	9,305	30,172
Social security and other taxes	7,018	3,870
Other creditors	28,147	26,981
Deferred income	56,430	60,724
Accrued expenses	5000	7,000
	<u>105,900</u>	<u>128,747</u>

14. MOVEMENT IN FUNDS

	At 01.09.2018	Net movement in funds	At 31.08.2019
	£	£	£
Unrestricted funds			
General funds	-88,346	39,209	-49,137
Restricted funds			
General funds	-	-	-
Fixed asset funds	-	-	-
TOTAL FUNDS	<u>-88,346</u>	<u>39,209</u>	<u>-49,137</u>

THE FOOTSTEPS TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31ST AUGUST 2019

14. MOVEMENT IN FUNDS CONT.

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

	Incoming Resources £	Resources Expended £	Movement in funds £
Unrestricted funds			
General funds	616,655	-577,447	39,209
Restricted funds			
General funds	-	-	-
Fixed asset funds	-	-	-
TOTAL FUNDS	<u>616,655</u>	<u>-577,447</u>	<u>39,209</u>

Comparative figures for movement in funds

	At 01.09.2017 £	Net movement in funds £	At 31.08.2018 £
Unrestricted funds			
General funds	-112,491	24,145	-88,346
Restricted funds			
General funds	-	-	-
Fixed asset funds	-	-	-
TOTAL FUNDS	<u>-112,491</u>	<u>24,145</u>	<u>-88,346</u>

THE FOOTSTEPS TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31ST AUGUST 2019

14. MOVEMENT IN FUNDS CONT.

Comparative figures for net movement in funds

	Incoming Resources £	Resources Expended £	Movement in funds £
Unrestricted funds			
General funds	546,317	-522,172	24,145
Restricted funds			
General funds	-	-	-
Fixed asset funds	-	-	-
TOTAL FUNDS	<u>546,317</u>	<u>-522,172</u>	<u>24,145</u>

15. RELATED PARTY DISCLOSURES

At the balance sheet date an amount of £1,100 (2018 - Nil) which is interest free and repayable on demand was owed to The Footsteps Trust by The London Boxing Academy Trust, a charity in which C Hall is a trustee.

At the balance sheet date an amount of £200 (2018 - £200) which is interest free and repayable on demand was owed to The Footsteps Trust by The London Boxing Academy, a company in which C Hall is a director.

16. LIMITED LIABILITY

The company is limited by guarantee, every member promises that if the Charity is dissolved while he or she remains a member, or within twelve months afterwards to contribute up to £1 towards the cost of dissolution of the liabilities incurred by the Charity.