

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020  
FOR  
THE BACA CHARITY**

Duncan & Toplis Limited, Statutory Auditor  
The Gables  
Bishop Meadow Road  
Loughborough  
Leicestershire  
LE11 5RE

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FOR THE YEAR ENDED 31 MARCH 2020**

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investing hope, shaping futures

**THE BACA CHARITY  
TRUSTEES' ANNUAL  
REPORT  
2019-20**

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## REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	S. Cromie (Chair) G. Boocock T. Butler R. Haynes (Resigned 16 <sup>th</sup> September 2019) A. Masters (Resigned 9 <sup>th</sup> December 2019) I. Lowings (Resigned 12 <sup>th</sup> March 2020) M. Vyner Sarah Short (Appointed 9 <sup>th</sup> December 2019) Louise Lloyd-Jarvis (appointed 12 <sup>th</sup> March 2020)
Management Committee	J. Zachariah, Chief Executive A. Dando, Finance Director S. Smout, Business Development Director V. Harker, Service Director L. Chahal, Service Director (Maternity Cover)
Charity Number	1124569
Company Number	06510559
Registered office	C/O Duncan & Toplis The Gables Bishop Meadow Road Loughborough Leicestershire, LE11 5RE
Independent Auditor	Niall Kingsley ACA Duncan & Toplis The Gables Bishop Meadow Road Loughborough Leicestershire, LE11 5RE
Bankers	The Co-Operative Bank PO Box 250 Delf House Southway Skelmersdale WN8 6WT

## ABOUT BACA

The Baca Charity (Baca) works with unaccompanied minors who have been forced to leave their homes because of war, persecution, exploitation and trafficking. Every year we work side by side with highly vulnerable young people to enable them to rebuild their lives and have hope for a better future. We believe each young person has a worth worth uncovering, talents worth discovering and a life worth living to their fullest of potential, no matter their past or their present circumstances.

The Trustees (who are also directors of The Baca Charity for the purposes of company law) present their report and Baca's financial statements for the year ended 31 March 2020.

The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.



# OBJECTIVES AND ACTIVITIES

## VISION

A world where forced migrants are welcomed, safe, and have hope to rebuild their lives for a better future.

## MISSION

Baca supports young forced migrants who arrive as unaccompanied asylum seekers, including those that have been trafficked, to rebuild their lives, integrate into a community and use their experience positively. We achieve this by providing a safe and empowering environment and through the use of a holistic and personalised approach.

## VALUES

Our values underpin all we do and how we behave as an organisation and as individuals. The staff team, volunteer team and the Trustees seek to model these values and behaviours to those we work with, those we seek to influence, and wider society.

Our values	Our Behaviours
Respect	We treat all the young people we work with as individuals, taking time to listen and understand their needs, accepting that everyone's story is unique. We also recognise the specialist knowledge and skills of other professionals, welcoming their engagement with the young people we care for.
A Holistic Approach	Our support model starts with meeting immediate needs and progressing towards the development of relationships, community and belonging to enable personal growth and independence.
Empowerment	We provide our young people with tools to help them make good life choices and opportunities for them to grow in character and purpose. We believe our clients, with their unique experiences and cultural heritages, have much to contribute to society in the UK.
Excellence	We seek feedback on our services from young people and funders, aiming to be a solution provider, adapting and bringing in new ways of working to solve problems and unmet needs.
Hope	We recognise the past but focus on the future; we believe our young people can achieve independence and success, however difficult their circumstances have been. We are always optimistic yet realistic, standing alongside our young people in the challenges and anxieties they face.
Partnership/ Collaboration	We believe more can be achieved by working together; we actively seek opportunities for Baca to add value to other organisations'/ agencies' work and for partners who can add value to our work.

## ACTIVITIES

Our services include:

- A 24/7/365 on call service for new arrivals so they can be met, welcomed and assessed without delay
- Specialised accommodation so they can feel safe and create a sense of belonging.
- Therapeutic Support to develop life skills to prepare them for independent living, develop new skills, improve resilience, increase wellbeing and personal safety.
- Therapeutic interventions through Art Therapy to enable young people to have tools to manage their emotional wellbeing.
- Social activities to enable the rebuilding self-esteem and confidence which leads to better integration with the local community.
- Education to build skills and knowledge so they can gain independence, employment and make a contribution to society
- Floating support for young people who have transitioned to adulthood to enable them to establish themselves positively.
- Advocating on behalf of the young people to ensure they are able to have fair access to their rights.
- Working with central and local government to share best practice and contribute to the development of effective support for all young forced migrants.

## PUBLIC BENEFIT STATEMENT

Baca's objects, as set out in its Articles of Association, are the advancement of education and the relief of poverty among forced migrants in the United Kingdom and abroad, and the promotion of racial harmony and mutual respect and diversity.

Each year, the Trustees review the Charity's objectives and activities to ensure they continue to reflect Baca's aims. In carrying out this review, the Trustees have complied with their duty in section 17 of the Charities Act 2011 to have paid due regard to the Charity Commission's guidance on public benefit in deciding which activities the charity should undertake.

The Trustees consider that Baca's activities, provide benefit both to the forced migrants who use the Charity's services and to the wider community.



# STRUCTURE, GOVERNANCE AND MANAGEMENT

Baca is a company limited by guarantee not having share capital. The governing documents are the Company's Memorandum and Articles of Association. The Company obtained registered charitable status on 18<sup>th</sup> June 2008.

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

S. Cromie	G. Boocock	L. Lloyd- Jarvis
T. Butler	M. Vyner	
S. Short	I. Lowings	
R. Haynes	A. Masters	

In addition to the Trustees, the members of the Management Committee (Leadership Team) during the period were:

J. Zachariah	A. Dando
V. Harker	L. Chahal
S. Smout	

## APPOINTMENT OF TRUSTEES

Trustees are appointed by the current board. A recruitment process is undertaken in line with the Charity's policy and procedure. In considering potential Trustees, account is taken of both their general interest in the goals and activities of the Charity as well as any specific skills or relevant expertise, through a skills audit, with which they will enhance the Board's ability to carry out its responsibilities.

Vacancies are advertised through networks and recruitment sites or through direct contacts by current members. Applicants are shortlisted and invited to an interview with the members of the HR Sub-Committee and the CEO. Recommendations are then made to the full Board. Recommended candidates are invited to a Trustee Board meeting to establish their suitability and to gain a wider understanding of the governance function carried out by the Board. The final decision to appoint lies with the full board and is made after this meeting. If necessary, a second invitation to observe the board will be made to the relevant candidate. All board members must be in agreement. Where an affirmative decision is made, the necessary legal process of appointment is commenced. Trustees are recruited to serve on the board of Trustees for a five-year period, at the end of which they may be re-elected.

## TRUSTEES' INDUCTION AND TRAINING

New Trustees' induction consists of a briefing of their legal obligations under charity law, the committee and decision making processes, the budgets and recent financial performance of the Charity. During this process they meet key employees and other Trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. In

addition, they complete on-line training in Safeguarding, Health & Safety and Equality & Diversity. Additionally, new Trustees are invited and encouraged to attend a series of short induction sessions to familiarise themselves with the Charity and the context within which it operates.

## ORGANISATIONAL STRUCTURE

The Charity is organised so that Trustee Board meetings are held quarterly. The board is also divided into two sub groups - Finance and Human Resources (HR) - which meets quarterly. Between such meetings there are email exchanges as necessary. The Finance sub group takes the lead on all aspects of Baca's financial resourcing and report their recommendations to the board. The HR sub group takes the lead on all aspects of the workforce, safeguarding, service delivery oversight and makes recommendations to the full board. A scheme of delegation is in place, delegating responsibility of running the Charity to the Chief Executive along with the leadership team. The Chief Executive is responsible for ensuring that the Charity delivers the services specified and that key performance indicators are met. The Leadership Team is responsible for the day to day operational management of the Charity, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices are in line with good practice.

In April 2019 Louise Lloyd-Jarvis left her role as Chief Executive. While everyone was sad to see her leave, we were able to celebrate the huge impact she had made at Baca. Following an intensive interview process Jimmy Zachariah, who was previously our Service Director, was appointed as our new Chief Executive. With Jimmy moving to become Chief Executive, we also had to recruit a new Service Director.

The Memorandum of Articles enforces that there must be a minimum of three Trustees appointed for the Trustees to be able to exercise the powers conferred upon them under the Declaration. There are no restrictions on the Trustees' power in respect of the Charity's investments. The Trustees may invest and apply all of the Charity's monies in all respects as if they were absolutely and beneficially entitled thereto.

## REMUNERATION POLICY

The aim of our remuneration policy, which applies to all employees, is to offer salaries that is fair and appropriate for the roles they perform and the responsibilities they undertake to deliver our charitable aims. In setting remuneration for all staff, including senior staff, a number of criteria are used including consideration of the nature and responsibilities of specific roles, local and national sector averages and other market factors. The Trustees consider the key management personnel of the Charity as the members of the Leadership Team, comprising the Chief Executive, Finance Director, Service Director and Business Development Director. The remuneration of the leadership team is determined by the Trustees upon recommendations made by the HR sub group. In agreeing the remuneration, the sub group considers indicators in the wider economy and the stewardship of our resources for the long term,

## RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

In order to best serve the vulnerable unaccompanied forced migrant young people, the Charity is committed to working in partnership with a range of organisations from the public, private and charity sectors. The Charity works in formal partnerships with a growing number of Local Authorities to deliver services.

We work with a range of charities who are specialists in working with vulnerable young people- including mental health, trafficking and child sexual exploitation. This can include referrals and sharing best practice.

None of the Trustees received remuneration or other benefit from their work with the Charity during the reporting year.

## VOLUNTEERS

Without volunteers, Baca would not be able to deliver our holistic support service. Volunteers gain new experiences within the voluntary sector, learn from highly-trained staff and gain and develop new skills that will stay with them forever. Volunteers make a real difference to the young people by giving their time through our volunteer programme. In total 30 volunteers have been involved in delivering our young people services.

*Feedback from Volunteer - "I had a great time with Sarah (not her real name). She told me that she had seen a video of a recipe of biriyani on the internet and thought it could be fun to make it. She didn't know it was an Indian dish and while we were cooking I suggested putting on some Indian music in the background! It was lovely to spend the afternoon with her, she really liked the biryani - I bet she will make it again." "She told me that next time she would like to teach me a dish from her home country and I replied to her that I can teach her one from mine. She agreed that this was a great idea!"*

## SAFEGUARDING

Baca continuously strives to strengthen its safeguarding practices, and to ensure we give sufficient priority and resources to this. The Leadership Team continues to provide direct oversight of our safeguarding structure, with a member of the Leadership Team being our Designated Safeguarding Officer (DSO). The Leadership team along the with DSO consistently ensure that safeguarding practices and behaviours are embedded in the culture of the Organisation. The DSO works closely with the service delivery teams, conducting weekly safeguarding reviews. They ensure the robust escalation system, as described in our safeguarding policy is followed. The safeguarding policy is reviewed annually. We follow safe recruitment practices which involves all recruits have gone through an enhanced DBS check and two references. Serious incidents of safeguarding concerns are reported initially to the Trustees. There are also reviewed in detail by the HR Subcommittee which includes the designated lead trustee on safeguarding. Monthly report to the Trustees includes safeguarding as a standing item.

Baca works very closely with the local authority social work teams to ensure we are complying with government guidance. This year we created a new Systems Coordinator role, that will support the leadership team in ensuring all members of team (staff and volunteers) are trained and supported to follow Baca's safeguarding processes. This role will support the team to ensure any relevant legislative changes or changes in good practice are incorporated into our work at Baca. All staff and volunteers have clear information on how to report any concerns within the Charity. This information is reviewed and refreshed annually through training and induction.

By the very nature of the vulnerabilities faced by the young people supported by Baca, safeguarding is an area of consistent challenge. Whilst there are ongoing low level instances of safety concerns which are regularly monitored and resolved, there was only one serious incident in the past year, where an 18-year-old young person was suspected in causing harm to a member of the public. This incident was referred to all relevant authorities, including the Charity Commission. The incident however, happened outside of Baca's sphere of control. Whilst it was not in our control, we conducted a thorough review of the support we offered to the young person. The review highlighted that we did everything we could to address his vulnerabilities. However, the incident does spur us on to continue to improve the range of services we offer to meet our young people's needs. This involves working even more closely with specialist mental health support agencies and extending the range of support offered to those above 18 years of age.

## **FUNDERS AND SUPPORTERS**

Baca's funding primarily comes from the contracts it has in place with various partner local authorities. We would like particularly acknowledge our partnership with Leicestershire County Council, with whom we have been working for 12 years. Much of the non-statutory value added work Baca carries out is supported through funding from grants and donations. The Organisation would like to sincerely thank all those who have supported Baca and its activities during the 2019-20 financial year, and who believe and invest in us in order to see so much positive change in vulnerable young peoples' lives. We are grateful for all the fantastic support we have received for this work from the different grant funding bodies and foundations listed at the end of the report. Baca recognises that much of the non-statutory work such as activities, additional education support therapy, day trips would not have been able to run had it not been for this investment. We are also grateful for the Lottery Community Fund award of £346K for three years. The fund will enable us to deliver our value-added services that are crucial to achieving the holistic change we hope to make with the young people we work with. Baca subscribes to the Code of Fundraising Practice in all of its fundraising activities. The code of practice is also reflected in our fundraising pack and we comply with all the GDPR legal requirements regarding donors' or fundraisers' personal data.

### **Individual Giving and One-off gifts**

We are grateful to have received an income of £56K through both individual giving and gifts from the local community, churches, schools and community groups. This also includes support through individual fundraising during the year.

## RISK MANAGEMENT

The Trustees have reviewed the major risks to which the Charity is exposed and systems have been established to mitigate those risks. A full risk assessment is carried out as part of the Strategy and Business Planning process. Risks are presented at each quarterly Trustees meeting. In these meetings, significant external risks to income and reserves are reviewed to ensure that sufficient funds are in place. Internal risks are reviewed and minimised by the Trustees and management committee by the implementation of appropriate procedures. The core risks to the Charity are highlighted below.

Risk Summary	Mitigations
<b>Safeguarding of Young People</b> Baca works with highly vulnerable young people, who have been victims of exploitation and trafficking. The risks to safety is also intensified due to the challenges posed by poor emotional wellbeing, lack of trust, weak knowledge of English and unknown immigration status	Weekly review of risks to personal safety across the organisation at different levels of responsibility. Holistic support service, providing a detailed picture of the vulnerabilities, needs and positive progress made by the young people. Risks highlighted in monthly trustee reports. Critical incidents discussed at quarterly Trustee meetings with clear actions plans agreed.
<b>Occupancy levels</b> Uncertainty over our occupancy levels continues to be the key challenge we face as a Charity. We no longer receive any new arrival referrals from Cambridgeshire County Council, which makes us more reliant on the local authorities we continue to work with. On a wider level there is also uncertainty around the Government's future immigration policy, and how this could impact the number of young people entering the country.	Baca has contracts with multiple local authorities thereby reducing reliance on any one. We are seeking to build partnerships with more local authorities who have a need for safely supporting Unaccompanied Asylum Seeking Children (UASCs). We are focused on ensuring our service delivery is of the highest quality whilst maintaining excellent cost effectiveness, by virtue of delivering services beyond the statutory minimums expected in contracts. .
<b>Volatility of Income</b> Baca's income is primarily from contracts with the Local Authorities, most of whom are under incredible pressure to reduce their expenditures. Within each contract, income is only guaranteed at the point of placement of young person with Baca. Budgeting for variable income remains a	We are working to limit the impact of fluctuations in the numbers of young people, and the level of income we receive by increasing the proportion of income we generate from alternative sources such as donors. It is part of our fundraising strategy to raise income from donations from individuals, the community and supportive corporate companies.

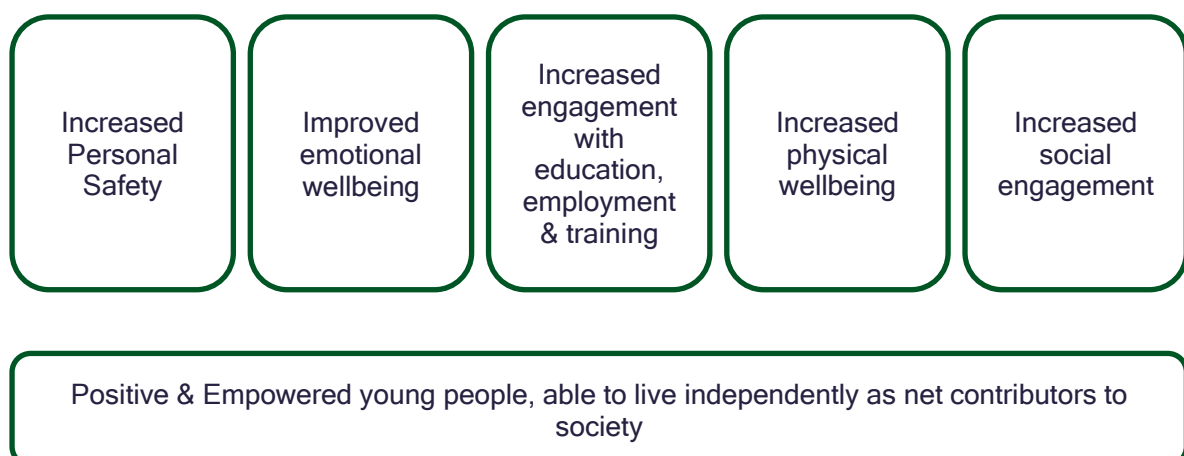
<p>challenge, as we cannot predict how many young asylum seekers will be placed with us, and the level of funding we will receive per placement. Local authorities are already under significant budget pressures which may be increased pressure as a result of COVID - 19. As with occupancy levels there is uncertainty over future government policy on funding for asylum seekers. Any reduction in the payments local authorities receive could lead them to push Baca to reduce the amount we charge them.</p>	<p>Baca has rigorous processes for budgeting, management reporting and monitoring of financial performance through the Trustees and the leadership team.</p>
<p><b>External environment</b></p> <p>The past year has seen extremes of opinion and behaviours towards individuals seeking refuge in the UK. This poses a risk to the young people in Baca's care and the overall support received by the Charity from the community for its activities.</p>	<p>Baca's vision encourages us to seek positive solutions to this challenging situation. Baca works proactively with young people to ensure they know their rights, responsibilities and how they can seek help in an unfriendly situation. We are also committed to sharing stories of hope, highlighting the positives of each individual's life and how that contributes to the wider community to ensure barriers and myths are broken down.</p>
<p><b>COVID - 19</b></p> <p>As with the entire Charity sector and indeed the nation, COVID -19 presents unknown and disruptive risks to the organisation in a number of ways.</p> <ol style="list-style-type: none"> <li>1. Health of young people, staff and volunteers.</li> <li>2. Ability to deliver services due to social distancing.</li> <li>3. Ability to raise funds from the community and through donations.</li> </ol>	<p>Whilst the situation posed by COVID - 19 is unprecedented and there are lots of unknowns, it also presents opportunities for innovation and testing new ideas. These will be delivered in line with the government guidance on safety to ensure the health of staff/volunteers and young people are not put at risk.</p> <p>Baca has already identified ways to deliver some of the service remotely using technology. Whilst this is a stop gap and we will continue to seek and implement solutions, it has to be acknowledged that it will not replace face-to-face support. We have also started at exploring digital methods to raise awareness and through it funds. We are accessing support from a fundraising consultant to support us in this area.</p>

# STRATEGIC GOALS

The focus of our three-year strategy (2019-2022) is to enable unaccompanied forced migrant young people to maximise their potential to be positive empowered individuals who can contribute to society. These goals build on the excellent foundations of previous years, whilst being committed to our approach of continual learning, both from the young people themselves and other agencies. Through this strategic framework we are challenging ourselves to bring about significant and sustainable change both in meeting the depth of need for each young person and in the number of young people we work with directly or indirectly.

1. **STRENGTHEN** Baca's holistic service for young forced migrants, continuing to inspire hope and share futures.
2. **ENHANCE** Baca's service to maximise the potential in each young person.
3. **ENGAGE** locally, regionally and nationally to see a world where forced migrants are welcomed, feel safe and have hope to rebuild their lives for a better future.

The above strategic goals drive us closer towards achieving the 5 outcomes and long term impact for each individual young person, identified in our Theory of Change.



# ACHIEVEMENT AND PERFORMANCE

The year 2019 - 20 has been a year of transition under a new CEO, building on the strong foundations of the past. Our achievements against our priorities and goals are described in this section.

## HOW WE MEASURE OUR IMPACT

*"Baca is like family, everyone is like your big sister or brother and they are here to help you" - One of our young people explaining Baca to a new arrival*

Although it is challenging measuring impact when working with young people who have suffered trauma, do not have a good understanding of the English language and have significant cultural differences, we are able to use certain proxies to help us capture progress against the 5 outcomes mentioned above.

For example, to establish whether we reach our intended measure of progress with the emotional wellbeing of a young person, we review data on the number of Art Therapy sessions attended by the young person.

In addition, two key considerations have shaped our approach to measuring external impact.

- It takes time to achieve impact in much of our work. We know we make the most impact when we work on issues over a number of years, particularly when we are seeking to bring about major change. Reflecting this, the impact stories in this report are taken from a period beyond the given reporting year.
- Through our work we aim to influence the fundamental approach of supporting UASCs. Although this is difficult to capture, we are developing our capability to gather soft intelligence as evidence of subtler and intangible changes.

## PLACEMENTS FROM LOCAL AUTHORITIES

Over the last year Baca has worked to provide care for 40 young people from 4 local authorities:

- Leicestershire County Council - 23 young people
- Cambridgeshire County Council - 7 young people
- Leicester City Council - 4 young people
- Rutland County Council - 6 young people

Our support is delivered through the placement of vulnerable UASCs with our supported accommodation provision which catered for 27 young people at any one time in this past year. Through this past year, we have had an average occupancy of 85% over the year, providing 19000 chargeable support hours. This is an increase from last year. However, it does not represent all the support hours delivered as it is unrealistic to charge the local authority for every hour of support delivered.



The slightly lower average occupancy is not reflective of decreasing need. This is evidenced by the increase in placements from Leicestershire and Rutland County Council, in comparison to the last year.

It is important to note that this increase in number of placements does coincide with a reduction in placements from Cambridgeshire County Council (CCC). This is because of a shift in policy by the council to place as many looked after UASCs within their county borders. Despite the reduction in placements from CCC, Baca continues to have a very strong relationship with the council and are working towards delivering a service within their county borders, further details will be explained later in the report.

In developing the strategic goals in our 2019 - 22 strategic plan, several key priorities were designated as objectives in our 2019 Operational Plan. Here we report on the achievements against these objectives under each strategic goal.

## **GOAL 1: STRENGTHEN Baca's holistic service for young forced migrants, continuing to inspire hope and share futures**

### **a. Improving outcomes for the young people**

*"Baca provide good levels of support and successfully help young people in this adjustment period. We feel confident that they can meet young people's needs".*  
**CAMHS - Consultant Clinical Psychologist**

#### ***Increased Engagement with Education, Employment and Training***

Over the year we have delivered our education programme for two hours every weekday morning. Our education programme helps our young people who often arrive with no literacy in their home language, to gain solid foundations in English at Entry Level 1. We also provide lessons in Maths and ICT, preparing our young people to pass these additional Entry Level 1 qualifications. Our two teachers and one teaching assistant split the class into three separate groups according to learner needs. Depending on the time the young people join Baca, some were enrolled under the Wyggeston and Queen Elizabeth College/Baca Partnership. In the last academic year, we supported nine young people (three as part of the partnership), and all passed their exams and are now at college. This academic year we have eight young people, five of these have enrolled under this partnership, making 17 supported in total.

Our ESOL mentoring programme uses volunteers to help young people, 17 in the past year, with their reading, writing, speaking, listening and even Maths. These sessions have been taking place every week during term-time. However, there has been several occasions when our young people have requested help during the half term, and generally our volunteers have been able to accommodate this. All of the volunteers meet with a young person each week. Over the past year 22 young people have also benefitted from attending the weekly university one-hour tutoring project in Maths or English at varying levels to match their need.

During this academic year, we initially supported 22 young people to either join college for the first time, join new courses or new colleges. Nine of the 22 have since moved on from Baca. Fifteen young people joined college in time to take exams, and all 15 passed which is fantastic. This year we have seen one of our students achieve a grade 9 in his GCSE Maths exam. The support we provide includes taking the students through the full process of enrolment which involves initial assessments and applications for bursaries. We have also provided additional classes during holidays and assisted the young people who have transferred colleges.

*Kafeel (not his real name) who arrived at Baca from East Africa in September 2018. He had no literacy skills in own mother tongue, but this didn't stop him. With hard work, support and commitment Kafeel was able to pass Entry 1 Maths and English in the summer. He is now doing well at college, at a parents evening in November 2019 his Maths teacher said "Kafeel is a delightful young man, who works hard". Kafeel also continues to attend weekly reading support sessions. The volunteer who supports him recently wrote "He has always been willing to learn but now he can see that he is moving forward in life and has a renewed sense of purpose. So nice to see".*

### **Improved Emotional Wellbeing and Personal Safety**

Art Therapy has been key in supporting the young people with improving their emotional wellbeing. For some this improvement, has been as simple as recognizing the impact of their experiences on their wellbeing and therefore taking the very first steps to processing their emotions. For others, it has been a journey of processing their past traumatic experiences in order to find a way to become more resilient in their day to day life. Art Therapy builds on the innate creativity of the young people at Baca. This is in part because they have often come from naturally creative cultures.

We have delivered 19 therapeutic arts sessions at Baca's office, the majority of these have been group sessions, but we have also delivered several 1:1 sessions and incorporated the subject into our education classes. These sessions have supported 27 young

people with improving their emotional wellbeing. Whilst most of these sessions have been in our therapy room we have also created an outdoor space in an area near our car park. During the summer this was a great space, as our young people would like to chat to our therapist outside. The art work can sometimes be collaborative, and this helps to further build safe trusting relationships.



Young Person's artwork

*Zamir (not his real name) chose to attend our in-house art therapy session because he was having nightmares. When he was drawing, Zamir started to talk about his home. The art therapist spoke to him about how drawing is a way to express thoughts and feelings, and gave him a sketch book to take home. Zamir's live in support worker has noticed him using the pad, and Zamir recently said "I am not having as many bad dreams".*

This year we have been able to deliver our first ever Art Therapy sessions outside of our office. After some delay and many months of planning with WQE College Leicester, we delivered our first art therapy session on the 24<sup>th</sup> October, supporting 10 young people. The 12 sessions, we have delivered during term time have gone well. It initially helped that the sessions were scheduled into the young people's timetable. This enables young people who are not able to attend the sessions at the office, to be able to access the support they need for their emotional wellbeing.

Our approach to safeguarding has been highlighted above. One of the key measures of increased personal safety adopted by Baca, is the number of young people going missing from placement. This is based on research that suggests disappearing from care being one of the biggest risks faced by unaccompanied minors, due to trafficking and exploitation vulnerabilities. We have had no young people go missing from placement in the last year. This is a significant achievement in comparison to a national average.

### ***Increased Social Engagement and Improved Physical Wellbeing***

*In August 2019 a group of young people went to the Curve theatre in Leicester to see a performance put on by refugees from Albania, Afghanistan, Eritrea and Ethiopia. The play recounted their journeys and the way that they are treated in the UK upon arrival and all the emotions that are attached. Afterwards, we had a group Q&A with the actors and the writer, Kaleb (not his real name) shared a lovely thing when asked about his journey when he said "he had the best luck in the world to be taken in by Baca".*

We have delivered 50 sports sessions over the year, providing 12 different activities. 34 young people have taken part in at least one sports session, with four young people taking part in 20 or more sessions over the year. Although football remains the most popular. To ensure we engage with as many young people as possible we have also offered the young people the chance to go horse riding, indoor climbing, trampolining and ice skating. Over the year almost all our young people have taken part in at least one session. Several of our young people have been involved in local football teams this year, having shown a passion for playing football with Baca. Together we have helped them join a local club, where they have been prepared to take risks and meet new people.

We have undertaken six day trips this year, including a day in London, swimming at Waterworld, Stoke and having fun in trees at GO APE, Mansfield. 25 young people have been on at least one day-trip. Our visit to London was the most popular trip with 18 young people enjoying the day out. In

August last year we took 16 young people and seven staff to the Peak Centre, Derbyshire. Over the four days of the trip the young people took part in a range of activities including canoeing, archery, bike rides, swimming, indoor and outdoor climbing. We have also ensured the young people have a range of activities for the weekend, including trips to the cinema, bowling, the local country park and the theatre.



On the 30<sup>th</sup> August we had our annual Baca celebration. This evening gave us an opportunity to celebrate who our young people are, recognising their achievements, determination and perseverance. The young people prepared the food for the event, which was amazing. It was a great evening with the young people, our staff, volunteers and guests.

*'Thank you for the invitation to the Presentation Event on Friday – what an excellent event. I really enjoyed seeing the young people you work with looking confident and happy. A great testament to the work that you and your colleagues do.'* - One of our funders.

## **b. Strengthen the use of good quality houses over the long term**

A core part of the service delivered to the young people is safe and secure accommodation. Baca has been providing accommodation through the use of local rental properties. However, the rental market is highly competitive in a university town like Loughborough. Furthermore, all tenancies are only one year long and this means disruption to young people's housing every year. This is not ideal for young people who have suffered trauma from not being in a safe place for a reasonable amount of time. As a solution to this, Baca has been working towards owning more properties, with the first one purchased in 2018. As a solution to raising capital for deposits to gain mortgages, we have been working with Social and Sustainable Capital (SASC) over the past year. In March 2019, we have signed a deal to receive social investment from SASCs housing fund. This investment will enable

Baca to buy properties to replace the rentals. This is an exciting step forward for Baca, enabling us to establish safe and secure housing, suited to the young people's needs, for the long term.

### **c. Development of an Evaluation System**

This year we have redesigned our in-house developed progress tracking system (Pyramid Plan) to connect to our online database called Acacia. This development puts us in a strong position going forward to better monitor and evaluate the progress made by the young people. The topics that are measured within the Pyramid Plan are now grouped according to the outcomes from the Theory of Change (Personal Safety; Emotional Well-being; Education, Training and Employment; Physical Well-being; Social Engagement; and Independent Living).

Once the new system is fully operational we will be able to create a report for each young person, this will show a visual representation of their progress. In addition, we have developed a feature that will allow us to map progress over time on a graph. This new analytical data will be used to assess the progress we are making against our strategic goals. We launched a trial of the new system over Christmas transferring six young people onto the new system.

### **d. Quality Management**

We passed our annual ISO9001:2015 quality standard audit, thus recognising the quality systems we have as an organisation. These systems will continue to be externally audited annually to ensure we maintain this level of work. Furthermore, this year we also achieved the NCVO APS accreditation for our Volunteering scheme.

## **GOAL 2: ENHANCE Baca's service to maximise the potential of each young person**

### **a. Better support young people in the transition to adulthood in independent living**

This year we were delighted to launch our new Leaving Care Project. The project recognises that while many of our young people successfully transition from our care, some need additional support to ensure this move is successful. We were delighted to secure funding from Awards For All as well as support from two local funders, Leicestershire County Council's SHIRE Grant and The Leicestershire PCC Early Intervention Fund. The project has involved creating a new care leavers support worker role. They have become the young people's advocates helping them navigate through language and cultural barriers, while also helping them think through choices, just as a parent would. The role also includes identifying the latest requirements of the complicated processes involved in applying for benefits and the social housing. A second part of the project is that Baca's education coordinator has expanded her role to also support the young people through this transition. The coordinator ensures the young people have opportunities to learn new skills through work-experience, traineeships, apprenticeships, or even accessing educational support at Baca. The education coordinator is also building appropriate partnerships to facilitate these placements.

*Fahim (not his real name) was worried before he left, saying “Baca is like a family, I will just have an empty house to go to after collage and sports”. We supported Fahim through this transition, and he is now settled in his new home.*

Both these elements of the project involve Baca helping the young people develop strong links to their community, as they move away from Baca’s care and into local housing, employment or training. The final element of this new project is to give the young people a voice in shaping the type of leaving care support we provide in the future. The young people who have left our care are providing feedback on whether they have been able to build strong relationships in the community. Those who have left Baca are the best placed to tell us what they needed, and how our support could be improved. The project is in its infancy and we hope to report on outcomes in more detail in the following years.

### **b. Setup provision to meet UASC needs in a new location**

Over the past few years, Baca has been a strong partner and service provider for Cambridgeshire County Council (CCC), providing supported accommodation for UASCs looked after by CCC. They have repeatedly informed us of the lack of adequate provision in the county and a desire to support us to setup a provision in the county. In response to the need faced by UASCs and CCC, we took steps in 2019 to setup a new service. We released two existing members of the team with expertise in young people support and accommodation to take the lead in this area. It is still early days and the impact of COVID -19 has meant that this work has had to be paused. However, we are confident we will be able to take this work forward as the risks associated with COVID-19 eases or are mitigated.

### **c. Internship programme for Residential Volunteers**

Residential Volunteer roles are one of the most crucial roles in Baca. As adults who live in the houses, they take the lead in creating a safe home environment for the young people in their homes. Finding these trustworthy and capable individuals who are willing to be positive role models for these young people, is not easy. In response to this challenge, Baca has initiated a project to create an internship programme as a solution to recruit suitable adults as Residential Volunteers. We aim for this to take shape through 2020 and to be offered direct to the public and to be offered in partnership with specific organisations that have access to adults from specific demographics.

## **GOAL 3: ENGAGE locally, regionally and nationally**

### **a. Actively increase Young People’s Voice in the service**

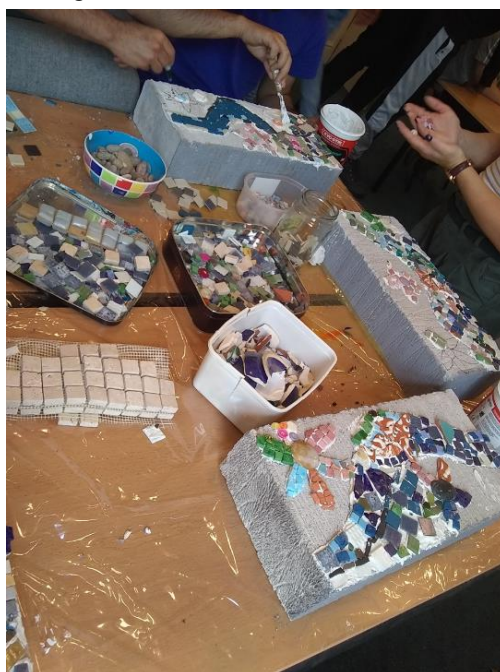
Baca is committed to ensuring we consistently listen to our young people. It is part of our DNA to learn from them and use their voice to shape our services. Here we have shared a few examples of how this



has been practiced in the past year. We learned from last year's residential trip to Wales, that if we wanted more positive engagement from the young people, we needed to involve them in organising the trip. To give them a meaningful voice, we set up a young person committee of six young people to help us plan the following: What activities we would do? The timings of the programme? What food we would eat? When we would eat? Who would cook and tidy up after mealtime?



The young people were really enthusiastic in the first meeting, and really wanted to help. We had four more meetings before the residential to discuss and agree all of the above. The young people were really committed, they engaged well and drew other young people into the decisions as they were asked to go and chat to those in their houses/friendship groups about it. The result was absolutely incredible. All of the young people who came were very involved and opted into everything. Every young person took a turn in cooking, washing up and clearing away throughout the week. This was done alongside a member of staff and all cooking was overseen by staff. Every young person fully engaged with the activities, even if they were unsure about something they would give it a go. It was a resounding success and the young people really enjoyed themselves.



With Art Therapy, the young people were asked to think of a collaborative art activity which would create a lasting impact. Ten of the young people engaged in the session, and together agreed to transform a small scrubby piece of ground at our office into a little garden. They agreed to make mosaics to decorate the area.

***Bahir (not his real name) was the most engaged, he became very accomplished and was able to teach others how to cut and place the mosaic pieces. We now have a great place to sit for a quick break or just to be outside for both staff and young people***

This year the young people who attend our in-house English for Speakers of Other Languages (ESOL) classes have told us how keen they are to go to college. Having discussed this in more detail we understood part of the reason for this is the need to feel more part of a peer group at college. As a solution, we encouraged the young people who will soon move on to our in-house WQE College partnership to visit the college once a week. They can either access Art Therapy delivered by Baca at

college or just go there to meet their friends and have a coffee in the canteen or visit the library. At the same time, they are able to familiarise themselves with some of the members of staff who will be working with them the following year. To facilitate this Virtual School for Leicestershire gave them a bus pass. Overall this has helped the young people to get a taste of college, while staying focused on completing their education at Baca.

## **b. Building partnerships to learn, and share knowledge and expertise**

In response to our strategic priority, we actively shared our knowledge both locally and nationally.

Over the past year we have made a number of valuable connections with other organisations:

- We met with Nottingham and Notts Refugee Forum and ICN Bournemouth, to share best practice. The main focus of the meeting was to discuss what it takes to set up specialist support and accommodation for separated young asylum seekers. As part of these discussions we have shared our Theory of Change, sent copies of the house rules we have in our accommodation, and job descriptions for our support team.
- Cara Usher Smith, a Trustee at The Centre for Social Justice, visited us to hear about Baca's work. She wanted to understand the needs of separated young asylum seekers, and how this can fit into their policy work around child safety.
- We delivered a presentation at East Midlands Strategic Partnership UASC forum to share our experiences of setting up and delivering an Art Therapy project. The aim is for the conversation to develop into sharing best practice with a few of East Midlands Local Authorities.
- We delivered a presentation to Reality Youth, a Charity which goes into secondary schools and delivers self-esteem classes. They were working with asylum seekers but wanted to learn how we engage with this client group, and what issues they face. Feedback we received from the session included:

*I have gained a much better understanding of what asylum seeking is and what UASC have been through.*

*It was really insightful; I would now feel able to support an asylum seeking child.*

*Understanding what it would be like in their shoes is important, and so good to do.*

- We were invited to pitch to groups of young people who were attending an NCS scheme that had partnered with various Leicestershire colleges. Off the back of the pitch they chose to fundraise for Baca. Inspired and motivated by the great work that Baca do in the community, the NCS students came to understand that they could make a huge impact on the lives of these young people by fundraising for beds that could be used in Baca's supported accommodation. In the space of five days, the team managed to plan, organise, and carry out three separate fundraising stalls and one sponsored event in Leicester. The team sold homemade cakes, savoury snacks, raffle items, and walked 10 miles to fundraise towards their goal. Just as importantly they spread the word about Baca to the general public.



# FINANCIAL REVIEW

## Review of income and expenditure for the year ended 31 March 2020

Total income for the year amounted to £1,136k (£1,047k in 2019) of which £1,080k (£1,017k in 2019) was generated from charitable activities and £56k (£30k in 2019) was from donation and gifts.

Income from direct delivery of service was £20k higher than 2019 as a result of an increase in average support hours delivered per young person. This was in spite of a slightly lower occupancy rate during the year compared to previous year.

Income from non-contract sources also increased during the year and made up 29% of total income (25% in 2019). Through the excellent passion shown by the fundraising team in expressing Baca's vision and the young people's needs, the Charity has been able to achieve 65% success in grant applications made, which equated to £270k (£230k in 2019). Income from gifts from individuals and corporates continue to be a small proportion of the total income. However, the Charity has been able to achieve gifts over and above its budgeted target in 2020 by 51%, through the incredible generosity of Baca's many supporters. The income from gifts was £56k (£30k in 2019).

Total expenditure for the year in 2020 was £917k (£812k in 2019) including £21k depreciation charge (£22k 2019). The main reason for the increase in costs was due to an increase in staff costs which were £488k during the year (£394k 2019). This was driven by an increase in the average number of staff during the year of 26 (22 in 2019) due to additional roles being introduced and also due to the increase in remunerations for all roles in the Organisation.

## Net assets and mission related investment

The Charity's consolidated net assets at 31 March 2020 were £867k. The net assets comprise of fixed assets of £425k, net current assets of £673k and long-term liabilities of £231k (mortgage). All debtors are deemed recoverable and there are no material amounts that need to be written off.

Access to housing options in Loughborough is extremely competitive both in choice of houses and in their affordability. In order to minimise the annual disruption caused by one-year rental contracts and be able to afford better quality housing in the long term, the Charity decided to move towards a model of owning properties necessary to secure best possible accommodation provision for our young people.

The property purchased in 2018 was the first step in the process of the Charity achieving its property purchasing strategy. Raising capital for deposits repeatedly to gain mortgages is a significant challenge for small charities. Therefore, we have been working with Social and Sustainable Capital (SASC) over the past year to develop a solution and in March 2020, we signed a deal to receive social investment loan from SASCs housing fund. The loan will be for a maximum value of £1.75 million for a period of 10 years. The loan will facilitate the purchase of 7 properties to provide high quality supported accommodation, with 4 of the 7 properties will replace current rented properties. The remaining 3 properties will help us setup an innovative short term independent accommodation solution for those leaving Baca and are struggling to get access to social housing due to very high

demand and not enough flats in supply. The properties will be maintained at good standard as it is used to achieve the charitable objectives of the Organisation. The Trustees of the Charity conducted a thorough due diligence and risk assessment process to establish the suitability of the loan for the Organisation. Processes are being established to ensure the Trustees have clear regular oversight of the loan repayment strategy. This will include quarterly reserves assessment, designating an annual amount for the loan repayment and reviewing the business plan to ensure the Organisations' funds are not in deficit.

## Reserves Review

In light of the acceptance of the social investment loan from SASC, Baca's Reserves Policy has been reviewed. The Trustees have decided that the Charity must have, or be working towards at least six months of operational costs as reserves. The purpose of reserves is to ensure Baca can continue to meet its obligations to our young people, staff, funders and creditors and also to ensure it has sufficient funds to meet all of its outstanding commitments in the unlikely event the charity is forced to close. The 6-month period will also enable Baca to explore alternative options to ensure service delivery can continue, should the Charity face sudden unforeseen challenges to its future viability. The importance of this buffer has been highlighted by the recent COVID-19 pandemic, with loss of income from donations experienced widely across the sector. The current level of total reserves, including both cash reserves and assets, is £867k. The charity currently holds restricted reserves of £37k. The Trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed, to ensure that the Charity can meet all its obligations. The Trustees are satisfied that the current reserves give the assurance that Baca can meet all its obligations and commitments for the reserves period. The Trustees have also designated £50k of the unrestricted reserves to the "Baca Housing Fund". This fund will form the basis for Baca's ability to afford mortgages on all properties bought through the SASC social investment loan at the end of the loan period.

As local authorities have to be tighter on their budget allocation in the current financial environment, there is a need to maintain a level of operating reserves to cover periods of low occupancy. The risk associated with fluctuating demand is heightened due to Brexit, as government's policy on asylum and immigration for vulnerable unaccompanied asylum seeking young people is not yet clear. In addition to this, the long term after effects of the COVID-19 pandemic remain unclear.

The Charity carries out a variety of both long term and short-term strategic projects. The amount required for this, is growing in accordance with the rapid growth of the Organisation. The availability of some free reserves, enables the Charity to invest in these strategic projects which are difficult to raise funds for. Lastly, in order to ensure Baca is able to be best prepared to deliver its services in the future, the Charity is committed to broadening its income sources, namely, by increasing its income from donations from individuals both as one-off and as regular gifts. Alongside this, Baca is also seeking to build positive long-term partnerships with local companies with shared values. Through these partnerships, the Charity aims to not only increase its income sources, but also the awareness of its work in the local community.

## PLANS FOR FUTURE PERIODS

Our strategic plans cover a three period; of which we have only completed the first year. Whilst we have made good progress in the first year, we have a long way to go, especially with the impact of COVID - 19 and Brexit. We are committed to investing hope and shaping futures of young people through the strategy set out. Below is a summary of our key priorities for the year ahead.

### **GOAL 1: STRENGTHEN Baca's holistic service for young forced migrants, continuing to inspire hope and share futures**

#### **a. Improving outcomes for the young people**

Baca's commitment to investing hope and shaping futures, means this objective will always be a focus for future periods. Through this year, we have come encountered a new level of emotional vulnerability experienced by our young people. We are noticing patterns and working hard to understand the underlying causes for these vulnerabilities. We believe that with certain ethnic groups, their past experiences, their potential lack of development of attachment at a young age would be significant reasons for their emotional vulnerability.

Therefore, in response, we are focused on finding solutions to help young people build their resilience, through holistic therapeutic support. We will be looking at understanding better the cultural nuances of certain ethnicities, which will include incorporating more of the positive aspects of their home culture in the life in the UK. It will also include starting to engage in conversations around belonging, identity and security and how this affects their resilience. This may include looking at whether we could run drop in sessions, or create a designated art therapy space. Lastly, it will also include better equipping our team with knowledge and skills to respond to these vulnerabilities.

Furthermore, our education classes, college support and reading support will continue to develop. Before this year almost all our young people went to WQE College, but now many are also going to either Loughborough College or Leicester College, where we don't have strong connections. For the year ahead we will continue to build on the work we have done to establish connections with key members of staff at Leicester College. We also plan to grow the in-house summer school we started last year, focusing on different subjects each week. The overall aim is to build self-esteem and confidence.

#### **b. Strengthen the use of good quality houses over the long term**

We are in a strong position going into next year, having secured investment from SASC. The impact of COVID -19 on the housing market is significant and not yet fully quantified. However, we will be pushing forward with our purchasing strategy as best as we can in the coming year, to ensure we secure the right houses to improve our accommodation experience for our young people.

#### **c. Establishing the in-house Evaluation System**

The evaluation system developed in-house, is in its early stages of implementation. Over the next year, we are focused on implementing the system, learning from the use of it, improving it and ultimately using the data produced to learn and improve our service delivery.

## **GOAL 2: ENHANCE Baca's service to maximise the potential of each young person**

### **a. Better support young people in the transition to adulthood in independent living**

This has been the first year of our Leaving Care project. We have gained invaluable insights from the young people who left us recently about the challenges they face. This data will enable the next phase of development of the project, where we will be creating specific resources, workshop sessions and learning opportunities for those leaving care to help them better understand the processes involved in setting up benefits, a council flat, utilities, paying bills and managing tenancies. Alongside this, we will be looking at ways to enable the young people build strong support networks in their independent life, to reduce dependencies between a young person and an organisation.

We will also be taking further steps to enable young people to access work placements or traineeships through partnerships with experts in the area who are able to adapt their offer to meet the needs of our young people.

### **b. Setup provision to meet UASC needs in a new location**

Baca is committed to extending its impact to more UASCs in need. As the need faced by young people in the Cambridgeshire has been well established in our initial research, we will be working hard in the coming year to establish a suitable provision in a town or city in the county, either directly or in partnership with an organisation with shared vision and values.

### **c. Internship programme for Residential Volunteers**

We have been able to identify potential partners for our internship pilot this year. We will be looking at establishing the programme with three streams of internships, to ensure we are able to bring in high quality role models to become residential volunteers.

## **GOAL 3: ENGAGE locally, regionally and nationally**

### **a. Actively increase Young People's voice in the service**

This past year has been significant for us in how we have set the tone for seeking out young people's voice in shaping our service. Whilst this has been a very successful start, we believe there is more we can achieve together with the young people in ensuring their voices are heard. We would like to raise leaders from amongst the young people. An avenue we will be exploring to make this happen, is forming a small group of young people who would like to represent the wider group. We would like to use the group to be place where discussions around leadership and understanding cultural aspects of influencing and leading people could be explored. We also believe they could take the lead along with some of our team to shape yearly activities like the celebration, the residential, alongside giving us feedback about service. Over time, we want to draw in some of the young people who have left us to share their experiences and learning from moving out into the big wide world.

## **b. Ensure better support is available for UASC young people regionally and nationally**

Baca are concerned that if local authorities see their funding cut for young asylum seekers, there is a risk that more young people will be placed in unsuitable accommodation with very little or no specialist support. We see it as a challenge that we must face on behalf of young asylum seekers. We are focused on advocating at improving this situation by advocating on behalf of these young people regionally with local authorities and through them sharing expertise with other providers working with UASCs. This work is in line with Baca's mission supporting all young forced migrants.

Baca will be seeking to advocate for best practice guidance to be established nationally, by influencing stakeholders regionally and nationally, through our partnerships with organisations like Centre of Social Justice, Justice and Care and finally the regional migration partnerships.

## **c. Engage with the local community to inspire an environment that welcomes young forced migrants**

It is Baca's vision to see the world be a more welcoming and safe place for young forced migrants. In our history, we were actively engaged with the community in a variety of ways, namely our Passage programme in schools, to build bridges and break down barriers.

In this past year, we have delivered school assemblies, engaged in social media campaigns and church lent projects to raise awareness in the community. We are committed to building on this work in the year ahead. We will also engage in different ways to hear the concerns our local community may have about young forced migrants. We are working with a reputed media consultant established in the migration sector, iMix, to develop our communication and media strategy to ensure we are clear, focused and targeted with our messaging with the community.

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and Accounts in accordance with applicable law and regulations. Under Charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and the group and of their net outgoing resources for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- prepare the accounts on the going-concern basis unless it is inappropriate to presume that the Charity will continue to operate.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

-there is no relevant audit information of which the charitable company's auditors are unaware; and  
-the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved and authorised for issue by order of the board of trustees on..... and signed on its behalf by:

Sarah Gowers-Cromie

Chair

Date:

## THANK YOU TO OUR SUPPORTERS

Thank you to everyone who has campaigned for us, made donations, volunteered their valuable time and skills, and supported us financially. With your generosity we've been able to keep more young forced migrants safe, find more stability and help maximise their inner potential.

We remain committed our vision to see a world where young forced migrants are welcomed, safe and have to hope to rebuild their lives for a better future. We can only do this by coming together and making sure no young person is left behind. Their stories of courage and tenacity continue to inspire us all, and drive everything we do.

### Special thanks to our funders:

- Leicestershire County Council
- Rutland County Council
- Cambridgeshire County Council
- Leicester City Council
- The National Lottery Reaching Community Fund
- Samworth Foundation
- Lloyds Bank Foundation
- Henry Smith Charity – The Henry Smith Charity
- CHK Foundation
- BBC Children in Need
- Leicestershire County Council Shires Community Grant
- Big Lottery Fund - Awards for All
- The Police and Crime Commissioner's Early Intervention Youth Fund
- Newby Trust
- P&C Hickinbotham Charitable Trust
- The 29th May 1961 Charitable Trust
- Happy Days Childrens Charity
- Intelligent Energy Charitable Trust
- Balcombe Trust - The Balcombe Charitable Trust
- Boost Charitable Trust
- Carlton Hayes Mental Health Charity
- The Swire Charitable Trust
- Charnwood Borough Council, Community Development and Engagement Grant
- The Helen Jean Cope Charity
- The Clothworkers' Foundation

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
THE BACA CHARITY (REGISTERED NUMBER: 06510559)**

**Opinion**

We have audited the financial statements of The Baca Charity (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 25 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.



**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
THE BACA CHARITY (REGISTERED NUMBER: 06510559)**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
THE BACA CHARITY (REGISTERED NUMBER: 06510559)**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Mr N A Kingsley ACA (Senior Statutory Auditor)  
for and on behalf of Duncan & Toplis Limited, Statutory Auditor  
The Gables  
Bishop Meadow Road  
Loughborough  
Leicestershire  
LE11 5RE

Date: .....

THE BACA CHARITY

STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2020

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>						
Donations and legacies	3	56,078	-	-	56,078	30,074
<b>Charitable activities</b>	6					
Grants & trust income		56,542	-	213,586	270,128	230,014
Accommodation and support work	4	807,266	-	-	807,266	784,775
Investment income	5	2,520	-	-	2,520	1,577
Other income		<u>240</u>	<u>-</u>	<u>-</u>	<u>240</u>	<u>430</u>
<b>Total</b>		922,646	-	213,586	1,136,232	1,046,870
<b>EXPENDITURE ON</b>						
Raising funds	7	39,250	-	40,341	79,591	67,205
<b>Charitable activities</b>	8					
Accommodation & support work		636,957	-	170,705	807,662	719,313
Other		<u>10,638</u>	<u>-</u>	<u>18,882</u>	<u>29,520</u>	<u>25,478</u>
<b>Total</b>		686,845	-	229,928	916,773	811,996
<b>NET INCOME/(EXPENDITURE)</b>		235,801	-	(16,342)	219,459	234,874
<b>Transfers between funds</b>	22	<u>(50,000)</u>	<u>50,000</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		185,801	50,000	(16,342)	219,459	234,874
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>		<u>594,263</u>	<u>-</u>	<u>52,992</u>	<u>647,255</u>	<u>412,381</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>780,064</u>	<u>50,000</u>	<u>36,650</u>	<u>866,714</u>	<u>647,255</u>

The notes form part of these financial statements

**STATEMENT OF FINANCIAL POSITION**  
**31 MARCH 2020**

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
<b>FIXED ASSETS</b>						
Intangible assets	15	304	-	10,928	11,232	6,189
Tangible assets	16	<u>390,950</u>	<u>-</u>	<u>22,678</u>	<u>413,628</u>	<u>417,085</u>
		391,254	-	33,606	424,860	423,274
<b>CURRENT ASSETS</b>						
Debtors	17	126,806	-	5,997	132,803	135,087
Cash at bank		<u>600,244</u>	<u>50,000</u>	<u>70,379</u>	<u>720,623</u>	<u>482,201</u>
		727,050	50,000	76,376	853,426	617,288
<b>CREDITORS</b>						
Amounts falling due within one year	18	<u>(107,570)</u>	<u>-</u>	<u>(73,331)</u>	<u>(180,901)</u>	<u>(151,028)</u>
<b>NET CURRENT ASSETS</b>		<u>619,480</u>	<u>50,000</u>	<u>3,045</u>	<u>672,525</u>	<u>466,260</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		1,010,734	50,000	36,651	1,097,385	889,534
<b>CREDITORS</b>						
Amounts falling due after more than one year	19	<u>(230,671)</u>	<u>-</u>	<u>-</u>	<u>(230,671)</u>	<u>(242,279)</u>
<b>NET ASSETS</b>		<u><u>780,063</u></u>	<u><u>50,000</u></u>	<u><u>36,651</u></u>	<u><u>866,714</u></u>	<u><u>647,255</u></u>
<b>FUNDS</b>	22					
Unrestricted funds					830,063	594,263
Restricted funds					<u>36,651</u>	<u>52,992</u>
<b>TOTAL FUNDS</b>					<u><u>866,714</u></u>	<u><u>647,255</u></u>

The notes form part of these financial statements

**STATEMENT OF FINANCIAL POSITION - continued**  
**31 MARCH 2020**

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 and authorised for issue by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....  
J G Boocock - Trustee

.....  
S Gowers-Cromie - Trustee

**THE BACA CHARITY**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2020**

	Notes	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	266,767	520,616
Interest paid		<u>(8,807)</u>	<u>(3,652)</u>
Net cash provided by operating activities		<u>257,960</u>	<u>516,964</u>
 <b>Cash flows from investing activities</b>			
Purchase of intangible fixed assets		(13,456)	(6,784)
Purchase of tangible fixed assets		(8,842)	(425,259)
Sale of tangible fixed assets		240	430
Interest received		<u>2,520</u>	<u>1,576</u>
Net cash used in investing activities		<u>(19,538)</u>	<u>(430,037)</u>
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the reporting period</b>		238,422	86,927
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>482,201</u>	<u>395,274</u>
 <b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>720,623</u></u>	<u><u>482,201</u></u>

The notes form part of these financial statements

**NOTES TO THE STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2020 £	2019 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	219,459	234,874
<b>Adjustments for:</b>		
Depreciation charges	20,713	21,826
Profit on disposal of fixed assets	(240)	(432)
Interest received	(2,520)	(1,576)
Interest paid	8,807	3,652
Decrease/(increase) in debtors	10,314	(35,105)
Increase in creditors	<u>10,234</u>	<u>297,377</u>
<b>Net cash provided by operations</b>	<u>266,767</u>	<u>520,616</u>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.4.19 £	Cash flow £	At 31.3.20 £
<b>Net cash</b>			
Cash at bank	<u>482,201</u>	<u>238,422</u>	<u>720,623</u>
	<u>482,201</u>	<u>238,422</u>	<u>720,623</u>
<b>Debt</b>			
Bank loans falling due within 1 year	(8,202)	(2,606)	(10,808)
Bank loans falling due after 1 year	<u>(242,279)</u>	<u>11,608</u>	<u>(230,671)</u>
	<u>(250,481)</u>	<u>9,002</u>	<u>(241,479)</u>
<b>Total</b>	<u>231,720</u>	<u>247,424</u>	<u>479,144</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. GENERAL INFORMATION**

The Baca Charity is a Private Charitable Company Limited by Guarantee, registered in England and Wales. The charity's registered number is 1124569 and the Company registration number is 06510559.

The registered office is C/O The Gables, Bishop Meadow Road, Loughborough, LE11 5RE.

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.

The financial statements cover the individual entity.

The entity constitutes a public benefit entity as defined by FRS 102.

There are no material uncertainties with going concern.

**2. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical 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.

The charity receives grants in respect of the charitable activities it carries out as detailed in the trustees' report. Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from trading activities includes income earned from the provision of accommodation and support work and ESOL teaching as detailed in the trustees' report. Income is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a 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 cost 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.



**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020**

**2. ACCOUNTING POLICIES - continued**

**Allocation and apportionment of costs**

Costs of raising funds are those costs incurred in attracting voluntary income.

Charitable activities include expenditure directly associated with individual projects and support costs relating to those activities.

Support costs are those incurred in connection with the management of the Charity and its assets, organisation administration and compliance with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with their use of resource.

Rentals paid under operating leases are charged against income on a straight line basis over the term of the lease.

**Intangible fixed assets**

Intangible fixed assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

The bespoke computer software is being amortised evenly over its estimated useful life of three years.

**Tangible fixed assets**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	33.33% straight line
Fixtures, fittings & equipment	25% straight line
Freehold Property	The trustees have chosen not to depreciate the house acquired for the purpose of delivering supported accommodation, on the basis that they intend to maintain it to a standard whereby it does not decrease in value.

**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 funds are raised for particular restricted purposes.

Designated funds are set up at the discretion of the Trustees.

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.

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**2. ACCOUNTING POLICIES - continued**

**Loans and borrowings**

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

**Value Added Tax**

The charity is not required to register for VAT. All income and expenses include VAT where applicable.

**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.

**Significant accounting judgements and estimation uncertainty**

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The annual depreciation charge is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economical utilisation and the physical condition of the assets.

**3. DONATIONS AND LEGACIES**

	2020	2019
	£	£
Donations	54,787	29,016
Gift aid	<u>1,291</u>	<u>1,058</u>
	<u>56,078</u>	<u>30,074</u>

**4. OTHER TRADING ACTIVITIES**

	2020	2019
	£	£
Accommodation and Support Work	787,532	775,211
ESOL teaching	11,034	9,564
SASC Housing Income	<u>8,700</u>	<u>-</u>
	<u>807,266</u>	<u>784,775</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**5. INVESTMENT INCOME**

	2020	2019
	£	£
Deposit account interest	<u>2,520</u>	<u>1,577</u>

**6. INCOME FROM CHARITABLE ACTIVITIES**

	Activity	2020	2019
		£	£
Grants	Grants and trust income	<u>270,128</u>	<u>230,014</u>

Included within grants above are amounts of £3,750 (2019: £3,750) from Charnwood Borough Council Community Development and Engagement Grant, £9,132 (2019: £NIL) from Leicestershire County Council Shire Community Grant, £5,145 (2019: £9,053) from The Police and Crime Commissioner's Early Intervention Youth Fund towards core costs and £3,288 (2019: £NIL) The Police and Crime Commissioner's Early Intervention Youth Fund towards the Care Leavers Project, which are government grants as defined by the SORP. The purposes of these grants are disclosed in Note 22 to the accounts.

**7. RAISING FUNDS****Raising donations and legacies**

	2020	2019
	£	£
Staff costs	18,385	16,083
Administration costs	<u>61,206</u>	<u>51,122</u>
	<u>79,591</u>	<u>67,205</u>

**8. CHARITABLE ACTIVITIES COSTS**

	Direct Costs	Support costs (see note 9)	Totals
	£	£	£
Accommodation & support work	<u>764,830</u>	<u>42,832</u>	<u>807,662</u>

**9. SUPPORT COSTS**

	Other	Governance costs	Totals
	£	£	£
Accommodation & support work	<u>35,472</u>	<u>7,360</u>	<u>42,832</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**9. SUPPORT COSTS - continued**

Support costs, included in the above, are as follows:

**Other**

	2020 Accommodation & support work £	2019 Total activities £
Trustees' remuneration etc	313	135
Wages	14,378	12,737
Social security	2,708	2,173
Pensions	1,296	730
IT Costs	1,050	221
Legal and Professional fees	9,420	4,819
Other professional fees	<u>6,307</u>	<u>10,182</u>
	<u>35,472</u>	<u>30,997</u>

**Governance costs**

	2020 Accommodation & support work £	2019 Total activities £
Audit and Accountancy fees	<u>7,360</u>	<u>7,080</u>

**10. NET INCOME/(EXPENDITURE)**

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

	2020 £	2019 £
Depreciation - owned assets	12,299	13,730
Surplus on disposal of fixed assets	(240)	(430)
Computer software amortisation	8,413	8,095
Auditors' remuneration	7,360	7,080
Operating lease rentals	<u>142,878</u>	<u>157,605</u>

Auditors' fees of £7,360 (2018- £7,080) which are included within governance costs include costs for the preparation of the accounts, and other advice and assistance provided throughout the year.

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**11. 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.

**Trustees' expenses**

The reimbursement of trustees' expenses was as follows:

	2020 Number	2019 Number	2020 £	2019 £
Travel & Subsistence	4	3	<u>313</u>	<u>135</u>
			<u>313</u>	<u>135</u>

**12. STAFF COSTS**

	2020 £	2019 £
Wages and salaries	447,276	364,736
Social security costs	27,770	21,730
Other pension costs	<u>12,959</u>	<u>7,293</u>
	<u>488,005</u>	<u>393,759</u>

The total employment benefits of the key management personnel of the charity were £107,060 (2019-£105,036).

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

	2020	2019
Management and Admin	7	6
Charitable Activities	19	16
Directors	<u>6</u>	<u>7</u>
	<u>32</u>	<u>29</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**13. INTEREST PAYABLE AND SIMILAR EXPENSES**

	2020 £	2019 £
Bank loan interest payable	<u>8,807</u>	<u>3,652</u>
	<u>8,807</u>	<u>3,652</u>

**14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and legacies	30,074	-	-	30,074
<b>Charitable activities</b>				
Grants and trust income	27,020	-	202,994	230,014
Accommodation and support work	784,775	-	-	784,775
Investment income	1,577	-	-	1,577
Other income	<u>430</u>	<u>-</u>	<u>-</u>	<u>430</u>
<b>Total</b>	843,876	-	202,994	1,046,870
<b>EXPENDITURE ON</b>				
Raising funds	38,735	-	28,470	67,205
<b>Charitable activities</b>				
Accommodation & support work	600,562	-	118,751	719,313
Other	<u>7,199</u>	<u>-</u>	<u>18,279</u>	<u>25,478</u>
<b>Total</b>	646,496	-	165,500	811,996
<b>NET INCOME</b>	197,380	-	37,494	234,874
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	396,881	-	15,500	412,381
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>594,261</u>	<u>-</u>	<u>52,994</u>	<u>647,255</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**15. INTANGIBLE FIXED ASSETS**

	Computer software £
<b>COST</b>	
At 1 April 2019	27,434
Additions	13,456
Disposals	<u>(3,150)</u>
At 31 March 2020	<u>37,740</u>
<b>AMORTISATION</b>	
At 1 April 2019	21,245
Charge for year	8,413
Eliminated on disposal	<u>(3,150)</u>
At 31 March 2020	<u>26,508</u>
<b>NET BOOK VALUE</b>	
At 31 March 2020	<u>11,232</u>
At 31 March 2019	<u>6,189</u>

**16. TANGIBLE FIXED ASSETS**

	Freehold property £	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>				
At 1 April 2019	386,815	40,358	3,031	430,204
Additions	<u>-</u>	<u>8,842</u>	<u>-</u>	<u>8,842</u>
At 31 March 2020	<u>386,815</u>	<u>49,200</u>	<u>3,031</u>	<u>439,046</u>
<b>DEPRECIATION</b>				
At 1 April 2019	-	10,090	3,029	13,119
Charge for year	<u>-</u>	<u>12,297</u>	<u>2</u>	<u>12,299</u>
At 31 March 2020	<u>-</u>	<u>22,387</u>	<u>3,031</u>	<u>25,418</u>
<b>NET BOOK VALUE</b>				
At 31 March 2020	<u>386,815</u>	<u>26,813</u>	<u>-</u>	<u>413,628</u>
At 31 March 2019	<u>386,815</u>	<u>30,268</u>	<u>2</u>	<u>417,085</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2020	2019
	£	£
Trade debtors	89,774	70,310
Other debtors	13,677	2,293
Prepayments and accrued income	<u>29,352</u>	<u>62,484</u>
	<u>132,803</u>	<u>135,087</u>

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

	2020	2019
	£	£
Bank loans and overdrafts (see note 20)	10,808	8,202
Trade creditors	10,389	8,449
Social security and other taxes	6,512	6,906
Other creditors	4,011	1,914
Accruals and deferred income	<u>149,181</u>	<u>125,557</u>
	<u>180,901</u>	<u>151,028</u>

**Deferred Income**

	2020	2019
	£	£
Deferred income is included within:		
Creditors due within one year	<u>121,667</u>	<u>100,327</u>
	<u>121,667</u>	<u>100,327</u>

Movement in the year was as follows:

Grants received:		
Total deferred income at 1 April 2019	100,327	64,707
Amounts received in the year	291,468	265,634
Amounts credited to statement of financial activities	<u>(270,128)</u>	<u>(230,014)</u>

<b>Grants - deferred income at 31 March 2020</b>	<u>121,667</u>	<u>100,327</u>
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Funding for ESOL Teaching:		
Total deferred income at 1 April 2019	-	1,165
Amounts received in the year	11,034	8,399
Amounts credited to statement of financial activities	<u>(11,034)</u>	<u>(9,564)</u>

<b>Funding - deferred income at 31 March 2020</b>	<u>-</u>	<u>-</u>
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Income has been deferred in relation to grant income when performance conditions have not been met.



**THE BACA CHARITY**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020**

**19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2020	2019
	£	£
Bank loans (see note 20)	<u>230,671</u>	<u>242,279</u>

**20. LOANS**

An analysis of the maturity of loans is given below:

	2020	2019
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>10,808</u>	<u>8,202</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>46,565</u>	<u>29,024</u>

Amounts falling due in more than five years:

Repayable by instalments:		
Bank loans more 5 yr by instal	184,106	213,255

**21. SECURED DEBTS**

The following secured debts are included within creditors:

	2020	2019
	£	£
Bank loans	<u>241,479</u>	<u>250,481</u>

The bank loan is secured with a fixed charge over the property it was used to purchase.

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**22. MOVEMENT IN FUNDS**

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
<b>Unrestricted funds</b>				
General fund	594,263	235,800	(50,000)	780,063
Baca Housing Fund	<u>-</u>	<u>-</u>	<u>50,000</u>	<u>50,000</u>
	594,263	235,800	-	830,063
<b>Restricted funds</b>				
Samworth Foundation	2,986	(2,167)	-	819
Leicestershire County Council Shire Community Grant	-	3,267	-	3,267
BBC Children in Need	3,121	(3,147)	-	(26)
The National Lottery Community Fund	6,201	1,954	-	8,155
The Clothworkers' Foundation	24,865	(10,684)	-	14,181
The Police and Crime Commissioner's Early Intervention Youth Fund-Care Leavers	-	188	-	188
Other Restricted Funds	<u>15,819</u>	<u>(5,752)</u>	<u>-</u>	<u>10,067</u>
	<u>52,992</u>	<u>(16,341)</u>	<u>-</u>	<u>36,651</u>
<b>TOTAL FUNDS</b>	<u><u>647,255</u></u>	<u><u>219,459</u></u>	<u><u>-</u></u>	<u><u>866,714</u></u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**22. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	866,104	(630,304)	235,800
The Henry Smith Charity	19,875	(19,875)	-
CHK Foundation	16,667	(16,667)	-
Samworth Foundation	20,000	(20,000)	-
	<u>922,646</u>	<u>(686,846)</u>	<u>235,800</u>
<b>Restricted funds</b>			
Charnwood Borough Council, Community Development and Engagement Grant	3,750	(3,750)	-
Samworth Foundation	8,750	(10,917)	(2,167)
Leicestershire County Council Shire Community Grant	9,132	(5,865)	3,267
BBC Children in Need	19,802	(22,949)	(3,147)
Lloyds Bank Foundation Enable	23,604	(23,604)	-
The Police and Crime Commissioner's Early Intervention Youth Fund-Core costs	5,145	(5,145)	-
The National Lottery Community Fund	107,357	(105,403)	1,954
The Clothworkers' Foundation	-	(10,684)	(10,684)
The Police and Crime Commissioner's Early Intervention Youth Fund-Care Leavers	3,288	(3,100)	188
Other Restricted Funds	<u>32,758</u>	<u>(38,510)</u>	<u>(5,752)</u>
	<u>213,586</u>	<u>(229,927)</u>	<u>(16,341)</u>
<b>TOTAL FUNDS</b>	<u><u>1,136,232</u></u>	<u><u>(916,773)</u></u>	<u><u>219,459</u></u>

**Comparatives for movement in funds**

	At 1.4.18 £	Net movement in funds £	At 31.3.19 £
<b>Unrestricted funds</b>			
General fund	396,881	197,382	594,263
<b>Restricted funds</b>			
Samworth Foundation	7,350	(4,364)	2,986
BBC Children in Need	3,143	(22)	3,121
The National Lottery Community Fund	-	6,201	6,201
The Clothworkers' Foundation	-	24,865	24,865
Other Restricted Funds	<u>5,007</u>	<u>10,812</u>	<u>15,819</u>
	<u>15,500</u>	<u>37,492</u>	<u>52,992</u>
<b>TOTAL FUNDS</b>	<u><u>412,381</u></u>	<u><u>234,874</u></u>	<u><u>647,255</u></u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**22. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	816,856	(619,474)	197,382
The Henry Smith Charity	26,500	(26,500)	-
Open Gate Trust	520	(520)	-
	<u>843,876</u>	<u>(646,494)</u>	<u>197,382</u>
<b>Restricted funds</b>			
Charnwood Borough Council, Community Development and Engagement Grant	3,750	(3,750)	-
Samworth Foundation	35,000	(39,364)	(4,364)
BBC Children in Need	19,200	(19,222)	(22)
Lloyds Bank Foundation Enable	23,660	(23,660)	-
The Police and Crime Commissioner's Early Intervention Youth Fund-Core costs	9,053	(9,053)	-
The National Lottery Community Fund	17,520	(11,319)	6,201
The Clothworkers' Foundation	35,000	(10,135)	24,865
Other Restricted Funds	59,811	(48,999)	10,812
	<u>202,994</u>	<u>(165,502)</u>	<u>37,492</u>
<b>TOTAL FUNDS</b>	<u>1,046,870</u>	<u>(811,996)</u>	<u>234,874</u>

**The Henry Smith Charity**

The Henry Smith Charity prioritises work with groups experiencing social and/or economic disadvantage. Baca are in the final year of a three year grant which will contribute towards our running costs which are not covered by other restricted funding.

**CHK Foundation**

Having previously funded Baca's art therapy project, we are very grateful for the CHK Foundations continued support of our work. This grant is unrestricted and is to be used at the discretion of the Trustees to undertake work which will further the Charitable Objects of Baca.

**Samworth Foundation**

Having recently finished our first Samworth Foundation grant, we have successfully applied for a new grant focused around the issue of addressing sexual exploitation.

**Charnwood Borough Council Community Development and Engagement Grant**

The Charnwood Borough Council Grants Panel awarded Baca £7,500 from October 2018 to September 2019 towards the general running costs for our office. The grant was made up of £3,750 through the Community Development and Engagement Grant scheme and £3,750 through the Loughborough Community Grant scheme.

**Leicestershire County Council SHIRE Community Grant**

We were delighted to receive another SHIRE Community Grant this year. SHIRE have contributed towards the cost of delivering our new Leaving Care project. Whilst many of our young people move on successfully from Baca, this project has helped us to support the young people who need additional care once they leave.

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020**

**22. MOVEMENT IN FUNDS - continued**

**BBC Children In Need**

Following the completion of our three year grant, we have received a one year bridging grant from Children in Need. This grant has enabled Baca to continue our volunteer and mentoring project. Activities where volunteer support is used include the daily ESOL sessions, sports workshops, helping with college homework, and life skills workshops.

**Lloyds Bank Foundation Enable Grant**

Having previously received a two year grant from the Lloyds Bank Foundation, we are now in the final year of our two year continuation grant. The continuation grant provides core funding, which enables Baca to continue the development of our ongoing work and organisational growth. This includes the expansion of the Charity to meet growing demand.

**The Police and Crime Commissioner's Early Intervention Youth Fund- Core Costs**

This grant contributed towards the running costs of our head office. This space is vital as it's where we deliver our education programme, our art therapy and most of our workshops, as well as providing office space for all our staff to work in.

**The National Lottery Community Fund**

We have received three years funding from The National Lottery Community Fund which will contribute towards the cost of delivering our Rebuild Project. The project enables Baca to provide the support and training the young people need to help them to live independently once they leave Baca.

**The Clothworkers' Foundation**

We received a one off capital grant from The Clothworkers' Foundation, which contributed towards the cost of refurbishing our new high support house.

**The Police and Crime Commissioner's Early Intervention Youth Fund- Care Leavers Project**

This is the second year we have been awarded funding from the Leicestershire PCC. This year the grant contributes towards the cost of delivering our new Leaving Care project. This project will enable Baca to provide additional support to our young people as they transition from our care.

**Baca Housing Fund**

The Baca Housing fund is monies set aside by the trustees in order to repay SASC at the end of the agreement signed in March 2020 to provide funds for up to 7 new houses.

**23. OTHER FINANCIAL COMMITMENTS**

The charitable company has the following commitments due as follows:

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
In one year	101,070	70,514
2-5 years	21,166	13,368
	<u>122,236</u>	<u>83,882</u>

Furthermore, in March 2020 The Baca Charity entered into an agreement with Social and Sustainable Capital LLP (SASC).

This is a secured loan facility, secured over the assets of the charity, whereby SASC has set aside up to £1.75m for Baca to purchase eligible properties which they can use to further their charitable objectives.

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2020**

**23. OTHER FINANCIAL COMMITMENTS - continued**

The monies are retained by SASC, and Baca were permitted to drawdown on this amount over 18 months from the date of the agreement in March 2020, as and when required in order to purchase eligible properties. However, in light of the Covid 19 pandemic and associated disruption, the drawdown period has since been extended to 21 months.

Baca will pay back the equivalent of 85% of the market value of all properties purchased via this facility in 10 years time. The trustees have designated the Baca Housing Fund and intend to set aside excess reserves over the next 10 years into this fund in order to repay this.

**24. RELATED PARTY DISCLOSURES**

During the year rent of £16,376 (2019: £15,938) was paid to A Dando, a member of the management committee for the use of the current office. £669 (2019: £653) is included in prepayments.

During the year an amount of £200 (2019: £NIL) was paid to the husband of S Smout, a member of the management committee for work carried out on fundraising artwork for the charity.

**25. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES**

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**26. SUBSEQUENT EVENTS**

Baca completed the first house purchase using the SASC facility in May 2020 for approximately £250,000.

**27. FINANCIAL INSTRUMENTS**

The carrying amount of the charity's financial instruments are as follows:

	2020	2019
	£	£
Financial assets that are debt instruments measured at amortised cost:		
Trade debtors	89,774	70,310
Other debtors	13,677	2,293
	<u>103,451</u>	<u>72,603</u>
Financial liabilities measured at amortised cost:		
Trade creditors	10,389	8,448
Other creditors	4,011	1,914
Bank Loan	241,479	250,481
	<u>255,879</u>	<u>260,843</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**27. FINANCIAL INSTRUMENTS - continued**

The incomes, expenses, net gains and net losses attributable to the charity's financial instruments are summarised as follows:

	2020	2019
	£	£
Net gains and losses (including changes in fair value)	-	-

The total interest income and interest expense for financial assets and financial liabilities that are not measured at fair value through the income statement was £2,520 (2019 - £1,577) and £8,807 (2019 - £3,652) respectively.

**28. LIMITED BY GUARANTEE**

The charitable company is a private limited company limited by guarantee and consequently does not have share capital. Each member is liable to contribute an amount not exceeding £1 towards the assets of the company in the event of liquidation.