

Company Registration No: 08039633
Registered Charity No: 1152342

PRIME COMMITMENT LIMITED
(a company limited by guarantee)

Annual Report and Financial Statements

For the year ended 30 April 2020

PRIME COMMITMENT LIMITED

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PRIME COMMITMENT LIMITED

DIRECTORS AND ADVISERS

Directors

David Rexford Kofi Addae Ampaw
Annette Marie Louise Byron (resigned 30 October 2019)
Charles Nicholas Cheffings
Kathryn Helen Davies
Sarah-Jane Macdonald
Binda Vinit Patel (resigned 6 February 2020)
Julie Michaela Randles
Christopher Charles White
Tyrone Jones
Nicholas Scott
Anne Patricia Spackman (appointed 5 June 2019) (resigned 4 December 2020)
Olivia Louise Cole (appointed 5 December 2019)
Molly Jane Lewis (appointed 6 February 2020)
Lucy Gail Lewis (appointed 6 February 2020)
Arun Gaurav Singh Sohan-Pall (appointed 6 February 2020)
Elizabeth Mary Robertson (appointed 6 February 2020)
Laura Naomi Bruce (appointed 23 April 2020)

Registered Office

21 Holborn Viaduct
London
United Kingdom
EC1A 2DY

Bankers

Barclays Bank PLC
Leicester
LE87 2BB

Independent Examiner

Mrs J Rowe FCCA
Peters Elworthy & Moore
Salisbury House
Station Road
Cambridge
CB1 2LA

PRIME COMMITMENT LIMITED

DIRECTORS AND ADVISERS (CONTINUED)

Registered Company Number

08039633

Registered Charity Number (England and Wales)

1152342

PRIME COMMITMENT LIMITED

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 30 APRIL 2020

The directors present their annual report together with the financial statements for the year ended 30 April 2020. The Trustees confirm that the annual report and financial statements of the charitable company comply with current statutory requirements, the requirements of the governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition of the Charities SORP (FRS102) October 2019).

PRINCIPAL ACTIVITY AND BUSINESS REVIEW

The charitable company was incorporated on 20 April 2012 with the registered number 08039633. It was registered as an English Charity with the number 1152342 on 7 June 2013, the memorandum of association of PRIME Commitment wishes to allow each subscriber to form a company under the Companies Act 2006 and to become a member of the company. Prime Commitment Limited (PRIME) is a charitable company limited by guarantee. Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The purpose of the charitable company is to promote social mobility in the UK by widening students' access to work experience within law firms. During the year, social mobility has continued to be something of a "hot topic", with the Social Mobility Commission's barometer poll results, (published in February 2020 to coincide with the first anniversary of the new Commission) underlining stark regional differences about people's perceptions of their life prospects.

In the year ended 30 April 2020, PRIME continued to encourage firms to offer quality work experience to students who might not otherwise have been able to access it. There are now 60 signatory firms who have committed themselves to achieving that goal and these firms have provided some 17,000 hours of work experience to socio-economically disadvantaged students since PRIME's inception. This number is down on year ended 2017 as a result of the introduction of a sliding-scale subscription for all members. Whilst this is disappointing, the result is that PRIME now unequivocally represents those law firms who are truly committed to effecting positive change.

Nicholas Cheffings continues in his role as Chair and will do so until April 2022. With long-serving Trustees Annette Byron and Binda Patel completing their tenures in October 2019 and February 2020 respectively, we took the opportunity to continue the process of broadening the skillset, experience and diversity of our Board, appointing the following seven new Trustees:

Anne Spackman on 5 June 2019 (resigned 4 December 2020)
Olivia Cole on 5 December 2019
Molly Jane Lewis on 6 February 2020
Lucy Gail Lewis on 6 February 2020
Arun Gaurav Singh Sohan-Pall on 6 February 2020
Elizabeth Mary Robertson on 6 February 2020
Laura Naomi Bruce on 23 April 2020

PRIME COMMITMENT LIMITED

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)

We were delighted to welcome Lucy Lewis and Elizabeth Robertson, two highly successful lawyers, together with Anne Spackman, who at the time was CEO of Career Ready, and Olivia Cole, the recently retired Principal/Chief Executive of The Petchey Academy and an OFSTED Inspector. This is part of our ongoing strategy to ensure that the Board reflects the broad make-up not just of PRIME's members but also its partners and beneficiaries as well as other stakeholders and representatives of the social mobility sector. Sadly, Anne Spackman resigned after year-end to take up the post of Chair of a Multi-Academy Trust but she made an excellent contribution to our work during the time that she was with us. Arun Sohan-Pall and Molly Lewis further expand representation on the Board to include our alumni network, giving us the informed perspective of those with recent experience of the transition from school to law firm.

Our working groups, comprised of committed volunteers, have continued work on our two main areas of focus; Impact Tracking Methodology and Cold Spots. These groups are instrumental in supporting the Board in carrying out PRIME's objectives and we are immensely grateful for their time, skill and enthusiasm as well as their willingness to share their expertise for the greater good.

Regarding Impact Tracking, the Board had recognised that insufficient attention had been given historically to the collection of data to allow us to track and so evidence in an empirical way the real impact that PRIME is having. To address this, we have appointed The Bridge Group to design and introduce an evaluation framework to enable us to monitor the impact of our collective efforts. They have developed standardised application forms that firms can use alongside, or in place of, their own and have also created pre and post work experience surveys for participants to complete. These were circulated to member firms in May 2020 and members of the working group have begun training firms on how to use them. It will take more than one year for this data to flow through so as to enable us to reach validated conclusions but this is an important step for PRIME and its members.

Our project to target cold spots, ensuring we reach candidates with potential wherever they are located in the UK, entered the next stage. During the Summer of 2019 we ran a successful pilot, involving member firms Brodies, DWF, Freshfields Bruckhaus Deringer and Pinsent Masons, along with support from Thorntons. Seven workshops took place in Bristol, Birmingham, Dundee, Glasgow, Inverness, Leeds and Manchester with over 150 students attending. Each session had at least 20 students at each event with 55.20% of the students triggering 1 or more of PRIME's eligibility criteria. The feedback was positive from both the teachers and students involved, with "Law could be an option for me now" being one of the many encouraging responses received.

Building on the success of this pilot, in February 2020 we began a tender process to find a partner organisation to work with to facilitate a roll out to further areas, facilitating 25 workshops. After approaching six organisations, four submitted responses to our tender. It was a competitive process and in June 2020 we appointed MyKindaFuture, with the work to begin in the Autumn term of 2020.

It has been an important year for PRIME with these two initiatives being initiated and we look forward to analysing their impact and building on our work in the coming year.

PRIME continues to make a difference and the Board is committed to continuing to do so. The Trustees have had regard to the Charity Commission's guidance on public benefit.

PRIME COMMITMENT LIMITED

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)

PRIME has prepared its financial statements in accordance with Financial Reporting Standard 102, the Financial Reporting Standard Applicable in the UK and Republic of Ireland (**FRS 102**) in the year ended 30 April 2020. There have been no material amendments to the recognition and measurement requirements applied by the charitable company.

PRIME's closing fund balance for the year ended 30 April 2020 increased by £24,872 to £152,224 (2019: £127,352). The Trustees consider the financial position of the Charity to be satisfactory.

The Trustees aim to maintain reserves in unrestricted funds at a level which equates to approximately three months of recurring charitable expenditure, which is £20,000. The Trustees consider that this level will provide sufficient funds to cover three months of operating costs relating to consultancy and governance.

The balance held as unrestricted funds at 30 April 2020 was £152,224. The social mobility projects that PRIME undertakes are not cyclical but rather driven by need and member commitment. It was anticipated that during the financial period of 2019-2020, certain projects would be undertaken. These would be a roll-out of the Cold Spots Insight Events, further development of the Impact Tracking work and development of a marketing strategy. The current level of reserves is therefore higher in order to facilitate these being undertaken in the following financial year with additional scope for new and unforeseen projects, including those identified in the marketing strategy.

The Directors' Report has been prepared in accordance with the special provisions relating to small companies under section 415A of the Companies Act 2006.

The COVID-19 pandemic has had a significant impact on the Global economy and resulted in significant changes in ways of working. Despite this the Charity's ability to deliver services has been largely unaffected.

Many member firms have moved their delivery online as a result of the pandemic and PRIME has supported them with this, ensuring that students have not missed out on the opportunity.

PRIME did not lose any member firms as a result of the pandemic but we need to be mindful of what 2021/22 will bring. It may be that we experience a small reduction in number of member firms.

As such, the directors believe that preparing the financial statements on the going concern basis is appropriate.

The directors do not consider the charitable company is subject to material financial risk whilst the scope of its financial activities is relatively limited. The charitable company is supported by signatory firms, a large number of them being UK offices of international law firms, which pay subscriptions to fund its activities. Its outgoings are planned and funds are not committed until sufficient subscriptions are collected. Cash balances are held at a major UK bank.

The charitable company's Statement of Financial Activities is set out on page 11 and shows the result for the year ended 30 April 2020. The charitable company did not make any political or charitable donations during the year.

PRIME COMMITMENT LIMITED

REPORT OF THE DIRECTORS' FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)

ONGOING IMPACT OF THE CORONAVIRUS PANDEMIC

The World Health Organization declared COVID-19 a global pandemic in March 2020, causing disruption to global markets and impacting overall economic conditions. As noted above, the impact on the charitable company to 30 April 2020 has been minimal and is reflected in these financial statements. At this stage it is not possible to quantify the longer lasting impact that the pandemic will have.

DIRECTORS

The directors of the charitable company who served throughout the financial year and up to the date of signing the financial statements, were:

David Rexford Kofi Addae Ampaw
Annette Marie Louise Byron (resigned 30 October 2019)
Charles Nicholas Cheffings
Kathryn Helen Davies
Sarah-Jane Macdonald
Binda Vinit Patel (resigned 6 February 2020)
Julie Michaela Randles
Christopher Charles White
Tyrone Jones
Nicholas Scott
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Elizabeth Mary Robertson (appointed 6 February 2020)
Laura Naomi Bruce (appointed 23 April 2020)

PRIME COMMITMENT LIMITED

REPORT OF THE DIRECTORS' FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have prepared the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and of its incoming resources and application of resources, including the income and expenditure, for the financial year. In preparing these financial statements, the directors are required to:

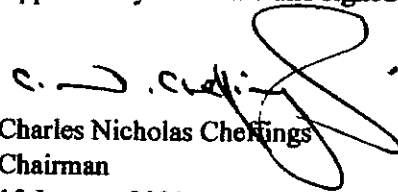
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice (the Charities SORP);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

For the year ended 30 April 2020 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476.

Approved by the Board and signed on their behalf.



Charles Nicholas Chelms
Chairman

15 January 2021

PRIME COMMITMENT LIMITED

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF PRIME COMMITMENT LIMITED ('the Charity')

I report on the accounts of Prime Commitment Limited for the year ended 30 April 2020. This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act'). Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

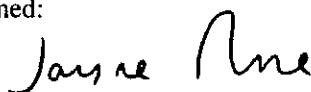
INDEPENDENT EXAMINER'S STATEMENT

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

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

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

Signed:



Dated: 20 January 2021

Mrs J Rowe FCCA

PRIME COMMITMENT LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 APRIL 2020**

		Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income and expenditure					
Income					
Donations (member subscriptions)		-	80,825	80,825	111,592
Total income		-	80,825	80,825	111,592
Expenditure					
Charitable expenditure	6	-	(55,953)	(55,953)	(40,472)
Total expenditure		-	(55,953)	(55,953)	(40,472)
Net income for the year		-	24,872	24,872	71,120
Fund balances brought forward		-	127,352	127,352	56,232
Fund balances carried forward		-	152,224	152,224	127,352

All activities derive from continuing operations.

The charitable company has no recognised gains and losses other than the result above and therefore no separate Statement of total recognised gains and losses is presented.

There is no material difference between the income and expenditure for the years stated above and the historical cost equivalents.

PRIME COMMITMENT LIMITED

**STATEMENT OF FINANCIAL POSITION
AS AT 30 APRIL 2020**

	Note	2020 £	2019 £
Current assets			
Cash at bank and in hand		168,655	134,652
Creditors: amounts falling due within one year	7	(16,431)	(7,300)
Net current assets		<u>152,224</u>	<u>127,352</u>
Net assets		<u>152,224</u>	<u>127,352</u>
Funds			
Unrestricted funds		152,224	127,352
Total funds		<u>152,224</u>	<u>127,352</u>

For the year ended 30 April 2020 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

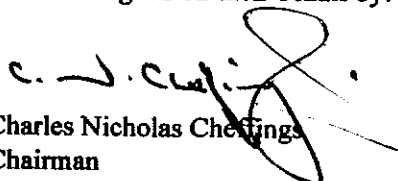
The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476.

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The notes on pages 13 to 17 are an integral part of these financial statements.

The financial statements on pages 11 to 17 were approved by the Board of Directors on 15 January 2021 and signed on their behalf by:


Charles Nicholas Cheffings
Chairman
Prime Commitment Limited
08039633

PRIME COMMITMENT LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2020

1. GENERAL INFORMATION

The purpose of the charitable company is to promote social mobility in the UK by widening students' access to work experience within law firms.

In the year ended 30 April 2020 PRIME continued to encourage firms to offer quality work experience to students who might not otherwise have been able to access it.

2. STATEMENT OF COMPLIANCE

Prime Commitment Limited meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) ((second edition of the Charities SORP (FRS102) October 2019)) and the Companies Act 2006. The principal accounting policies adopted are outlined below.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the recognition of certain financial assets and liabilities measured at fair value.

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying accounting policies.

PRIME COMMITMENT LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Going concern

The COVID-19 pandemic has had a significant impact on the Global economy and resulted in significant changes in ways of working. Despite this the Charity's ability to deliver services has been largely unaffected.

Many member firms have moved their delivery online as a result of the pandemic and PRIME has supported them with this, ensuring that students have not missed out on the opportunity.

PRIME did not lose any member firms as a result of the pandemic but we need to be mindful of what 2021/22 will bring. It may be that we experience a small reduction in number of member firms

As such, the directors believe that preparing the financial statements on the going concern basis is appropriate.

Income

Subscriptions from law firms are accounted for when received. Grants and income receivable under the UK Gift Aid Scheme are accounted for on a cash basis. The date of recognition is the date on which the directors are informed of the intention to pay the grant or the date of receipt, by the directors, of a properly completed Gift Aid declaration.

Deposit interest

Deposit interest is accounted for on a cash basis.

Expenditure

Charitable expenditure is accounted for when a constructive obligation to make the grant has been accepted and the recipient has been notified. Other costs are recognised on an accrual basis.

Restricted/ Unrestricted funds

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are in accordance with specific restrictions imposed by donors or which have been raised by the Charity for purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to financial statements.

PRIME COMMITMENT LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

4. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATION UNCERTAINTY

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There are no critical judgements in applying the entity's accounting policies. There are no critical estimates in applying the entity's accounting policies.

5. DIRECTORS AND EMPLOYEES

None of the directors received any remuneration for their services as directors of the charitable company. No directors received reimbursement of expenses and no expenses were paid to a third party on their behalf in the current financial year.

There were no employees of the charitable company in the current financial year. The Charity considers its key management personnel to be the directors.

PRIME COMMITMENT LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)

6. CHARITABLE EXPENDITURE

	2020	2019
	£	£
Recruitment	8,247	7,755
Advertising	-	275
Website Development	250	12,660
Engagement Consultant	33,005	19,268
Administrator fees	990	217
Donations	-	297
Projects	8,266	-
Insurance	395	-
Independent examination fees	4,800	-
	55,953	40,472

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Other creditors	6,010	-
VAT Payable	10,421	7,300
	16,431	7,300

Amounts owed are interest free, unsecured and repayable on demand.

8. RELATED PARTY TRANSACTIONS

For the year ended 30 April 2020 the company received £2,000 from one related party (2019: two related parties £6,000). These amounts represent subscriptions made by one law firm of which the member of the company is a partner.

9. ULTIMATE CONTROLLING PARTY

The directors consider that there is no ultimate controlling party able to exercise control over the charitable company, other than the directors acting as a body in accordance with the charitable company's articles of association.

PRIME COMMITMENT LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2020 (CONTINUED)**

10. SUBSEQUENT EVENTS

The World Health Organization declared COVID-19 a global pandemic in March 2020, causing disruption to global markets and impacting overall economic conditions. These financial statements are prepared to 30 April 2020 and therefore the impact of the pandemic is an adjusting event, which is reflected in these financial statements. There have been no events after the balance sheet date that require adjustment within these financial statements.