

**NDOTM LIMITED**  
**TRUSTEES' REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**Registered Company Number: 06895114**

**Registered Charity Number: 1134482**

# **NDOTM LIMITED**

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# **NDOTM LIMITED**

## **REFERENCE AND ADMINISTRATIVE INFORMATION**

**Directors/Trustees**

Richard Greer – Chair  
Marcus Mason – Treasurer  
Lisa Hommel  
Yolanda Mercy  
Alex Simpson  
Mike Smith  
Anthony Wilson  
Anne Foster

**Chief Executive**

Martin Bright

**Registered office**

42 Park Hall Road  
East Finchley  
London  
N2 9PX

**Charity registration number**

1134482

**Company number**

06895114

**Accountants**

Accountability Europe Limited  
39-41 North Road  
London N7 9DP

**Independent Examiners**

Goldwins  
Chartered Accountants  
75 Maygrove Road  
London  
NW6 2EG

# **NDOTM LIMITED REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020**

The board of trustees have pleasure in presenting their annual report on the affairs of the charitable company together with the financial statements for the period ended 31 March 2020.

## **Chief Executive's Report 2019-20**

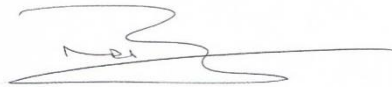
This has been possibly the most challenging year in the history of the charity. We spent most of the year redefining the mission of Creative Society and ended it with having it defined for us with the arrival of a global pandemic. We began life as response to an economic crisis – the Great Recession of 2008 – so we believe we are well placed to respond to the new crisis presented by Covid-19.

Over the year we concentrated on the work of the Creative Job Studio, through partnerships with Somerset House in London and Middlesbrough Institute of Modern Art. Our move to shared office space with Frieze proved successful and we helped advise on good recruitment practice and helped bring people in to the magazine and the art fair. We were also able to develop a good relationship with Arts Council England (ACE), which backed our plans for innovation in the sector.

As part of the Creative Job Studio, the employer drop-ins proved increasingly popular. But it became clear that the intensive one-to-one mentoring we provided through the Step-Up programme was the real jewel in the crown and it began to show real results in helping people improve their employment situation.

From the moment we began the charity we had been hoping to set up a creative arm of the organisation to showcase talent and this was finally made possible with our Creative Society Lates at the Peckham Levels venue in South London.

We recognise that the year ahead will present us with unprecedented challenges, but we believe we are well placed to meet them



**Martin Bright**  
**CEO and Founder**  
18 November 2020

# **NDOTM LIMITED REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020**

## **Chair's Report – 2019-20**

We were blessed with stability at board level during this period. The trustees helped steer us through a period where Creative Society redefined its purpose. We were guided in this by the steady hand of Lisa Hommel, who helped design a new business strategy based on developing a new commercial arm selling mentoring advice and services. We sadly said goodbye to Lisa at the end of March 2020 after she completed this work. Yolanda Mercy, a former mentee, stood down at the same time to pursue an increasingly successful career as a playwright.

As Projects Director, Barbara Palczynski worked closely with Martin Bright to develop the ongoing strategy for the charity, which involved an increased focus on fundraising via grant-giving bodies and private philanthropy. Kitty Withington helped Barbara embed mentoring in the work of Creative Society and we were delighted to welcome Hiba Mohamed (another former mentee) to the team to run our work in North London.

The establishment of a finance committee under the leadership of Marcus Mason has helped stabilise the business. We hope that a continued focus on fundraising will bear fruit as the consequences of the pandemic bite and our work becomes more vital than ever.



**Richard Greer  
Chairman  
18 November 2020**

# **NDOTM LIMITED REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020**

## **Aims and Objectives**

The Creative Society has a very simple objective: we want to develop jobs for young unemployed people in the arts and creative industries and provide the support and training for them and their employers. We are supported by leading figures in the arts, entrepreneurs, politicians from all parties and policy makers, all of whom recognise the urgency of protecting, nurturing and investing in the arts if we are to prevent a generation of creative talent being lost to the recession.

The arts and creative sector contributes around £40 billion a year to the UK economy. We believe that people from a wide variety of backgrounds should be able to work in the creative sector. We therefore develop training and paid work placements for young unemployed people in partnership with government and arts and cultural organisations.

## **Our Projects**

### **Creative Job Studio**

We continued with our regular Creative Job Studio 'Meet the Creative Industries' events in partnership with Somerset House throughout the year, working with industry and bringing in hundreds of young people to receive meaningful careers guidance from experts, and network with peers. We have enjoyed working with the Learning and Participation team at Somerset House with whom we now have a strong professional collaboration. The most exciting departure was extending our Creative Job Studio model to Tees Valley, working in partnership with Middlesbrough Institute of Modern Art. We worked closely with Helen Wickens (Assistant Learning Curator MIMA and Project Manager Creative Job Studio Tees Valley) to deliver a series of Creative Job Studio events both at MIMA and with JobCentre Plus in the Tees Valley. This was funded by Arts Council England and culminated in a Creative Job Studio exhibition in MIMA throughout November 2019. It brought our work to the attention of the Tees Valley Combined Authorities Skills and Workforce team and we hope it may lead to local authority investment in this work to benefit young people in this area.

In April 2019 we were awarded a 3-year Trust for London Better Work grant to test our Creative Job Studio model across a tri-borough cluster in Haringey, Hackney and Islington. Modelled on the successful work we had delivered through Step Up in south London, the specific aims of this project were to look at how we can scale our work through existing infrastructures like JobCentre Plus, working with young people on Universal Credit. This grant enabled us to recruit for a new Project Manager, and Hiba Mohamed joined the team in June 2019. A former Step Up mentee, she has been a superb addition to our team, bringing with her a wealth of skills and experience, as well as her own creative spirit.

The focus on growth became imperative as we moved from pilot phase into proof of concept phase. This year was a period of rapidly increasing outputs and demands to programme more and more events. From March – July 2019 we were able to support a freelance Marketing Manager throughout this period, Hassan Motiwala, a former mentee, who helped us produce marketing assets and new material for our events. We began the partnership building for our next area of regional growth in Bradford and Martin Bright attended the Bradford Lit Fest and developed new contacts throughout the region. The ambition for this growth was to secure an Arts Council grant for a Project of National Significance in 2020.

### **Mentoring**

Creative Job Studio mentoring was ongoing in south London with funding from Walcot Foundation to support young people in Lambeth and continued to be delivered by Kitty Withington, Project Manager. From December 2019 this work was focussed on how best to find new ways to reach more young people through testing new models like small group mentoring. Once again, we found that there is no shortage of young people who need our support and we continue to recruit and support young people to this programme.

# **NDOTM LIMITED REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020**

## **Creative Society Lates**

Alongside the work of the Creative Job Studio, we started to look at new ways to showcase talent of the young people we work with and who attend our studio events. In February 2019 we embarked on a partnership with Make Shift Foundation to put on regular Creative Society Lates. Kitty Withington curated events to bring new voices to the stage, through music, poetry, talks, films and networking, we presented events throughout the year to healthy sized audiences in the heart of the community. Bringing our work back to the local communities has been an important part of what we do, allowing us to grow our own audience but to also scout for fresh talent. We held a summer reception event in Pop Brixton to a crowded house and continued to nurture a sense of family across our team and our alumni, who we call our Creative Society Collective.

## **Business Development**

Our business development moved forwards as we underwent a strategic consultancy with Mishcon de Reya's own Robbie Cowan and our trustee Lisa Hommel. Thanks to their support we were able to model a new consultancy package for Creative Society to sell our services to businesses and National Portfolio Organisations to help share our expertise and improve talent pipelines and increase diversity in the workforce. This was ready to start pitching in January 2020.

## **Partnerships**

Besides our partnerships with large cultural institutions like Somerset House, MIMA and Tate, our relationship with our neighbour on Strand, Kings College University, continued to thrive. Following the success of our 2018 Business Development Consultancy with their students, we featured in several of their online videos demonstrating the value of a charity working with the Business School as part of the Kings Civic Challenge. From January 2020 we were able to support a student intern from China, Andrea Wang, from the Kings College Public Policy department. During this time we worked to help Andrea develop some understanding of our own work as well as prepare a written report on the degree to which third sector organisations are replacing the role of the state.

## **Covid-19**

Covid-19 was just starting to impact on our ability to deliver our work in March 2020. Meetings were cancelled and travel became restricted and by the end of this financial year we were all in complete lockdown at home. Three of our team lost loved ones and at the time of writing this report we have not yet returned to the office. The focus of our attention since that time has been on how to support young people affected by Covid-19 in terms of their employment, how to work with employers hit hard by the economic downturn and how to best use our ten-years' track record and expertise to support the government towards economic recovery.

## **Governance and Compliance**

The Charity's operations are governed by its Memorandum and Articles of Association dated 05<sup>th</sup> May 2009. New Deal of the Mind (trading name The Creative Society) is registered under the Companies Act as a company limited by guarantee and not having a capital divided by shares. The company was registered as a charity on 24<sup>th</sup> February 2010 under registration number 1134482.

We are committed to our political and financial independence and aims as befits our charitable status. We are accountable both to the Charity Commission and its regulations as is necessary for us to operate as a charity in Great Britain, and to Companies House as a company limited by guarantee.

# **NDOTM LIMITED REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2020**

## **Core Team**

Martin Bright – Chief Executive and Founder  
Barbara Palczynski – Projects Director  
Kitty Withington – Project Manager  
Hiba Mohamed – Project Manager  
Hassan Motiwala – Marketing Manager (March-July 2019)

## **Board of Trustees**

Richard Greer – Chair  
Marcus Mason – Treasurer  
Lisa Hommel  
Yolanda Mercy  
Alex Simpson  
Mike Smith  
Anthony Wilson  
Anne Foster

## **Risk management**

The Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is will be updated annually. Where appropriate, systems of procedures have been established to mitigate the risks The Creative Society faces.

## **Investment Policy**

The Charity Commission advises charities which have surplus funds that they should develop a policy to guide investment. The Creative Society currently has no surplus funds and the Trustees have agreed that in these circumstances an investment policy is not necessary.

## **Reserves Policy**

The trustees have examined the charity's requirements for reserves in light of the main risks to the organisation resulting from shortfall in income. They have established a policy whereby any surplus and unrestricted funds held should be sufficient to between 3 and 6 months forward expenditure.

## **New Trustees**

The Trustees have agreed that suitably experienced individuals are required to exercise adequate governance. Trustees identify new individuals through relevant networks and contacts. When appointing individuals to their number, Trustees look for a commitment to The Creative Society's mission and attempt to achieve a balance of skills and experience on the Board.

## **Public Benefit Statement**

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

The Creative Society meets its public benefit obligations by creating jobs for young unemployed people and provides support and training for them and their employers. Through this we open opportunities to a wider range of people than unpaid internships which depend on someone being in a financial position to work for free. Our own evidence suggests that The Creative Society's approach is widening the intake to jobs in the arts and cultural sector to broader ethnic and geographical groups.



# **NDOTM LIMITED**

## **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The charity trustees (who are also directors for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law and the law applicable to charities in England and Wales require charity trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources of the charitable company for that period. In preparing the financial statements the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: 'Accounting and Reporting by Charities' (SORP 2015).



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**Richard Greer**  
**Chairman**

**Date: 18<sup>th</sup> November 2020**

## **Independent examiner's report to the trustees of NDOTM Limited ('the Company')**

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

### **Responsibilities and basis of report**

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

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

### **Independent examiner's statement**

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

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

Other than the accounting policy on going concern, 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.

*Anthony Epton*

Anthony Epton BA FCA CTA FCIE  
Goldwins  
Chartered accountants  
75 Maygrove Road  
West Hampstead  
London NW6 2EG

8 February 2021

**NDOTM Limited****Statement of financial activities**

(incorporating an income and expenditure account)

**For the year ended 31 March 2020**

	Note	Unrestricted £	Restricted £	2020 Total £	2019 Total £
<b>Income from:</b>					
Donations and grants	3	60,995	114,950	<b>175,945</b>	116,299
Charitable activities	4	-	-	-	67,289
Other trading activities	5	2,600	-	<b>2,600</b>	450
Investment income	6	-	-	-	12
<b>Total income</b>		<b>63,595</b>	<b>114,950</b>	<b>178,545</b>	184,050
<b>Expenditure on:</b>					
Raising funds	7	8,618	-	<b>8,618</b>	2,574
Charitable activities:	7	-	162,111	<b>162,111</b>	251,416
<b>Total expenditure</b>		<b>8,618</b>	<b>162,111</b>	<b>170,729</b>	253,990
<b>Net income / (expenditure) for the year</b>	8	<b>54,976</b>	<b>(47,161)</b>	<b>7,815</b>	(69,940)
Transfers between funds		(68,699)	68,699	-	-
<b>Net movement in funds</b>	15	<b>(13,723)</b>	<b>21,538</b>	<b>7,815</b>	(67,366)
<b>Reconciliation of funds:</b>					
Total funds brought forward		(71,050)	(21,538)	<b>(92,588)</b>	(25,222)
<b>Total funds carried forward</b>		<b>(84,773)</b>	-	<b>(84,773)</b>	(92,588)

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

**NDOTM Limited**  
**Balance sheet**  
**As at 31 March 2020**

Company registration no: 06895114

	Note	2020 £	2020 £	2019 £	2019 £
<b>Fixed assets:</b>					
Tangible assets	11		1		1
<b>Current assets:</b>					
Debtors	12	5,025		2,064	
Cash at bank and in hand		<u>21,591</u>		<u>3,410</u>	
		<b>26,616</b>		<b>5,474</b>	
<b>Liabilities:</b>					
Creditors:					
amounts falling due within one year	13	<u>(111,389)</u>		<u>(98,063)</u>	
<b>Net current assets</b>			<b><u>(84,774)</u></b>		<b><u>(92,589)</u></b>
<b>Total net assets</b>			<b><u>(84,773)</u></b>		<b><u>(92,588)</u></b>
<b>Funds</b>					
	14				
Restricted funds			-		(21,538)
Unrestricted funds:					
General funds		<u>(84,773)</u>		<u>(71,050)</u>	
Total unrestricted funds			<b><u>(84,773)</u></b>		<b><u>(71,050)</u></b>
<b>Total funds</b>			<b><u>(84,773)</u></b>		<b><u>(92,588)</u></b>

The Directors consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 and members have not required the charitable company to obtain an audit for the year in question in accordance with section 476 of the Act.

The Directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and for preparing financial statements which give a true and fair view of the state of affairs of the company as at 31 March 2020 and of its net outgoing resources for the year in accordance with the requirements of sections 394 and 395 of the Act and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Approved by the Board of Directors for issue on **8 February 2021**  
and signed on their behalf by:



**Richard Greer**  
**Chair**

**NDOTM Limited**  
**Notes to the financial statements**  
**For the year ended 31 March 2020**

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**1 Accounting policies**

**Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The charitable company is exempted from preparing a cash flow statement due to the early adoption of the exemption available to charities with income of less than £500,000.

**Going concern**

The trustees are aware that the company generated surplus of £7,815 during the year in review. In order to be sure that there are no material uncertainties about the charitable company's ability to continue as a going concern continuing assessments of the company's trading and cash flow will be carried out by management and reported to the trustees on a regular basis. The trustees consider that this control will be sufficient to ensure that there are no sources of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

**Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

**Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services, and other activities undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

**1 Accounting policies (continued)**

**Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between the expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 7.

**Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £100. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Fixtures and fittings	25%
Computer equipment	33%

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Pensions**

The charity operates a stakeholder pension scheme with matched employee and employer contributions.

**NDOTM Limited**  
**Notes to the financial statements**  
**For the year ended 31 March 2020**

**2 Detailed comparatives for the statement of financial activities**

	2019 Unrestricted £	2019 Restricted £	2019 Total £
<b>Income from:</b>			
Donations and legacies	41,385	74,914	<b>116,299</b>
Charitable activities:	10,573	56,716	<b>67,289</b>
Other trading activities	450	-	<b>450</b>
Income from investments	12	-	<b>12</b>
<b>Total income</b>	<u>52,420</u>	<u>131,630</u>	<u><b>184,050</b></u>
<b>Expenditure on:</b>			
Raising funds	2,574	-	<b>2,574</b>
Charitable activities:			
Big Lottery This is it Project	-	9,851	<b>9,851</b>
Walcott Foundation Step up Project	-	80,460	<b>80,460</b>
Speakers Parliamentary Scheme	-	66,686	<b>66,686</b>
Creative Jobs Studio	-	91,845	<b>91,845</b>
<b>Total expenditure</b>	<u>2,574</u>	<u>248,842</u>	<u><b>251,416</b></u>
<b>Net income / (expenditure) for the year</b>	49,846	(117,212)	<b>(67,366)</b>
Transfers between funds	(103,000)	103,000	-
<b>Net movement in funds</b>	<u>(53,154)</u>	<u>(14,212)</u>	<u><b>(67,366)</b></u>
Total funds brought forward	(17,896)	- 7,326	<b>(25,222)</b>
<b>Total funds carried forward</b>	<u><u>(71,050)</u></u>	<u><u>(21,538)</u></u>	<u><u><b>(92,588)</b></u></u>

**3 Income from donations and grants**

	Unrestricted £	Restricted £	2020 Total £	2019 Total £
Grants	30,205	114,950	<b>145,155</b>	81,247
Donations	30,790	-	<b>30,790</b>	35,052
	<u>60,995</u>	<u>114,950</u>	<u><b>175,945</b></u>	<u>116,299</u>

**NDOTM Limited**  
**Notes to the financial statements**  
**For the year ended 31 March 2020**

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**4 Income from charitable activities**

	Unrestricted	Restricted	<b>2020 Total</b>	2019 Total
<b>Speakers Parliamentary Scheme</b>				
Diversity & Inclusion (HOC)	-	-	-	67,289
<b>Total income from charitable activities</b>	<u>-</u>	<u>-</u>	<u>-</u>	<u>67,289</u>

**5 Income from other trading activities**

	Unrestricted	Restricted	<b>2020 Total</b>	2019 Total
	£	£	£	£
Desk hire	-	-	-	150
Other income	2,600	-	<b>2,600</b>	300
	<u>2,600</u>	<u>-</u>	<u><b>2,600</b></u>	<u>450</u>

**6 Income from investments**

	Unrestricted	Restricted	<b>2020 Total</b>	2019 Total
	£	£	£	£
Bank interest	-	-	-	12
	<u>-</u>	<u>-</u>	<u>-</u>	<u>12</u>



**NDOTM Limited**  
**Notes to the financial statements**  
**For the year ended 31 March 2020**

**7a. Analysis of expenditure - current year**

	Basis of allocation	Cost of raising funds £	Charitable activities				Support costs £	2020 Total £	2019 Total £
			Walcott Foundation CJS £	Arts Council CJS £	Big Lottery CJS £	Trust for London CJS £			
Staff costs	Direct	5,000	17,452	27,924	6,946	27,924	44,396	<b>129,642</b>	139,105
Fundraising costs	Direct	3,618					-	<b>3,618</b>	2,574
Direct costs	Direct		1,464	21,151	48	222	-	<b>22,885</b>	68,427
Premises costs	Staff cost						-	-	19,170
Office costs	Staff cost						1,262	<b>1,262</b>	4,917
IT costs	Staff cost						4,507	<b>4,507</b>	7,134
Legal & Prof costs	Staff cost						6,745	<b>6,745</b>	8,093
Governance costs	Staff cost						2,070	<b>2,070</b>	1,996
		<b>8,618</b>	<b>18,916</b>	<b>49,075</b>	<b>6,994</b>	<b>28,146</b>	<b>58,980</b>	<b>170,729</b>	<b>251,416</b>
Support costs		-	12,827	20,524	5,105	20,524	(58,980)	-	-
<b>Total expenditure 2020</b>		<b>8,618</b>	<b>31,743</b>	<b>69,599</b>	<b>12,099</b>	<b>48,670</b>	-	<b>170,729</b>	251,416
Total expenditure 2019		2,574	80,460	66,686	9,851	91,845	-	251,416	

Of the total expenditure, £8,618 was unrestricted (2019: £2,574) and £162,111 was restricted (2019: £248,842).

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**7b. Analysis of expenditure - prior year**

	Basis of allocation	Cost of raising funds £	Charitable activities				Big Lottery This is it £	Creative Job Studio £	Support costs £	2019 Total £
			Walcott Foundation Step up £	Careers Clusters Project £	Speakers Parliamentary Scheme £					
Staff costs	Direct		34,525			8,588	34,322	61,670	139,105	
Fundraising costs	Direct	2,574							2,574	
Direct costs	Direct		20		56,436	92	11,879		68,427	
Premises costs	Staff cost							19,170	19,170	
Office costs	Staff cost							4,917	4,917	
IT costs	Staff cost							7,134	7,134	
Legal & Prof costs	Staff cost							8,093	8,093	
Depreciation	Staff cost							-	-	
Governance costs	Staff cost							1,996	1,996	
		2,574	34,545	-	56,436	8,680	46,201	102,980	251,416	
Support costs		-	45,915	-	10,250	1,171	45,644	(102,980)	-	
<b>Total expenditure 2019</b>		<b>2,574</b>	<b>80,460</b>	<b>-</b>	<b>66,686</b>	<b>9,851</b>	<b>91,845</b>	<b>-</b>	<b>251,416</b>	

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**8 Net income / (expenditure) for the year**

This is stated after charging/(crediting):	<b>2020</b>	2019
	£	£
Auditor's remuneration:		
Independent Examination fees	<b>2,070</b>	1,860
	<u>2,070</u>	<u>1,860</u>

**9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:	<b>2020</b>	2019
	£	£
Salaries and wages	<b>118,339</b>	126,780
Social security costs	<b>8,771</b>	10,481
Employer's contribution to pension schemes	<b>2,533</b>	1,844
Other staff costs	<b>5,227</b>	7,551
	<u>134,869</u>	<u>146,656</u>

The following number of employees received employee benefits (excluding employer pension) during the year between:

	<b>2020</b>	2019
	No.	No.
£60,000 - £69,999	-	1

The total employee benefits including pension contributions and employer NI contributions of the key management personnel were £81,065 (2019: £105,239).

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2019: £nil) neither were they reimbursed expenses during the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

**Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was as follows:

	<b>2020</b>	2019
	No.	No.
Raising funds	<b>0.5</b>	0.5
Charitable activities	<b>2.5</b>	2.5
Support	-	-
Governance	<b>0.5</b>	0.5
	<u>3.5</u>	<u>3.5</u>

**10 Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

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<b>11 Tangible fixed assets</b>	Fixtures and fittings £	Office Equipment £	<b>Total £</b>
<b>Cost</b>			
At the start of the year	3,396	6,176	<b>9,572</b>
Additions in year	-	-	-
At the end of the year	<u>3,396</u>	<u>6,176</u>	<u><b>9,572</b></u>
<b>Depreciation</b>			
At the start of the year	3,396	6,175	<b>9,571</b>
Charge for the year	-	-	-
At the end of the year	<u>3,396</u>	<u>6,175</u>	<u><b>9,571</b></u>
<b>Net book value</b>			
<b>At the end of the year</b>	<u>-</u>	<u>1</u>	<u>1</u>
At the start of the year	<u>-</u>	<u>1</u>	<u>1</u>

All of the above assets are used for charitable purposes.

<b>12 Debtors</b>	<b>2020 £</b>	<b>2019 £</b>
Trade debtors	1,650	400
Prepayments	-	331
Accrued income	<u>3,375</u>	<u>1,333</u>
	<u><b>5,025</b></u>	<u><b>2,064</b></u>

<b>13 Creditors: amounts falling due within one year</b>	<b>2020 £</b>	<b>2019 £</b>
Trade creditors	72,346	69,018
Taxation and social security	15,253	3,840
Accruals	3,790	3,667
Deferred income	<u>20,000</u>	<u>21,538</u>
	<u><b>111,389</b></u>	<u><b>98,063</b></u>

<b>Deferred income</b>	<b>2020 £</b>	<b>2019 £</b>
Balance at the beginning of the year	21,538	19,962
Amount released to income in the year	(21,538)	(19,962)
Amount deferred in the year	<u>20,000</u>	<u>21,538</u>
Balance at the end of the year	<u><b>20,000</b></u>	<u><b>21,538</b></u>

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**14 Analysis of net assets between funds - current year**

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	1	-	1
Net current assets	(84,774)	-	(84,774)
<b>Net assets at the end of the year</b>	<b>(84,773)</b>	<b>-</b>	<b>(84,773)</b>

Analysis of net assets between funds - prior year

	General £	Restricted £	Total £
Tangible fixed assets	1	-	1
Net current assets	(71,051)	(21,538)	(92,589)
Net assets at the end of the year	(71,050)	(21,538)	(92,588)

**15 Movements in funds - current year**

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
Walcott Creative Job Scheme	-	25,000	31,743	6,743	-
Big Lottery Creative Job Scheme	-	9,950	12,099	2,149	-
Trust for London Creative Job Scheme	(21,538)	40,000	48,670	30,208	-
Arts Council Creative Job Scheme	-	40,000	69,599	29,599	-
<b>Total restricted funds</b>	<b>(21,538)</b>	<b>114,950</b>	<b>162,111</b>	<b>68,699</b>	<b>-</b>
<b>Unrestricted funds:</b>					
General funds	(71,050)	63,595	8,618	(68,699)	(84,773)
<b>Total unrestricted funds</b>	<b>(71,050)</b>	<b>63,595</b>	<b>8,618</b>	<b>(68,699)</b>	<b>(84,773)</b>
<b>Total funds</b>	<b>(92,588)</b>	<b>178,545</b>	<b>170,729</b>	<b>-</b>	<b>(84,773)</b>

Movements in funds - prior year

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
Walcott Step up Project	(7,326)	32,500	80,460	55,286	-
Big Lottery This is it Project	-	7,462	9,851	2,389	-
Creative Job Studio	-	34,952	91,845	35,355	(21,538)
Speakers Parliamentary Scheme	-	56,716	66,686	9,970	-
<b>Total restricted funds</b>	<b>(7,326)</b>	<b>131,630</b>	<b>248,842</b>	<b>103,000</b>	<b>(21,538)</b>
<b>Unrestricted funds:</b>					
General funds	(17,896)	52,420	2,574	(103,000)	(71,050)
<b>Total unrestricted funds</b>	<b>(17,896)</b>	<b>52,420</b>	<b>2,574</b>	<b>(103,000)</b>	<b>(71,050)</b>
<b>Total funds</b>	<b>(25,222)</b>	<b>184,050</b>	<b>251,416</b>	<b>-</b>	<b>(92,588)</b>

**16 Purposes of restricted funds**

The income of the charity includes grants received for specific restricted projects. The trustees' report includes a description of the activities of each project.

**17 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

**18 Related party transactions**

There are no related party transactions to disclose for 2020 (2019: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

**19 Post balance sheet event**

The World Health Organization declared the outbreak of the coronavirus a pandemic in March 2020. As we progress through 2020, more information is becoming known about the scale and impact of the coronavirus. The pandemic might have a significant financial effect on the charity and its operations and lead to reductions in future donations.