



FLAMINGO CHICKS CIO ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED
31 JANUARY 2021

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

CONTENTS	Pages
Trustees' Report	2 – 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Notes forming part of Financial Statements	12 - 18

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

The Trustees have pleasure in presenting their report together with the financial statements of the Charity for the year ended 31 January 2021.

Objectives and Activities

The Charity's objects, as set out in its governing document, are the promotion of social inclusion among disabled people, who are socially excluded from society, or parts of society, as a result of being disabled and, to relieve the needs of such people and their families and carers by:

- a) being an inclusive dance community for children and adults, disabled and non-disabled;
- b) providing and facilitating a support network for the families and carers of disabled people;
- c) raising public awareness of the issues affecting disabled people and their families/carers, both generally and in relation to their inclusion;
- d) advocating for the equal treatment of disabled people and their families, including the elimination of discrimination on the grounds of disability.

Statement of Public Benefit

The Charity Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The Charity's Activities

Flamingo Chicks is a multi-award-winning charity and inclusive community providing *all* children, including disabled children and those with illnesses such as cancer, the opportunity to enjoy dance, explore movement and learn alongside friends. In addition, the charity provides a vital peer support network for parents and carers, inter-generational volunteering, global outreach and advocacy.

Levels of inactivity and isolation are unacceptably high amongst disabled children: 40% of parents of disabled children say their child rarely or never has the opportunity to play with non-disabled children and a staggering 80% of disabled people are inactive. Flamingo Chicks seeks to combat inactivity and isolation among disabled children and their families and support disabled children to realise their full potential and advocate for their own futures.

We do this through holistic programming centred on five core pillars:

- 1) Inclusive dance classes
- 2) Parent/carer peer support
- 3) Inter-generational volunteering
- 4) Youth-led advocacy
- 5) Global outreach

From our fully accessible inclusive dance classes through to our Agents of Change programme of youth advocates, Flamingo Chicks offers disabled children the chance to participate in activities that combat stereotypes around what disabled children and their bodies can do and empowers disabled children to advocate for their own ambitions and desires. Complimentary programming supporting parents and carers, alongside an exemplary intergenerational volunteering programme, fosters greater awareness about the challenges and barriers

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

disabled children, their parents, carers and family networks face, leading to wider societal understanding and changing attitudes, actions and access.

Our advocacy and outreach work seeks to amplify this understanding and champion inclusivity and inclusive practices to lead to real change in the way society treats disabled children.

OUR IMPACT IN 2020

250,000 views of our ground-breaking virtual classes

2,590 children dancing with us

547 volunteers in our network

27 Agents of Change Youth Advocates

8 designated parent/carer relaxation sessions

1 Queen's Award for Voluntary Services

Despite the challenges posed by Covid-19, 2020 saw Flamingo Chicks make a step-change in our reach, harnessing the power of technology to work with new special schools, hospices and community groups across the length and breadth of the country. Our growth in both organisational income and programmes reach, in spite of the year's challenges, has been particularly encouraging for our first year with registered charitable status, following six years as a Community Interest Company.

Very early on in it became clear that the Coronavirus pandemic would be a long-term challenge for children with Special Educational Needs and Disabilities with so many support services and activities paused, cancelled or inaccessible. It also became clear that through our quick adaption to remote delivery, the services that Flamingo Chicks were providing were unique, filling a gap in accessible online physical and recreational activities.

As a result, our network of special schools, community groups and hospices grew nationwide, with **over 2,500 children** dancing with us in-person, on Zoom with their school or club or at home. Even more impressive were our first-of-their-kind virtual classes: launched in response to the first national lockdown, these pioneering classes have clocked over **250,000 views**, a watch time equivalent of 45 online classes per day!

Online, remote delivery has opened many doors for Flamingo Chicks. Freed from geographical restrictions, many of our programmes are now more accessible than before: our Agents of Change programme moved online where its membership doubled, and the new flexibility enabled us to welcome awe-inspiring figures from the worlds of sport, entertainment and advocacy to workshop with our youth advocates. Our volunteering programme, similarly, has become more accessible with remote roles removing barriers such as transport and mobility. This enabled us to reconnect with former volunteers and provide meaningful opportunities for furloughed workers, who joined us for an epic Zoom party to celebrate our Queen's Award for Voluntary Services in June. In addition, we have continued to provide vital support to our parent/carer network: from providing practical tips to build resilience through to new online 'Stretch and Breathe' sessions to support mental health.

2020 and the Covid-19 pandemic revealed the scarcity of accessible activity provision for disabled children, particularly online. Flamingo Chicks stands out as a provider of truly unique, accessible physical and recreational activities and a leader in this space. The last year has seen demand for our services like never before and we are determined to grow to respond to this need. We have welcomed three new additions to our teaching team and increased our

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

operational capacity to ensure we can continue to support disabled children and families as we navigate out of the pandemic.

We are extremely grateful for all the support we have received this year. With the flexibility of funders, generosity of supporters, the incredible input from volunteers across a plethora of roles, as well as the invaluable strategic input from our Trustees and the immense hard work of our team (with many juggling home-schooling too!), we have been able to create real impact and momentum. Thank you!

Targets and plans for 2021-2

Having navigated the challenges of the Covid-19 pandemic through 2020, Flamingo Chicks' priorities for 2021 will focus on harnessing the lessons and gains made through hybridised (remote and in-person) programme delivery to provide stability for the families and children we serve – particularly looking at themes of resilience – and increase our footprint and reach more disabled children and families.

Flamingo Chicks is committed to growing our reach sustainably, and we are building a varied fundraising portfolio to support this, alongside a continued championing of collaborative work to provide the best possible service.

By 2023, we aim to create a community of more than 5,000 children and families accessing our services each year, where ALL children can enjoy the life changing benefits of being active, feel part of a community and break down barriers to inclusion.

Financial Review

On 1 February 2020 the Flamingo Chicks CIC transferred all of its funds of £20,497 to Flamingo Chicks CIO. During the year the Charity received income of £141,782 and incurred expenditure of £107,834 realising a surplus of £33,948 for the year, which was made up of £15,348 unrestricted funds and £18,600 of restricted funds. At the year end the funds comprised £39,685 in unrestricted funds and £14,760 in restricted funds making a total of £54,445.

Reserves policy

Trustees agreed a reserves policy of 4 months which based on operational budget is **£47,544**. At the end of 2020, the unrestricted free reserves were £38,300. The Charity has a robust and varied fundraising programme for raising both restricted and unrestricted funds which will increase reserves. Reserves may be accessed, with the agreement of the Trustees, to provide working capital in order to meet new areas of endeavour and to meet emergency requirements.

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

Principal funding sources

Flamingo Chicks works hard to create a fundraising armoury with funding sources from several avenues. These include charitable trusts and foundations, corporate support and community fundraising.

The Charity would particularly like to thank the following for their generous support this year – and particularly their flexibility with funding enabling the charity to respond so effectively and swiftly to Covid-19:

The Funding Network
Rooms4Groups
The Liz and Terry Bramall Foundation
Localgiving Foundation
AJG – Gallagher
The Moondance Foundation
Co-op
Work for Good
MyRace Virtual Racing
Lightyear Foundation funders (working in partnership) – Curiosity, The Ogden Trust, UK Space Agency, John Lyon's Charity
Quartet Community Foundation
Bristol City Council Coronavirus Grant
Paypal Giving fund
Coronavirus Community Support Fund, distributed by The National Lottery Community Fund
Blue Wave Informatics
The Albert Hunt Trust
John James Bristol Foundation
Prudential PLC Small Donations Fund
Clifford Chance Foundation
Community Match Challenge via Localgiving Foundation - Magical memories II

Donated goods and services

Flamingo Chicks is extremely grateful for the following donated goods and services:

- 4 Media Group – pro bono PR campaign
- The health, education and social care professionals who assist our work
- Agents of Change speakers this year -
 - Laura Tobin - Meteorologist, Good Morning Britain, ITV
 - Joe Sims - Actor
 - Rowan Bridge - BBC News reporter
 - Dr. Camilla Pang - Scientist and Author

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

- Dr. Hannah Barham-Brown - Doctor, Deputy Leader of Women's Equality Party and Campaigner
- Geraldine Tiernan - Production Costume Manager, English National Ballet
- Mike Sharrock - CEO Paralympics GB
- Dr. Anna Horleston - Planetary seismologist, part of NASA InSight's Marsquake Service
- Kate Mactear - Medical Engineer
- Richard David-Caine - Actor
- Joseph Elliot - Actor and Author
- Will Bayely MBE - Paralympic Table Tennis player
- Tessy Ojo CBE - CEO of the Diana Award
- Nicola Pike - Makaton Tutor
- Veale Wasbrough Vizards LLP – helping us convert from a CIC to a CIO
- Coalition for Efficiency – impact and evaluation consultancy
- Gifts donated to our online shop totalling £195.95

As it is difficult to value these donated services, they have not been included in the accounts, with the exception of the donated goods.

Reference and administrative details

Charity registration number: 1187604

Date of registration: 27th January 2020 (previously a CIC since 2nd February 2015)

Address: The Old Bake House, Downs Park East, Westbury Park, Bristol BS6 7QD

Website: www.flamingochicks.org

Bankers: Lloyds Bank plc, 15 High St, Westbury on Trym, Bristol BS9 3DA

Independent examiner: Noa Bladon

Trustees:

The Trustees who served the charity during the period were as follows:

Mrs Claire Bridges – Chair (appointed 27.1.2020)

Alicia Burnett (appointed 30.10.2020)

Andrew Sanders (appointed 27.1.2020)

Celina Tomas (appointed 30.10.2020)

Jennifer Jeffery (appointed 25.3.2020)

Owen Masters (appointed 27.1.2020)

Robert Hart (appointed 27.1.2020)

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

Structure, governance and management

Governing document

On 27 January 2020, the Charity was converted from a Community Interest Company to a Charitable Incorporated Organisation. The CIC had been incorporated on 2 February 2015 and its company number was 9417737. The Charity was registered with the Charity Commission on 27 January 2020 and is governed by its Foundation Constitution dated 27 January 2020. All assets and liabilities were transferred from the CIC to Flamingo Chicks CIO.

Organisational structure

The Trustees are responsible for decisions regarding the strategy and development of the charity, and other high-level decisions. Day to day running of the charity is delegated to the CEO Katherine Sparkes, plus her team of freelance professionals.

Recruitment and appointment of new Trustees

Regular Trustee skills audits are carried out and based on this, new Trustees are recruited, either to replace a person who has resigned or to bring specific skill and experience onto the board. Trustee vacancies are widely advertised. Shortlisted candidates are interviewed by the CEO then by at least one other Trustee before being invited to attend a first board meeting as an observer. Following this the board votes on the appointment of the new Trustee. Flamingo Chicks prides itself on making its onboarding process accessible. New measures include a Board Buddy scheme, recording meetings to watch again and live minutes.

Risk management

As 2020 unfolded, it became clear that the Covid-19 pandemic would significantly impact on Flamingo Chicks' activities throughout the year. However, the team responded swiftly and creatively and by harnessing technology, the Charity has been able to reach more disabled young people than ever before.

- **Funding**

Risk: reduced availability of funds, in particular to cover core costs

Flamingo Chicks would like to thank its Funders who have all been supportive and flexible in their grant requirements, enabling the charity to reallocate funds to support rapidly growing online delivery. The Charity made particular effort to build strong reserves for its first year in operation and has undertaken a varied fundraising portfolio to ensure a growth in unrestricted income to support core costs.

- **Programme impact**

Risk: Flamingo Chicks unable to deliver against planned impact and targets

Covid-19 posed considerable risk to delivery against targets. Working closely with funders, we were able to adapt and expand our offering to continue to support disabled children increasingly marginalised by the pandemic.

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

- **In-person delivery**

Risk: School closures and Covid-19 safety

The vast majority of programme delivery has moved online; however, Flamingo Chicks created designated Covid-19 risk assessments to support class delivery in-person where it was safe and permitted to do so. Covid-19-specific safety measures have been implemented to maintain staff, volunteer and participant safety.

- **Working on-line**

For online programme delivery, Flamingo Chicks updated our policies and risk assessments to ensure safe delivery. The charity invested in staff and volunteer training for this new way of working, ensuring safeguarding remains the highest priority.

Statement of the Trustees' Responsibilities

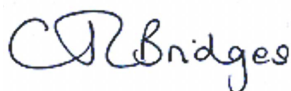
The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practice;
- Make judgements and 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 Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, The Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board and signed on its behalf by:



Claire Bridges, Chair of Trustees

Date: 8 March 2021



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
FLAMINGO CHICKS CIO

On accounts for the year
ended

31st January 2021

Charity no
(if any)

1187604

Set out on pages

10-18

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/01/2021.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have 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:

Date:

3rd March 2021

Name:

Noa Bladon

Relevant professional
qualification(s) or body
(if any):

ICAEW

Address:

25 Byron Road, London, NW7 4AH

FLAMINGO CHICKS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2021**

		Unrestricted funds	Restricted funds	31.01.21 Total funds
	Notes	£	£	£
Income from:				
Grants and donations	2	41,386	95,124	136,510
Charitable activities	3	5,272	-	5,272
Other		-	-	-
Total income		46,658	95,124	141,782
Expenditure on:				
Raising funds	4	2,086	-	2,086
Charitable activities	5	29,224	76,524	105,748
Total expenditure		31,310	76,524	107,834
NET INCOME/ (EXPENDITURE) FOR THE YEAR	10	15,348	18,600	33,948
Transfers between the funds		-	-	-
Net movement in the funds		15,348	18,600	33,948
RECONCILIATION OF FUNDS				
Total funds brought forward		24,337	(3,840)	20,497
TOTAL FUNDS CARRIED FORWARD	14	39,685	14,760	54,445

The Charity has no recognised gains or losses other than the results for the year as set out above.
All of the activities of the Charity are classed as continuing.

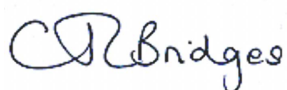
The notes on pages 12 to 18 form part of these financial statements.

FLAMINGO CHICKS CIO

**BALANCE SHEET
AS AT 31 JANUARY 2021**

		Unrestricted funds	Restricted funds	31.01.21 Total funds
	Notes	£	£	£
FIXED ASSETS	11	<u>1,384</u>	<u>-</u>	<u>1,384</u>
CURRENT ASSETS				
Debtors	12	390	-	390
Cash at bank		38,611	14,760	53,371
		<u>39,001</u>	<u>14,760</u>	<u>53,761</u>
CREDITORS				
Amounts falling due within one year	13	<u>(700)</u>	<u>-</u>	<u>(700)</u>
NET CURRENT ASSETS		<u>38,301</u>	<u>14,760</u>	<u>53,061</u>
NET ASSETS		<u><u>39,685</u></u>	<u><u>14,760</u></u>	<u><u>54,445</u></u>
FUNDS	14			
Unrestricted funds				39,685
Restricted funds				<u>14,760</u>
TOTAL FUNDS				<u><u>54,445</u></u>

The financial statements were approved by the Board of Trustees on 8 March 2021 and were signed on its behalf by:



Claire Bridges - Chair

The notes on pages 12 to 18 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2021**

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with items recognised at cost or transaction value. The Financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), FRS 102 and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern due to accumulated reserves, and there are no significant current or longer-term liabilities, and the organisation has significant net assets and reserves.

Income

All income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants and donations are included in income when they are received, except for significant one-off grants and donations, received after the year end but promised before the year end.

Gift aid receivable is included in income when there is a valid declaration from the donor. Any gift aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor has specified otherwise.

Legacies are included when the charity is advised by the personal representative of an estate that the payment will be made, or property transferred and the amount can be quantified.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

The value of any volunteer help received is not included in the accounts but is described in the Trustees' Annual Report.

1. ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity costs categories on a basis consistent with the use of the resources.

Expenditure includes attributable VAT which cannot be recovered.

Taxation

The charity is exempt from tax on its charitable activities.

Cash at bank and in hand

Cash at bank 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

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.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time at the discretion of the Trustees.

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

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

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2021

2. GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	31.01.21 Total £
Grants - unrestricted	11,995	-	11,995
Grants - Government COVID-19	10,000	-	10,000
Grants - restricted			
- Inclusive dance programmes	-	41,830	41,830
- Intergenerational volunteering programme	-	6,675	6,675
- CEO role	-	32,647	32,647
- Capacity building programme	-	11,684	11,684
- Agents of Change Youth Advocacy	-	2,288	2,288
Donations	16,925	-	16,925
Gift aid	2,466	-	2,466
	<u>41,386</u>	<u>95,124</u>	<u>136,510</u>

3. CHARITABLE ACTIVITIES INCOME

Dance classes	4,794	-	4,794
Online shop	478	-	478
	<u>5,272</u>	<u>-</u>	<u>5,272</u>

4. RAISING FUNDS

	Unrestricted funds £	Restricted funds £	31.01.21 Total £
Fundraising costs	1,326	-	1,326
Donation website charges	760	-	760
	<u>2,086</u>	<u>-</u>	<u>2,086</u>

5. CHARITABLE ACTIVITIES - CURRENT YEAR

	Direct costs £	Project costs £
Charitable activities (see Note 6)	15,770	76,524
Support and governance costs (see Note 7)	13,454	-
	<u>29,224</u>	<u>76,524</u>

FLAMINGO CHICKS CIO

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2021**

6. CHARITABLE ACTIVITIES - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.21 Total £
<u>Direct costs</u>			
Dance classes	11,310	-	11,310
Parent/carers support	148	-	148
Volunteer management	1,544	-	1,544
Advocacy and campaigns	1,292	-	1,292
Virtual classes - website and marketing	1,476	-	1,476
<u>Project costs</u>			
- Inclusive dance programmes	-	35,541	35,541
- Intergenerational volunteering	-	5,150	5,150
- CEO role	-	25,778	25,778
- Capacity building programme	-	9,690	9,690
- Agents of Change Youth Advocacy	-	365	365
	<u>15,770</u>	<u>76,524</u>	<u>92,294</u>

7. SUPPORT AND GOVERNANCE COSTS

	Unrestricted funds £	Restricted funds £	31.12.20 Total £
<u>Support costs</u>			
Office and storage rent	6,663	-	6,663
Business rates	277	-	277
Telephone and internet	994	-	994
Printing, postage and stationery	480	-	480
Subscriptions	345	-	345
Sundry and gifts	752	-	752
Depreciation of equipment	462	-	462
Bookkeeping, payroll and accounts	1,180	-	1,180
	<u>11,153</u>	<u>-</u>	<u>11,153</u>
<u>Governance</u>			
Insurance	556	-	556
Monitoring and evaluation	1,545	-	1,545
Professional fees	200	-	200
	<u>2,301</u>	<u>-</u>	<u>2,301</u>
Total support and governance	<u>13,454</u>	<u>-</u>	<u>13,454</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2021

8. STAFF COSTS AND NUMBERS - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.21 Total £
Gross salaries and wages	-	20,860	20,860
Employer's pension	-	4,662	4,662
	<u>-</u>	<u>25,522</u>	<u>25,522</u>
Freelance staff			
- Raising funds	581	-	581
- Charitable activities - projects	-	47,161	47,161
- Charitable activities - general	11,477	-	11,477
- Management and governance	1,450	-	1,450
	<u>13,508</u>	<u>47,161</u>	<u>60,669</u>
Total staff costs	<u>13,508</u>	<u>72,683</u>	<u>86,191</u>

There was 1 member of staff employed during 2020/21.

No members of staff received staff benefits (excluding employer pension costs) for the year of more than £60,000.

The remuneration of the key management personnel (2021, 1 person) amounted to £25,522.

9. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the year ended 31 January 2021

Trustees' expenses

There were no Trustees' expenses paid or waived for the year ended 31 January 2021.

Trustees' donations

Four Trustees made donations amounting to £739.

Related parties

During 2020/21 the charity continued its partnership with Lightyear Foundation (a registered charity). The relationship enables Flamingo Chicks to have a greater reach and social impact, making maximum use of available funds. The organisation is well-known to Flamingo Chicks as its CEO also works one day a week for Lightyear.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2021

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	31.01.21
	£
Independent examiner's fee	-

No fees have been paid to the Independent Examiner for her review and she has not provided any other assurance or advisory services.

11. FIXED ASSETS

	Equipment & furniture
	£
COST	
Net book value transferred from CIC	1,846
Additions	-
Disposals	-
Balance c/f	1,846
DEPRECIATION	
Balance b/f	-
Charge for year	462
Balance c/f	462
NET BOOK VALUE	1,384

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.21
	£
Trade debtor	390

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.21
	£
Accruals	700

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2021

14. MOVEMENT IN FUNDS - CURRENT YEAR

	At 1.2.20 £	Income £	Expenditure £	Transfers £	At 31.01.21 £
Unrestricted funds					
General fund	24,337	46,658	(31,310)	-	39,685
Restricted funds					
Inclusive dance programmes	-	41,830	(35,541)	-	6,289
Intergenerational volunteering programme	-	6,675	(5,150)	-	1,525
CEO role	(3,840)	32,647	(25,778)	-	3,029
Capacity building programme	-	11,684	(9,690)	-	1,994
Agents of Change Youth Advocacy programme	-	2,288	(365)	-	1,923
	<u>(3,840)</u>	<u>95,124</u>	<u>(76,524)</u>	<u>-</u>	<u>14,760</u>
TOTAL FUNDS	<u>20,497</u>	<u>141,782</u>	<u>(107,834)</u>	<u>-</u>	<u>54,445</u>

General fund

The general fund is used for the administration costs of the charity.

Inclusive dance programmes

This fund delivers dance classes and workshops that provide a practical experience for disabled children.

Intergenerational volunteering programme

This fund is to cover the costs of managing the charity volunteers.

CEO role

This fund is to cover the costs of the CEO for the day to day running and leadership of the Charity.

Capacity building programme

This fund is to cover the costs of the operations manager to develop the capacity building programme.

Agents of Change Youth Advocacy programme

This fund is to develop the Agents of Change Youth Advocacy programme as described in the Annual Report.