CODE YOUR FUTURE

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

CODE YOUR FUTURE

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note 2 to the financial statements and comply with the "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)" (as amended for accounting periods commencing from 1 January 2019) and the Charities Act 2011.

1.Message from the Trustees

Against the backdrop of a challenging year, Code Your Future's amazing volunteers and staff have shown incredible dedication, resilience, solidarity and teamwork. The passion and the enthusiasm of the team are both inspiring and infectious. In a year where the world struggled with a global pandemic and there was an intensified spotlight on long-standing societal inequalities and injustices, Code Your Future has continued to grow from strength to strength. It has achieved impact at a time when it has been needed most.

When the pandemic hit, Code Your Future's priorities were to ensure all trainees, volunteers and staff remained safe and protected. There was particular concern for those unable to access the support they normally would for food, welfare, healthcare or who may be in shared accommodation and unable to self-isolate. The teams went to unprecedented lengths to help trainees and alumni facing illness, isolation, changes in finances and hunger. Many of our trainees and allumi normally live with a high degree of uncertainty, but the pandemic exacerbated already challenging circumstances. Our trainees are resilient people, many of whom have experienced unimaginable trauma and have seen major disruptions in their life, but this year they have also faced the lockdown, some far away from their loved ones, with high levels of anxiety and concern for their families and friends.

Almost overnight, Code Your Future re-moulded itself to teaching its courses and supporting students online. This demonstrated great strength, creativity and flexibility from the organisation's leaders and volunteers. Code Your Future also adopted a virtual community model and everyone worked hard to maintain the supportive and family-like environment that is so important to cultivating motivation and success in the training programmes.

Despite the shockwaves the pandemic sent out, Code Your Future has had a year to celebrate. It was able to continue growing and impact the lives of more students than ever before. In spite of the additional challenges faced, the graduates of 2020 have been as strong and talented as ever: 69% of our them secured job offers in the tech industry, with fantastic careers ahead of them.

Perhaps the most impressive response for CodeYourFuture was from the community as a whole. In a moment in time that was characterised by isolation for many in society; our trainees, alumni, volunteers and staff, who had not met in person, were able to forge meaningful connections and camaraderie with each other - the type of connections that are inherent in the entirely unique approach of CodeYourFuture, and which help us impact society in a way few other grassroots organisations can attest to. The staff, volunteers and supporters at Code Your Future responded with so much strength and unity to help its students navigate their way through these uncertain times.

In a year of change, one thing that has stood strong is CYF's absolute commitment to giving its students the opportunity to lead a thriving life.

As trustees we are incredibly proud of what Code Your Future has and continues to achieve. We would like to pay tribute to our fantastic volunteers and staff for their outstanding and tireless contribution during these uniquely challenging times. This annual report illustrates in more detail how the charity has changed lives and impacted different sections of the tech industry and society, more widely - including looking at the facts and figures behind our trainees, alumni and volunteers; and highlighting the partnerships and supporters without which and whom we would not have been able to achieve what we did in 2020.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Executive summary

The year 2020 will always be remembered by the monumental emotional, physical and financial challenges brought by the pandemic. As we entered the first lockdown in the UK, CYF had to adapt to an online-only mode to continue to train, mentor and build community. As a community-centric organisation, we were fortunate to have entire teams working on the transition, which allowed us to get ready for the next class on time. On the positive side, being entirely online gave us an opportunity to welcome new community members from around the globe. We were also able to get closer together as a team, dismantling geographical boundaries and allowing us to be present in classes from three countries on the same day.

We have been extremely grateful to see CYF grow extensively in the West Midlands UK, where we launched two cohorts during the year, and South Africa, where we are running our first program entirely driven by community leaders with full-time responsibilities. The determination and resilience shown by these new groups, who were not able to meet face-to-face during the whole year has been admirably inspiring. We also experienced the completion of our first Rome intake and enjoyed seeing the first group of people getting hired.
The community in North-West UK launched their largest group of trainees and a whole new wave of volunteers who are becoming one of the most vibrant and self-organised communities within the organisation, including former students -- a special type of volunteer that fills us with joy. The Glasgow team, which graduated their fourth cohort this 2020, was led by organisers that have been part of the organisation since 2017. An incredible feat of commitment and ownership.

The London community team succeeded in reaching their aim to improve the team's gender ratio: after a series of events and workshops, 50% of the team starting the full-stack program are women. They also received the largest number of applicants yet and interviewed more than 70 successful applicants from Intro to Coding.
A new team was created to support our alumni in working in tech projects, developing products launched on the market, thus enhancing their employability options. We were fortunate to welcome Project Managers and Tech Leads to guide these teams to share their experience and become the last port for our trainees before getting employed.

The year had no shortage of challenges. We struggled to create the same community feeling that we had during our weekend community workshops, where our community was bringing home-made food and spending quality time supporting each other. We were tired and burdened by having to volunteer entirely behind a screen. We also had more difficulties in reaching out to groups without good connectivity or laptops, as so many social projects stopped running face-to-face operations. And until the last quarter of the year most companies had a hiring freeze that stopped us from creating new corporate partnerships.

Nevertheless, we managed to expand our team supporting the community, and became a fully distributed organisation, with members living in areas that suit them most. We made new friends that we have never met in real life and we graduated entire cohorts that worked 100% online without dramatically affecting the quality of the program.

None of this would have been possible without our grassroots teams of professionals and the university graduates that work tirelessly to create a positive impact in the lives of their trainees. This organisation would not exist without them. Despite the hardship we are now stronger than ever as an organisation.

3. Trainee Story from London - Negin DN

Class: London 7

'When I heard about CYF, it felt like a light in absolute darkness and as soon as I heard about it, I knew I wanted to start the journey.'

Negin had been working in the retail sector since moving to the UK in order to make ends meet, after having to give up her job as a journalist in her home country. However, the jobs Negin was doing weren't able to sustain her life in the way that she wanted, or in the way that her ambitions merited. Luckily, through a friend's recommendation, she found a special opportunity through CodeYourFuture.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

'At the start, I saw it as an easy way to change my career. Soon I realised the 'easy' part is not true at all, but I wanted this so bad that I was ready to be challenged for it. At CYF, they don't just tell us to study, they give us the best tools to be able to do that, which makes it very special.'

Despite appreciating quickly the opportunity the course afforded her, Negin understood that hard work had to be applied.

'My old me would give up very easily but with all the tools CYF provided me, I now know succession is a path and not a destination.'

As Negin works hard to find the right opportunity for her first full-time job as a developer, she reflects on the merits of the course for others thinking about following her path:

'We are not who we think we are. We can be who we want to be if we are willing to change. CYF provides the tools we need to do that and it is up to us if we are going to use them.'

3.1. Trainee Story from The North West - Fatima Abdimalik

Class: North West 3
In many ways, Fatima's journey with CodeYourFuture is the classic example of how quickly the course can change someone's life for the better.

Despite having a degree to back up her CV, Fatima, like many others, struggled to breakthrough to the elusive first role in her chosen career path. After hearing a passing reference made about the CodeYourFuture course from a family member, Fatima began to entertain the idea of taking an entirely new professional path and learning programming from scratch. Around only one year later, Fatima's life changed as she got a job as a full-time software developer at ThoughtWorks.

'Once I signed my job contract, I was over the moon - I cannot describe that feeling.'
Now, when she reflects on the moment she decided to undertake the course, Fatima explains how things clicked:

'I had no programming experience before applying for the course but I just stuck in all along, attended all the classes, did the homework and asked for help when I needed it.

I met the right people who opened the doors for me and introduced me to all that I needed to land a job in the industry. Both my personal development and tech buddy mentors were amazing, including helping me with tech assessments and interview preparation.

I am pleased I took that decision to join the course and if I could go back in time I would do the same thing again.'

Fatima's advice for others thinking about joining the course?

'Don't hesitate, join - and this should change your life for the better.'

4. Barriers to Entry

Unfair barriers to training and studying are a problem for too many people in our society but at CodeYourFuture we aim to address this head-on. One of our biggest tools for tackling inequality and increasing diversity in the tech industry is the provision of critical support and resources for our trainees to be able to fully commit to a life-changing career development journey.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Flexibility

We provide a part-time educational model with classes on weekends and set coursework during the week to allow trainees to manage their development around diverse commitments.

Support from day one

From the point of applying for our course, motivated people are given the opportunity of receiving the material support they need to get onboard the course.

Free

Our course will always be free. We believe that everyone deserves the chance to have a thriving career, regardless of financial barriers they might face.

Laptops and internet

To launch a career as a software developer, people need access to the right tools and infrastructure. We provide devices and data to any trainee that struggles with access.

Travel

Although the large majority of our classes in 2020 were remote, we always ensure that all our trainees and alumni have equal opportunity to travel to our events and classes.

Childcare

For many in society - especially women - lack of support with childcare means they are not able to grab the opportunities they deserve. At CodeYourFuture, we cover the costs of childcare so that people are supported enough to pursue their dream of having a thriving career as a software developer.

Inclusivity

At CodeYourFuture, we bring together a diverse range of trainees, volunteers and alumni and focus most on creating a welcoming and inclusive environment - helping to break down the cultural barriers that can often restrict people's access to the tech industry.

5. Our Model & Response to COVID-19 Pandemic

Our Response to the COVID-19 Pandemic

With over a hundred trainees and even more volunteers across our chapters inside and outside the UK, what should have been a mammoth task to pivot all our planning and delivery online was made a smooth process thanks to an experienced and well equipped community of trainees, volunteers and staff.

Our preexisting regular use and knowledge of communication, teaching and planning tools - most notably use of our bustling Slack workspace - helped our community shift to a fully-remote model of teaching, supporting and organising within the space of one week of the first UK lockdown being announced.

There were, of course, some challenges: not least that of the needs of our most vulnerable community members becoming even more acute due to reduced access to key public and third sector services. The reaction to this was equal to the scale of the issue, however, as volunteers and staff worked together to ensure dedicated social support was promptly advertised to more vulnerable members of the community. CodeYourFuture as an organisation also took direct responsibility to fill gaps in support - tackling digital isolation through increased data and device provision, and supporting with addressing new, unique childcare needs with tailored support and advice.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

One other challenge that arose was around a key question arising from our shift to fully remote communication: how do we recreate the community spirit that is the lifeblood of CodeYourFuture?

Luckily, there was no shortage of creativity and energy when approached with finding solutions. Within a few weeks, members of our community from across our different regions were working together to create global interactive and inclusive book clubs, home exercise groups and creative coding lunch hours, to name only a few examples! When it came to attracting and engaging new volunteers, revolving groups of experienced volunteer teachers, mentors and ambassadors, working alongside trainees and graduates, took responsibility to host new routine Global Volunteering Welcome Events that were characterised by the perfect balance of outlandish icebreakers, informative Q&As and inspiring testimonies from CodeYourFuture trainees and alumni.

Whilst we were able to take these dynamic approaches to sustaining our work, we were also able to create new avenues for learning and growth thanks to a shift in model.

CodeYourFuture has always been unique with its focus on practical grassroots action and interregional shared learning but in 2020, in the face of the challenge of the pandemic, our community began to realise much more strongly its potential as an international movement characterised by close collaboration, joint delivery and shared best practice between our full spectrum of talented coders and otherwise experienced industry professionals in our active regions of London, North West England, Scotland, the West Midlands, South Africa and Rome,

Despite maintaining strong local connections in each of our chapters, we took advantage of our remote capabilities to engage with volunteers across the globe. As a result, we had passionate and engaged individuals from places such as Lebanon and the United States working alongside those based in our active regions, in different continents.

Perhaps most positively, we were given incentive to open up and promote our self-guided Intro To Coding course to people across the globe, regardless of their proximity to an active CYF region. With the aid of weekly live workshops hosted by our community of volunteers and trainees, we were able to help hundreds more individuals take those important first steps into a career in tech.

Finding Trainees

Since we began our first class in 2017, inclusivity, diversity and empowerment have been among the key values characterising CodeYourFuture's work. We ensure our opportunities for building a life-changing career are offered to those most underrepresented among the realm of rewarding and fulfilling jobs like those in tech. Our trainees are also made up of those from backgrounds who face the biggest challenges to accessing other education and training opportunities, and include:

- Refugees or Asylum seekers
- Single Parents with low income
- Those diagnosed with mental health, learning, or physical disabilities,
- Those who live in a household with a total income below the UK poverty line
- Women, minorities, ex-offenders, or anyone else experiencing problems getting the education needed to find meaningful work- including being homeless or long-term unemployed

Thanks to our growing networks and existing relationships with local NGOs in each of our active regions, we are able to better reach out to and support a diverse range of applicants in their journey on to the course.

Those that register are given the challenge to develop basic skills and demonstrate their passion for the opportunity by completing our self guided Intro To Coding course.

TRUSTEES' REPORT (CONTINUED)
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Tech Skills

Our tech education syllabus is the product of five years of iterative development from volunteer teachers and mentors who are dedicated professional developers. With their on-the-ground understanding of what is most sought after in industry talent, and with the expert oversight of our Director of Education, we are able to build a quality web development syllabus capable of matching that of any coding bootcamp. Furthermore, with experienced volunteers joining from diverse areas of the tech industry, we have been able to build a colourful portfolio of optional modules that expand the software engineering prospects of our alumni.

Soft Skills

In recent years, we have developed a comprehensive personal development and employability curriculum to be taught alongside our tech syllabus. With syllabus input from leading industry professionals and coaches, who also teach it, our personal development curriculum includes robust workshops focusing on essential skills such as effective communication and agile working.

Mentorship

Working to complement our personal development and employability curriculum, we have a dedicated network of experienced career mentors who help advise on trainee goal-setting and other positive habit-building whilst giving practical employability support in the form of CV surgeries and mock interviews.

Community-building

CodeYourFuture is a unique global ecosystem of experienced developers, engineers, managers, entrepreneurs and those with passion at the start of their careers, looking to learn as well as contribute to society through our impactful organisation. At the heart of our community are our trainees - many of whom go on to volunteer, themselves, and collaborate with others in the community to further their career and start projects of their own. The result of impressing our values and empowering trainees to become central cogs in the organisation helps create the diverse, welcoming and impactful community that we are proud to be a part of.

Recruitment

Where CodeYourFuture differs from most other charities is through the practical, empowering and life-changing journey we take each of our trainees on. One of our key indicators of success is the rate of our trainee and alumni's progression into employment in the tech industry. Our course and community of experienced and well-connected industry professionals prepare each of our trainees to be the best candidates possible in what is an extremely competitive industry - including through personal mentoring, mock interview practice, CV reviews, targeted role preparation and connections made via formal CodeYourFuture recruitment partners and our wider network.

Partnerships

Like any successful organisation, we focus on building great partnerships for the benefit of our community. It all starts with finding other NGOs or public services to help us reach out to those who best fit our course. Throughout the course, we work with dedicated company partners to support the development of our trainees through employee-volunteer recruitments, insight and immersion days and workshops. We have also grown our capacity to collaborate with other NGOs on meaningful tech projects, helping to provide valuable work experience for our trainees and alumni whilst building innovative digital products to serve the needs of communities. The final element of this journey is to work with company partners to find and prepare our alumni to ensure they are the best candidates for the jobs they need filled.

6. Our Volunteers

CodeYourFuture began through the work of a few committed individuals using their own free time to change the lives of a group of people and help create the example for change the tech industry needed to see. Five years later, CodeYourFuture has existed as the work of hundreds of volunteers across the UK and further afield, but our fundamental ethos and understanding of how best to impact society has not changed. Our community of volunteers is what makes us so special: from the genuine passion and belief they bring to teaching and mentoring; to the value and experience only they can bring as active leaders and professionals in tech and other industries.

Roles

The work our volunteers do is connected to the common goal of community, progression and development. Our diversity of backgrounds and experiences is reflected in the diversity of our volunteering roles, which we tie together from on our focuses in the following areas:

Ambassadors

As a volunteer-driven organisation, volunteers are also our ambassadors - taking charge of event organisation, community building, social media and marketing, and helping to build meaningful relationships with NGO and private partners.

Personal Development and Employability

Our personal development and employability teams consist of our networks of buddy mentors as well as teachers and career mentors - providing holistic support to trainees throughout the course, employability curriculum delivery and career mentoring and job-matching to alumni.

Tech Education

Our technical education teams consist of those with experience in software development who help deliver our critical tech training programme. Tech education team members act as syllabus creators, teachers, teaching assistants, tech education buddy mentors and other important roles helping to ingrain valuable tech skills development in the community of trainees and alumni.

Tech Projects

In 2020, we achieved our goal of greatly expanding our tech projects serving - providing extra experience for our alumni to work as developers in a modern agile team, building products that directly give back to the community, whether it be CodeYourFuture's community or the communities served by our tech project partner NGOs. Volunteers, as with everything else in the organisation, were key to this successful area of growth - and we continue to seek volunteer product managers, tech leads, tech assistants and UX/UI designers to scale this work.

And so much more….

7. Volunteer Story from London - Antigoni Makri

'I really love good stories, and when you meet people from so many different countries and so many different backgrounds, you hear many... CodeYourFuture is an oasis.'

When Antigoni heard about CodeYourFuture through a friend, as a developer she saw a unique opportunity to use her professional skills to directly and positively impact on the lives of others. What surprised Antigoni most, however, was the social environment she stepped into at CodeYourFuture, and the personal growth she would undergo through supporting the class.

TRUSTEES' REPORT (CONTINUED)
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'I love meeting people who care and who are giving. I think this is rare. There are so many relationships that are built through the organisation.'

As an experienced developer, Antigoni was confident about helping trainees to work on their technical skills. However, there were other areas within her own skill set that she credits CodeYourFuture with growing.

'It has been a skills booster for me, certainly. I have upskilled in live coding, presenting in front of a lot of people, and I am being trained to become a better teacher as well.'

In recognition of the distinct barriers faced by those from certain backgrounds, it became a special focus of Antigoni to inspire as well as teach.

'What I'm trying to do is share with trainees some of my learning around how to stay positive and persistent in the super competitive technology scene.'

8. Volunteer Story - Anthony

Volunteering since: 2018

'I grew up in poverty, was made homeless as a teenager and been through the care system, so I have a deep personal understanding of some of the barriers and challenges most disadvantaged and marginalised people experience.

Despite the obstacles I've faced in my life, I am still more privileged than the vast majority of people around the world - a white, hetero cis male, and born in one of the wealthiest countries with access to free education and healthcare. These advantages and experiences enabled me to create a social enterprise of my own 10 years ago that provided an alternative route into entrepreneurship for disadvantaged young people. It gave me purpose and in turn helped others find their own purpose. Since then I have always been driven by social action. When I heard about CodeYourFuture I felt an immediate connection and shared values so I reached out to offer my support.'

Since joining CodeYourFuture, Anthony has been at the forefront of introducing quality personal development and employability syllabus material and teaching in our Scotland chapter, as well as in other CodeYourFuture regions. CodeYourFuture represented for Anthony a unique opportunity to collaborate with others with the same social vision and to have the freedom and responsibility to contribute his unique skills and experience gained from years of working in academia and in his own social enterprise ventures.

For Anthony, the personal benefits of contributing to the CodeYourFuture community were manifold and incorporated his own learning experiences, professional networking, sense of achievement and friendships.

'It feels like I learn something new every week with CYF. The diversity of both volunteers and trainees means I get to meet people from all sorts of different backgrounds. Whether it's learning about a part of the world I've never visited, the friends I've made, and even the professional network I've grown, there's so much I've gained personally in the last year that I've been helping out.'

The end of the course, as the class graduated, allowed Anthony to fully reflect on the achievements of the trainees and the volunteers who taught and mentored on the course.

'The first graduation event. Obviously the trainees develop the tech skills desperately needed by employers, but seeing their confidence and ambition grow during the course is incredibly rewarding, and knowing you played a small part in that is so fulfilling.'

TRUSTEES' REPORT (CONTINUED)
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9. Volunteer story from the North-West - Nick Holdsworth

Volunteering since: 2020

'I found my passion in programming and thought it would be great if I could help someone on their journey to finding their passion too.'

For Nick, volunteering has always been important. In CodeYourFuture, he found a unique avenue to directly utilise his professional skills and experience as a developer to change the lives of others. After initially worrying about how he might come out of his shell in this new setting, Nick was pleasantly surprised by the proactive and welcoming spirit he encountered in his first CodeYourFuture class - a West Midlands applicant workshop. Later, he found himself jumping at opportunities to get more involved and take on different responsibilities.

'The classes are so fun and the applicants are great at getting involved. I didn't think I would ever end up teaching or leading classes so it felt great having my confidence built by both the applicants and volunteers.'

Like many others, Nick found that volunteering with CodeYourFuture was strengthening his personal skills whilst also allowing him to further develop his skills as a developer.

'I didn't have experience with React or Node JS so it was good to get an insight into those frameworks. I feel I have also built my confidence and training or mentoring skills through both being taught (training delivered to volunteers) and teaching classes, myself'.

Ultimately, though, it was watching the journey that the applicants and trainees were going on - and having fun whilst doing it - that gave Nick the greatest sense of fulfillment as a volunteer.

'The thing I'm most proud of are the applicants, the trainees, the people that do this course - watching them go from not knowing any code at all to getting a job is just fantastic. Everyone is there for each other, everyone is supporting each other, and we just have fun - and I think that's the most important thing!'

10. Volunteer story from Cape Town - Inez Williams

Volunteering since: 2019

'I wanted to contribute to making a difference in people's lives.'

Inez was one of a small group of people, who after hearing about the work done elsewhere in the world, wanted to help start a CodeYourFuture chapter in South Africa. In 2020, Inez and the rest of the Cape Town team, with support and advice from the global CodeYourFuture community, achieved the amazing feat of starting the first CodeYourFuture cohort on the continent of Africa. Although the journey there was sometimes challenging, Inez identified the value of the community and the ethos of the organisation in helping her and others in pursuit of this goal.

'There was a sense of opportunity, an environment that encouraged me to put my hand up to do something, even if it meant I learned and grew while doing.'

The journey really became worth it for Inez once the course was up and running, as herself and the Cape Town team realised how much the opportunity was beginning to impact positively on the trainees.

'Hearing the gratitude from the trainees during a Saturday class, and them sharing about what the opportunity has meant to them, logging on to Saturday class and experiencing the enthusiasm and energy… it's a happy space.'

TRUSTEES' REPORT (CONTINUED)
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In the backdrop of the pandemic making life even more challenging for some of the vulnerable groups of people they were looking to provide opportunities to, for Inez and others, CodeYourFuture has given them a vehicle to directly support individuals in a uniquely valuable and practical way whilst providing fulfillment and a distinct sense of community for all those involved.

'I've been energized by the generosity and kindness in the CYF community. I've been inspired by the trainees and their perseverance, courage and desire to develop themselves. I've been encouraged to hear of the difference that is being made in lives, and the way it creates a ripple effect. It has also been fun - especially with COVID causing so much separation, it has been a space of "gathering" and community.'

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Structure, governance and management

The Charity is constituted as a Charitable Incorporated Organisation governed under the terms of it's Constitution dated 2 October 2017.

Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

The trustees who served during the year and up to the date of signature of the financial statements are:
C Miccio
S Grant
I Kajokaite
C I O'Beirne

The charity is volunteer-led, Code Your Future is made possible by the efforts of dedicated volunteers who provide training, job support and administrative assistance, and our corporate and public donors provide the space and equipment students need to learn. This approach allows us to engage the entire community in the project - from students and volunteers, to other NGO's and corporate organisations. it also allows us to keep co CIO.

Objectives and activities
The objectives of the organisation are to advance education for the public benefit in such parts of the world as the trustees shall decide by providing activities and support which develop an individual's capabilities, competence, understanding and implacability, in particular but not exclusively, by providing IT and software development courses, professional mentoring and employability advice to beneficiaries with the aim of facilitating their integration into a professional work environment.

Code Your Future is a coding school for disadvantaged and underrepresented groups. Through our 6 to 8 month program, we teach our students the technical and soft skills they need to become an entry-level developer. We combine in-class training led by experienced developers, along side remote-learning assignments to provide the most comprehensive programme possible. Soft-skills training and industry insights are woven into the program, and upon graduation, students are supported in their job search to give them the greatest possible chance if entering and succeeding in the tech field.

Where needed, CYF also covers students cost associated with attending the course to ensure that pertinent financial barriers are mitigated and do not prevent passionate learners from pursuing the CYF course. These include travel, childcare, internet and meal costs.

Public Benefit
The Trustees have considered the public benefit guidance published by the Charity Commission and are satisfied that the Charity's are made available to all appropriate members of the public.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Achievements and performance

11. Impact

Class Summary
In 2020 we taught 8 classes for a total of 267 students:

The students taught in 2020 were part of the following class:

- London 6 November 2019 - October 2020
- Glasgow 4 March - December 2020
- Manchester 3 March - December 2020
- Rome 1 May 2019 - January 2020
- *London 7 October 2020 - August 2021
- *NEW REGION West Midlands 1 March 2021 - January 2021
- *NEW REGION West Midlands 2 September 2020 - July 2021
- *NEW REGION South Africa 1 November 2020 - October 2021

*Classes still ongoing in 2021

We launched 2 new regions: in the West Midlands (UK) and Cape Town (South Africa).

We taught 267 students in 2020 of which 167 were part of classes which ended in 2020 - and 100 are still studying and will complete their course in 2021

Out of the 8 classes, 4 courses ended in 2020 and 67 students graduates successfully

Gender: 90 female / 177 Male

Refugee/Asylum Seeker: 126 of which 32 Female and 94 male

Countries of Origin: Afghanistan, Algeria, Cameroon, Democratic Republic of Congo, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Hong Kong, India, Iran, Ireland, Italy, Kashmir, Kenya, Lithuania, Malaysia, Moldova, Nigeria, Pakistan, Palestine, Poland, Romania, Russia, Saudi Arabia, Senegal, Somalia, South Africa, Sudan, Syria, Tanzania, Turkey, Uganda, UK, Yemen, Zimbabwe

Employment

Eligible Graduates in Employment or Further Education: 69%

Companies that have hired our graduates in includes: PCCW Global, Deloitte, AND Digital, Niya Network, AO, ThoughtWorks, Financial Times, DAI, Capgemini, BBC, FDM Group, InvestCloud, Qured, Takepayments, Tray.io, Webbagency, Inclusive Labs, Engine Group, Genflow, University of Bradford, CloudStuff, Sourcesense, Food and Agriculture Organisation, LumiraDx …….

Student Support

In 2020, CodeYourFuture spent £37,938 on student expenses, these expenses covered:
- Transport to and from class £2,288
- Laptops & internet costs £13,180
- Childcare £21,409
- Meals during class £1,061

TRUSTEES' REPORT (CONTINUED)
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Students expenses by regions:

- West Midlands - 23,724
- Glasgow - 4,325
- London - 3,513
- Manchester - 5,301
- Rome - 1,075

Volunteers:

We also organised 25 Welcome Volunteers events with over 1000 people registering for the event and over 300 people signing up to volunteer

ITC Workshop data (2020)
First Remote session: 26th April 2020
Total Page Views: 9,500
Total Sessions: 30
Total Registrations: 2000
Approx. Total attendees: 910

12. Trainee story from Scotland - Meriem Mechri

Class: Scotland 3

When Meriem first heard about CodeYourFuture, she had already spent a few years settling into Glasgow since leaving her original home country of Tunisia. Despite having a bachelor's degree in computing science from her own country, Meriem was experiencing many of the same challenges as others who have moved to the UK looking to develop and contribute their skills and knowledge. After successfully making it on to the course, Meriem realised that CodeYourFuture would offer something different and potentially life changing, even in comparison to the comprehensive courses she had undertaken in the past.

'We had a really good opportunity to learn soft skills around teamwork, collaboration and pair programming. Our mentors really made sure that we focused on these skills.'

Meriem now works in a fast-paced role for a prominent healthcare technology company as a software tester. Although she pays tribute to the tech and soft skills she learned on the course as integral in being able to succeed in her job, Meriem outlined, for her, what was most special about CodeYourFuture and the course:

'Comparing to courses I had done before, I really liked this human connection. It made a really big difference for me and for my classmates as well.'

Based on her own experience, Meriem had a clear message for employers thinking about hiring CodeYourFuture graduates:

'Do not underestimate anyone's background. We have had really, really great people at CodeYourFuture who are skilled in many ways, in tech and in soft skills - give them the opportunity!'

13. Trainee story from the West-Midlands - Daniel Carter

Class: West Midlands 1

Daniel had been out of work for nearly ten years struggling with mental health, when he saw an advert for CodeYourFuture (CYF) in a local council bulletin.

'I had only just started to turn my life around and felt able to commit to something that may help improve my future for the first time in a long time.'

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Daniel had no previous coding experience before starting at CYF.

'I suffered a lot with imposter syndrome until I learned that everyone on the course felt the same way, even some teachers!'

He was able to juggle his time between a part-time job and CYF. Daniel learnt to be more organised and dedicated a lot of his Sundays to coding homework. Over time, with encouragement from the community and from his own impressive learning journey, Daniel's self-confidence grew. Daniel's efforts paid off when he received a job offer from Capgemini.

'I realised I had achieved something far greater than expected. Coding seemed like a new skill or a hobby when I joined, but now I have a career!'

Now, Daniel is looking to support the next generation of CodeYourFuture trainees.

'I am so thankful to CYF for all they have done throughout the course. I am very confident about my future. I get to continue to learn new coding languages and am very much looking forward to passing this knowledge on to new CYF students!'

14. Trainee story from Cape Town - Douglas Van Der Merwe

Class: South Africa 1

Douglas had spent over twenty years in a manual labourer manufacturing job when the pandemic hit South Africa and forced the closure of his work for four months. During this period, Douglas had time to consider what else he wanted to do with his life, moving forward.

'A typical day involved waking up at 5am to start work at 7am, twenty kilometres away. Eight hour days, with the seasonal overtime in the evening and on weekends. I was becoming bored with this cycle because I have spent twenty-plus years on this treadmill.'

Then, a CYF advertisement popped up on his social media feed. Initially, he was skeptical of whether the opportunity was real but 'with nothing but time' to kill', Douglas started the application process and, after receiving encouragement from passionate volunteers, found himself selected successfully for a place on the first cohort of CodeYourFuture South Africa.

'I had always been interested in what is working 'behind the scenes' of websites but now I want to learn as much as I can to successfully change my career to tech.'

Adjusting to the pace and intensity of the course and dealing with imposter syndrome, from time to time, have been issues that Douglas has had to overcome. Yet, as the course has progressed, he's found a new way of working and thinking to further his new dream.

'When I get stuck with a problem, I use my resources to find the solution. Failing that, I continue with other work. 99% of the time the solution presents itself. At CYF SA, I have an amazing tech mentor that always makes time to help. My teammates help when they can, by sharing resources or chatting one-to-one. My personal development mentor checks in regularly to make sure we are moving on.'

It is this team and community spirit that Douglas highlights as being crucial to the progress of himself and other trainees.

'What stands out for me is the amazing idea behind CYF - community! Where we help each other, respect each other and teach each other. The journey is not easy but you will be a better person than what you were before taking this course - guaranteed!'

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

15. Partners, Sponsors and Donors

Grants:
- WMCA
- AMIF
- Workday Foundation
- INCO
- Skyscanner

Sponsors:

- Capgemini

Donors:
- Co Hire

Case Study - Capgemini

In 2020, Capgemini supported the running of CodeYourFuture courses in London and in the West Midlands as partners. Central to this was the willingness for Capgemini as an organisation to take a full and personal interest in being part of the CodeYourFuture community. This willingness was best represented by the number and diversity in background of employees across different offices who were contributing valuably to the development of our trainees through mentoring, teaching and operational support.

This relationship was built from an early point on a recognition of shared values, as Sally Caughey, Head of Digital Inclusion at Capgemini, points out:

'CodeYourFuture is a special organisation. I knew from the moment we first met that we had the potential for a strong and successful partnership. We are lucky to be able to work with a like-minded organisation seeking solutions to today's challenges in innovative and practical ways.'

A positive consequence of Capgemini's embedment within CodeYourFuture's work was the ability to develop close relationships with the trainees, many of whom would go on to interview successfully for developer roles within the company after graduating from the course. One CodeYourFuture graduate, Madiha, who now works as a developer at Capgemini, explained the impact of the company's volunteers in her own personal journey:

'The support we got from the Capgemini volunteers was incredible," says Madiha. "They help you all the way and give lots of their own time. It made me want to complete the course even more because I didn't want to let them down.'

Following successful work in 2020 - including winning Gold in the Education category at the Global Good Awards - the partnership between CodeYourFuture and Capgemini was renewed for 2021.

16. Financial review

During the year, funds raised from grants, donations and partnerships amount to almost £600,000. £439,000 was spent on charitable activities.

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs was £43,382 which was raised to cover particular courses and expenditure. We still have £77,922 of restricted funding left which will be used as these programmes progress.

We are hoping to renew much of this funding, and have applications underway at present to do so.

Expenditure has been affected by COVID. As all courses have been held online since March, there was very

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

little travel and subsistence expenditure for students or staff, no rental for classroom space, and we were also able to cancel our office rental.

Staff costs have increased in line with our increased funding levels.

A net contribution of £29,400 was raised from trading activities, namely recruitment fees. The aim of trading activities is to generate a profit to fund the charitable activities. From 2021 onwards, Trading activities will be undertaken wholly through our subsidiary, Code Your Future Labs Ltd, which was incorporated in February 2021.

Investment Policy

Currently all funds are held in an instant access current account. There are no other investments at present.

Reserves Policy

Code Your Future has reserves of around £100,000. The Trustees will be drawing up a full reserves policy in the 2021 financial year.

Grant making policy

Outside of general expenditure support for students on our courses, we offer fellowships to those students most in need of support, to enable them to fully focus on the course. Students are interviewed to determine their levels of need.

Approved by order of the members of the board of Trustees on and signed on their behalf by:

9 September 2021

S Grant
Trustee

Stephen Grant

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (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 its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on and signed on its behalf by:

9 September 2021

S Grant
Trustee   *Stephen Grant*

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Independent examiner's report to the Trustees of Code Your Future ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2020.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 that in any material respect:

1.   accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or

2.   the accounts do not accord with those records; or

3.   the accounts do 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.

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 Charity'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 Charity and the Charity's Trustees as a body, for my work or for this report.

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Signed: Dated:

ELIZABETH NEWELL BA (HONS) FCA   Chartered Accountant

Moorgate House
201 Silbury Boulevard
Milton Keynes
MK9 1LZ

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations and legacies	3	-	164,470	164,470	150,364
Charitable activities	4	397,694	8,000	405,694	128,239
Other income	5	-	29,400	29,400	900
		397,694	201,870	599,564	279,503
Total income					
Expenditure on:					
Charitable activities	6	354,312	85,093	439,405	316,727
		354,312	85,093	439,405	316,727
Total expenditure					
		43,382	116,777	160,159	(37,224)
Net movement in funds					
Reconciliation of funds:					
Total funds brought forward		34,540	74,837	109,377	146,601
Net movement in funds		43,382	116,777	160,159	(37,224)
		77,922	191,614	269,536	109,377
Total funds carried forward					

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 22 to 34 form part of these financial statements.

**BALANCE SHEET
AS AT 31 DECEMBER 2020**

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	11	**1,641**	1,578
		1,641	1,578
Current assets			
Debtors	12	**34,757**	45
Cash at bank and in hand		**251,876**	113,299
		286,633	113,344
Creditors: amounts falling due within one year	13	**(18,738)**	(5,545)
Net current assets		**267,895**	107,799
Total assets less current liabilities		**269,536**	109,377
Net assets excluding pension asset		**269,536**	109,377
Total net assets		**269,536**	109,377
Charity funds			
Restricted funds	14	**77,922**	34,540
Unrestricted funds	14	**191,614**	74,837
Total funds		**269,536**	109,377

The financial statements were approved and authorised for issue by the Trustees on 9 September 2021 and signed on their behalf by:

Stephen Grant

S Grant
Trustee

The notes on pages 22 to 34 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1.   General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 106 Oxley Close, London, SE1 5HP.

2.   Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Code Your Future 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.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2.   Accounting policies (continued)

2.4 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	20% straight line
Computer equipment	-	20% straight line

2.5 Debtors

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

2.6 Cash at bank and in hand

Cash at bank and 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.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.8 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2.   **Accounting policies (continued)**

   2.9 Pensions

   The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

   2.10 Fund accounting

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

3.   **Income from donations and legacies**

	Unrestricted funds 2020 £	Total funds 2020 £
Donations	164,470	**164,470**

	Unrestricted funds 2019 £	Total funds 2019 £
Donations	150,364	150,364

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

4. **Income from charitable activities**

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Code Your Future conference	-	3,000	**3,000**
WMCA	232,541	-	**232,541**
AMIF	-	-	**-**
Guided Coded Journey	-	-	**-**
Workday Foundation	75,386	-	**75,386**
INCO	45,455	-	**45,455**
SIMPLON	41,812	-	**41,812**
Code Your Future Core	-	5,000	**5,000**
BOM	2,500	-	**2,500**
	397,694	8,000	**405,694**

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Code Your Future conference	-	1,754	1,754
WMCA	43,602	-	43,602
AMIF	42,883	-	42,883
Guided Coded Journey	40,000	-	40,000
	126,485	1,754	128,239

5. **Other incoming resources**

	Unrestricted funds 2020 £	Total funds 2020 £
Commission received	29,400	**29,400**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

5.   **Other incoming resources (continued)**

	Unrestricted funds 2019 £	Total funds 2019 £
Commission received	*900*	*900*

6.   **Analysis of expenditure on charitable activities**

Summary by fund type

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Support costs	7,276	21,870	**29,146**
Workday Foundation	43,228	15,795	**59,023**
WMCA	58,336	-	**58,336**
AMIF	53,859	-	**53,859**
Costs of Charitable Activities	186,113	27,731	**213,844**
CYF Core	-	19,697	**19,697**
INCO	5,500	-	**5,500**
	354,312	85,093	**439,405**

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

6. **Analysis of expenditure on charitable activities (continued)**

Summary by fund type (continued)

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Support costs	7,072	136,965	144,037
Workday Foundation	-	16,561	16,561
Code Your Future Conference	-	53	53
Cost of beneficiaries	-	19,749	19,749
WMCA	500	-	500
Payments to beneficiaries	-	13,250	13,250
AMIF	44,275	-	44,275
Guided Coding Journey	50,001	-	50,001
Costs of Charitable Activities	-	28,301	28,301
	101,848	214,879	316,727

7. **Analysis of expenditure by activities**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Support costs	-	29,146	**29,146**
Workday Foundation	59,023	-	**59,023**
WMCA	58,336	-	**58,336**
AMIF	53,859	-	**53,859**
Costs of Charitable Activities	213,844	-	**213,844**
CYF Core	19,697	-	**19,697**
INCO	5,500	-	**5,500**
	410,259	29,146	**439,405**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

7.   Analysis of expenditure by activities (continued)

	Activities undertaken directly 2019 £	*Support costs 2019 £*	*Total funds 2019 £*
Support costs	-	144,037	144,037
Workday Foundation	16,561	-	16,561
Code Your Future conference	53	-	53
Cost of beneficiaries	19,749	-	19,749
WMCA	500	-	500
Payments to beneficiaries	13,250	-	13,250
AMIF	44,275	-	44,275
Guided Coding Journey	50,001	-	50,001
Costs of Charitable Activities	28,301	-	28,301
	172,690	144,037	316,727

Analysis of support costs

	Activity 1 2020 £	**Total funds 2020 £**
Depreciation	436	**436**
Advertising and marketing	4,147	**4,147**
Commision charges	622	**622**
General expenses	4,645	**4,645**
Travel	977	**977**
Insurance	269	**269**
Legal and professional costs	4,044	**4,044**
Rent and Rates	11,640	**11,640**
Computer and telephone costs	2,366	**2,366**
	29,146	**29,146**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

7. **Analysis of expenditure by activities (continued)**

   Analysis of support costs (continued)

	Activity 1 2019 £	Total funds 2019 £
Depreciation	395	395
Advertising and Marketing	1,658	1,658
Donations	100	100
Commision charges	162	162
General expenses	8,507	8,507
General expenses	92,282	92,282
Insurance	190	190
Legal and professional costs	2,218	2,218
Printing and stationary	10	10
Rent and Rates	24,278	24,278
Travel	14,237	14,237
	144,037	144,037

8. **Independent examiner's remuneration**

	2020 £	2019 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	1,920	1,260

9. **Staff costs**

	2020 £	2019 £
Wages and salaries	161,929	26,902
Social security costs	12,822	454
Contribution to defined contribution pension schemes	3,568	945
Wages and salaries included in other expenditure types	-	4,598
	178,319	32,899

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

9.   **Staff costs (continued)**

The average number of persons employed by the Charity during the year was as follows:

	2020 No.	2019 No.
Average Number of Employees	**5**	*1*

No employee received remuneration amounting to more than £60,000 in either year.

10.   **Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits *(2019 - £NIL)*.

During the year ended 31 December 2020, no Trustee expenses have been incurred *(2019 - £NIL)*.

11.   **Tangible fixed assets**

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2020	**1,973**	**-**	**1,973**
Additions	**-**	**499**	**499**
At 31 December 2020	**1,973**	**499**	**2,472**
Depreciation			
At 1 January 2020	**395**	**-**	**395**
Charge for the year	**394**	**42**	**436**
At 31 December 2020	**789**	**42**	**831**
Net book value			
At 31 December 2020	**1,184**	**457**	**1,641**
At 31 December 2019	*1,578*	*-*	*1,578*

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

12. **Debtors**

	2020 £	2019 £
Due within one year		
Trade debtors	33,996	-
Other debtors	651	-
Prepayments and accrued income	110	45
	34,757	45

13. **Creditors: Amounts falling due within one year**

	2020 £	2019 £
Trade creditors	7,330	-
Other creditors	9,488	-
Accruals and deferred income	1,920	5,545
	18,738	5,545

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

14. **Statement of funds**

Statement of funds - current year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
Unrestricted funds				
General Funds - all funds	74,837	201,870	(85,093)	191,614
Restricted funds				
Restricted Funds - all funds	34,540	397,694	(354,312)	77,922
Total of funds	109,377	599,564	(439,405)	269,536

Statement of funds - prior year

	Balance at 1 January 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2019 £
Unrestricted funds					
General Funds - all funds	70,931	153,018	(214,782)	65,670	74,837
Restricted funds					
Restricted Funds - all funds	75,670	126,485	(101,945)	(65,670)	34,540
Total of funds	146,601	126,485	(316,727)	-	109,377

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

15. **Summary of funds**

   Summary of funds - current year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
General funds	74,837	201,870	(85,093)	191,614
Restricted funds	34,540	397,694	(354,312)	77,922
	109,377	599,564	(439,405)	269,536

   Summary of funds - prior year

	Balance at 1 January 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2019 £
General funds	70,931	153,018	(214,782)	65,670	74,837
Restricted funds	75,670	126,485	(101,945)	(65,670)	34,540
	146,601	279,503	(316,727)	-	109,377

16. **Analysis of net assets between funds**
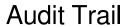
   Analysis of net assets between funds - current period

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	1,022	619	1,641
Current assets	76,900	209,733	286,633
Creditors due within one year	-	(18,738)	(18,738)
Total	77,922	191,614	269,536

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

16.   **Analysis of net assets between funds (continued)**

Analysis of net assets between funds - prior period

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	510	1,068	1,578
Current assets	34,039	79,305	113,344
Creditors due within one year	(9)	(5,536)	(5,545)
Total	34,540	74,837	109,377

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