

T A H A S

ACCOUNTANTS & TAX ADVISORS

Company registration number: 07706662

Charity registration number: 1164821

IN2SCIENCEUK.ORG

(A company limited by share capital)

Annual Report and Financial Statements

for the Year Ended 30 November 2021

Tahas & Co Ltd
Suite 3, Second Floor
760 Eastern Avenue
Newbury Park
London
IG2 7HU

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Reference and Administrative Details

Chair	Jonathan Flowers
Vice Chair	Gillian Channer
Chief Executive Officer	Dr Rebecca Mckelvey (resigned October 2021) Colby Benari (appointed October 2021)
Trustees	Prof. Geraint Rees (resigned December 2021) Dr Kate Hamblin (resigned December 2021) Lila Winger (resigned December 2021) James Russell Victoria Pope Marzia Farooqui Gillian Channer Professor John Mitchell Jonathan Flowers Nicholas Marsden (appointed December 2021) Phoebe Whitehead (appointed December 2021) Kate Grant (appointed December 2021) Paul Topping (appointed December 2021) Prof Bryan Williams (appointed December 2021) Clare Ray (appointed December 2021)
Secretary	
Treasurer	Marzia Farooqui
Principal Office	10 Queen Street Place London EC4R 1BE The charity is incorporated in England and Wales.
Company Registration Number	07706662
Charity Registration Number	1164821
Bankers	HSBC 1 Woburn Pl London WC1H 0LQ
Independent Examiner	Tahas & Co Ltd Suite 3, Second Floor 760 Eastern Avenue Newbury Park London IG2 7HU

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Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 November 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 2 of the financial statements and comply with the Charity's governing document (Memorandum and articles of association, incorporated 15/7/2011 and amended by special resolution 1/4/2015 and 3/7/2015 as amended on 2/6/2019).

Objectives and Activities

In the UK, young people from low-income backgrounds face major barriers in pursuing their interests in science, technology, engineering, and maths (STEM). These include a lack of opportunity to experience STEM activities first-hand, engage with professional role models, and access high quality information on available degrees and careers. This contributes to the disproportionately low representation of these students in STEM higher education and subsequent careers.

In2ScienceUK promotes social mobility and diversity in STEM.

The vision of In2scienceUK is that all young people are equally represented in STEM degrees and careers, regardless of background or socio-economic status.

Our mission is to create opportunities for young people from low income backgrounds to progress to STEM degrees and careers so they can achieve their potential to become the next generation of researchers, innovators and pioneers. We achieve this by leveraging the commitment and expertise of STEM professionals in academia and industry in order to provide unique and inspiring engagement opportunities.

The principal beneficiaries of In2scienceUK are 16-17 year olds from the lowest socio-economic backgrounds with an interest in STEM degrees and careers. Our aim is to ensure that all In2scienceUK beneficiaries have no family history of higher education and/or are eligible for free school meals.

In 2021, due to restrictions on in-person activities as a result of the Covid-19 pandemic, In2scienceUK's programmes were delivered primarily online. Our online delivery platform, Canvas Infrastructure, allowed us to continue to support our beneficiaries during a challenging time. The team used our theory of change to develop online activities that provided the knowledge, skills and confidence crucial for success in university, apprenticeship and job applications in STEM, alongside our volunteer mentors who provided role models to our beneficiaries.

In 2021 the charity undertook a number of activities as part of the programmes to support 670 of our beneficiaries. The programme included:

1. Research-focused courses with reading, writing and investigative tasks. Young people accessed cutting edge research modules co-developed by the UK's top researchers including live lectures, interactive quizzes, pre-reading and a related home-based research task.
2. Online mentoring in small groups from STEM professionals and researchers. Young people were matched with a mentor based on their interests. Sessions covered goal setting, and gave them an opportunity to ask questions about STEM careers, latest developments in the sector, university admissions, and life as a researcher.
3. Careers, university and apprenticeship access workshops. Guidance and support on university and apprenticeship applications through online content, as well as live webinars on topics including applying to competitive universities, writing personal statements and applying for apprenticeships. Employability webinars to boost professional skills and confidence, covering topics such as CV writing, interview tips and high quality careers panels to highlight the breadth of STEM opportunities.
4. Public engagement and communications opportunities including photo, video and blog competitions to develop writing, communication and public engagement skills.

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Trustees' Report

5. This year we also offered students the opportunity to be awarded digital badges for completion of aspects of the programme, leading to an In2scienceUK Programme completion award which can be added to their LinkedIn profile. The online platform also provided lots of opportunities to engage with volunteers and their fellow students through discussion boards, where students could ask questions, discuss the programme or share their aspirations.

In planning each of these activities we have carefully considered the guidance notes provided by the Charity Commission to ensure that each provides a clear public benefit.

Since In2scienceUK was founded in 2011, over 2,000 students have participated in the In2scienceUK programme. According to benchmarking data from UCAS from our 2020 cohort, 88% progress to university with 52% progressing to a top tier university. This number compares extremely favourably against relevant national averages for students from similar socio-economic backgrounds.

Volunteer contribution

In 2021 we were supported by 350 volunteer research scientists and engineers. Volunteers provided mentoring, research modules and workshops as well as application and interview advice. Volunteers delivered online lectures on a variety of subjects as part of organised online sessions. The majority of volunteers are STEM professionals within academia and industry. Volunteer mentors provided bespoke support to small groups of young people, based on young people's interests. These include current STEM postgraduate students, early career researchers, and established professionals including clinicians, scientists, and professors. In this way the STEM research community plays a pivotal role in providing life changing opportunities to young people from disadvantaged backgrounds. Together our volunteer mentors provided 531 hours of mentoring sessions to our young people.

Key achievements

In 2021 we received over 1800 eligible applications from students across the UK and we were able to support 670 young people. This year we expanded our programme into the North West, Leeds and Cardiff.

Students were entirely from disadvantaged backgrounds with limited access to STEM focused advice, support, and work experience. 70% of our students were in receipt of free school meals and 82% had parents with no history of Higher Education.

The 2021 Placement Programme included 31 virtual, researcher-led courses, across a range of STEM topics from Gene expression to fight viruses to The star-eating black holes in our galaxy. Volunteers delivered 39 skills, admissions and careers workshops, from personal statement writing, to careers in Maths and Physics, giving our young people skills and knowledge into STEM careers. There were 218 mentor groups, where volunteer mentors provided up to two virtual sessions with small groups.

Across the five week programme there were 12,218 student participations, which include attending a webinar, completing a quiz, submitting a task or engagement with discussion boards. There were 1,263 participations in researcher-led webinars, 1,350 tasks submitted and 2,034 participations in skills, admissions and careers workshops.

The impact and effectiveness of the programme is monitored through qualitative and quantitative analysis of student outcomes. Data is compared against a pre-placement survey, which provides a baseline of student skills, aspirations and attitudes. Impact evaluation allows us to identify and report on achievements and improvements in skills, knowledge of STEM degrees, apprenticeships and careers, and engagement with STEM professionals. The 2021 impact evaluation found that after the In2scienceUK programme:

- 67% of students agreed that 'People who are like me work in STEM', an increase of 11.8%
- 81% felt that they 'understood the content and structure of a range of STEM degrees', an increase of 33.1%

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Trustees' Report

- 87% felt 'confident that there are lots of STEM jobs available to me' and 89% 'know a number of diverse careers available with the degree I am choosing', an increase of 11.2% of those who 'strongly agree'.

Alongside the before and after evaluation, we also track In2scienceUK students through the UCAS STROBE service. This allows us to track students' university admissions journey from application to acceptance. It also benchmarks the In2scienceUK cohort with students with similar characteristics, such as background, and highlights where data for In2scienceUK students is statistically significant. We do not yet have the data for 2021 students, but the data for students from the 2020 cohort shows that In2scienceUK applications to medium and high tariff universities is statistically very significantly higher than the benchmark group. Overall, students who participate in the In2scienceUK programme are not only more likely to go to university than those in the comparison group, but are also more likely to apply and go to competitive, high performing universities. This is especially significant because 2020 was our first cohort delivered completely online. Maintaining a high standard was a primary goal for the 2020 programme and we are exceptionally proud to have achieved it.

In2research

In 2020 we piloted In2research, a new programme aiming to encourage undergraduate students from disadvantaged backgrounds to pursue an academic research career. In collaboration with the UCL Wellcome Centre for Neuroimaging, we successfully bid for funding from the Office for Students/ UK Research and Innovation for £800k to support the development of this programme.

In November 2021 we welcomed our first cohort of In2research students in collaboration with UCL. 50 students were selected from 211 eligible applicants. Participants are part way through the year-long programme of workshops and mentoring, and due to complete their 8-week research placement in summer 2022.

Financial performance

In this accounting period we received a total of £779,229 from a variety of funding sources including universities, professional STEM societies, corporations, and private donations. This is an increase from both 2019 and 2020 when we raised £402,335 and £425,701 respectively. These figures are reflective of the continued growth, support, and financial stability of the charity. To organise and deliver the charitable activities the funding supported the employment of the staff team, including regular paid interns on three-month contracts. We additionally engaged 6-week summer interns to support our activities.

Additional achievements

In 2021 we secured funding to sustain in the regions we expanded to in 2019 including the South West.

In2scienceUK have maintained a relationship with the British Science Association which enables in2scienceUK students to apply for free for their accredited Gold Crest Award which saves each student £20.

We have engaged new sponsors and collaborations with aligned STEM organisations which, in addition to funding the programme, provides us with additional STEM networks and placement opportunities.

The trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately three months of charitable expenditure. The balance held as unrestricted funds at 30 November 2021 was £535,787 out of which whole £535,787 can be regarded as free reserves.

In addition to partnering with universities and commercial organisations which sponsor in2scienceUK students, we secure funding through fundraising activities. Fundraising is elicited through grant applications to Foundations and Family Trusts.

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Trustees' Report

The major risk for in2scienceUK, like many organisations within the social space of widening participation to higher education, is securing continued funding and sponsorship. We have taken steps to mitigate this risk, notably through securing funding from a variety of sources. These include university sponsorship, grants from foundations, commercial organisations, local authorities and science societies. We review our long-term funding strategy annually, to ensure we continue to:

1. Reduce the cost of the programme
2. Encourage our sponsors to make multi-year commitments
3. Increase the number of sponsors to the programme
4. Increase governmental sponsorship and develop new partnerships with commercial organisations

Each year in March the sponsorship achieved to date is evaluated, and a decision upon the number of students to be held is made at that point. If the sponsorship secured is lower than our targets the number of participants on the programme is reduced, thus retaining quality and the continued effective running of the programme. If the funding we secure is greater than our targets, the number of participants on the programme is increased. This policy also ensures that we maintain sufficient levels of reserve funding.

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

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Trustees' Report

Structure, governance and management

Governance is managed according to the policies and procedures outlined in the articles of association. These include the charity's organisational structure and policies regarding relationships with related parties. The trustees' consideration of major risks, as well as systems and procedures for their management, are also contained in the articles of association. Trustees also sit on one of four committees; Policy and Governance, Fundraising and growth, Finance, and Programme and Impact. Committees meet several times a year and the lead trustee feeds back at trustee board meetings.

As in2scienceUK has key aims in promoting social inclusion and equal access, we are committed to maintaining the utmost integrity in all aspects of our governance in order to promote our values at all levels of the organisation.

Key management personnel

The trustees consider the board of trustees and the chief executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

During 2021 a number of our charity's founding trustees came to the end of their term and we took the opportunity to express our enormous thanks to them for building a platform from which we can now grow to achieve further impact and public benefit. In support of our plans to do this we ran an open recruitment campaign and increased the size of our trustee board to ensure continuity of skills that the departing founding trustees provided and to broaden and deepen our geographical and STEM reach, including our first alumnus trustee recruited and appointed on merit alongside the other trustees. Our new trustees received a comprehensive induction during 2021 and the whole board will undertake further development during 2022.

Trustees are required to disclose all relevant interests and register them with the chief executive and in accordance with the charity's policy withdraw from decisions where a conflict of interest arises.

The day to day administration is delegated to the CEO. Before Trustee meetings the CEO prepares overviews of the accounts and budget with the Treasurer. Additionally, updates on fundraising, student and researcher/STEM professional recruitment and expansion strategies as well as recommendations to the trustees concerning these activities are prepared. The trustees seek to follow the good practice 'Charity Trustees Guide' issued by ICSA.

Plans for the future

There is a great need for programmes which support students from low income backgrounds to fulfil their potential. The Government has set challenging goals to double the participation of students from disadvantaged backgrounds in higher education. In2scienceUK is tightly aligned with this agenda.

We will continue to work with our key partners with whom we promote our shared interest in supporting local students from low income backgrounds to progress to university. Our medium-term goal is to expand the programme to new areas of the UK, in particular those regions outside of London with low university enrolment and encompassing rural areas with lower-than-average household incomes.

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Trustees' Report

The annual report was approved by the trustees of the charity on 8 February 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'J Flowers', written over a dotted line.

Jonathan Flowers
Chairman and Trustee

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Statement of Trustees' Responsibilities

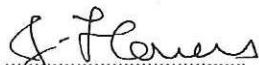
The trustees (who are also the directors of IN2SCIENCEUK.ORG for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of 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 apply them consistently;
- observe the methods and principles in the Charities SORP;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 8 February 2022 and signed on its behalf by:



Jonathan Flowers
Chairman and Trustee

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Independent Examiner's Report to the trustees of IN2SCIENCEUK.ORG

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 November 2021 which are set out on pages 10 to 19.

Respective responsibilities of trustees and examiner

As the charity's trustees of IN2SCIENCEUK.ORG (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of IN2SCIENCEUK.ORG are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since IN2SCIENCEUK.ORG'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 Tahas & Co Ltd, which is one of the listed bodies.

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

1. accounting records were not kept in respect of IN2SCIENCEUK.ORG as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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



.....
Mr M Poonawala
Tahas & Co Ltd

Suite 3, Second Floor
760 Eastern Avenue
Newbury Park
London
IG2 7HU

8 February 2022

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Statement of Financial Activities for the Year Ended 30 November 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies	3	630,640	148,589	779,229	425,701
Total income		630,640	148,589	779,229	425,701
Expenditure on:					
Charitable activities	4	(364,285)	(148,589)	(512,874)	(366,555)
Total expenditure		(364,285)	(148,589)	(512,874)	(366,555)
Net income		266,355	-	266,355	59,146
Net movement in funds		266,355	-	266,355	59,146
Reconciliation of funds					
Total funds brought forward		269,432	-	269,432	210,285
Total funds carried forward	14	535,787	-	535,787	269,431

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2020 is shown in note 14.

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(Registration number: 07706662)
Balance Sheet as at 30 November 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	10	2,431	51
Current assets			
Debtors	11	124,800	38,212
Cash at bank and in hand	12	515,077	268,932
		639,877	307,144
Creditors: Amounts falling due within one year	13	(106,521)	(37,764)
Net current assets		533,356	269,380
Net assets		535,787	269,431
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		535,787	269,431
Total funds	14	535,787	269,431

For the financial year ending 30 November 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 10 to 19 were approved by the trustees, and authorised for issue on 8 February 2022 and signed on their behalf by:


.....
Jonathan Flowers
Chairman and Trustee

The notes on pages 12 to 19 form an integral part of these financial statements.

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Notes to the Financial Statements for the Year Ended 30 November 2021

1 Charity status

The charity is limited by share capital, incorporated in England and Wales.

The address of its registered office is:

10 Queen Street Place

London

EC4R 1BE

These financial statements were authorised for issue by the trustees on 8 February 2022.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

IN2SCIENCEUK.ORG 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

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 the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Notes to the Financial Statements for the Year Ended 30 November 2021

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Notes to the Financial Statements for the Year Ended 30 November 2021

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

3 Income from donations and legacies

	Unrestricted		Total 2021	Total 2020
	General £	Restricted £	£	£
Grants				
Grants	-	148,589	148,589	144,250
Regular donations and fees	630,640	-	630,640	281,451
	<u>630,640</u>	<u>148,589</u>	<u>779,229</u>	<u>425,701</u>

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Notes to the Financial Statements for the Year Ended 30 November 2021

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
CEO & Director remuneration		52,136	-	52,136	44,657
Employers NIC		27,977	-	27,977	20,760
Workplace pension		19,432	-	19,432	14,327
Event expenses		1,730	-	1,730	-
Allocated support costs	5	260,118	148,589	408,707	281,327
Governance costs	5	2,892	-	2,892	5,484
		<u>364,285</u>	<u>148,589</u>	<u>512,874</u>	<u>366,555</u>

Notes to the Financial Statements for the Year Ended 30 November 2021

5 Analysis of governance and support costs

Charitable activities expenditure

	Unrestricted		Total 2021	Total 2020
	General £	Restricted £	£	£
Staff salaries	157,548	123,216	280,764	209,292
Office desk space	60	-	60	3,344
Volunteer expenses & student Bursaries	11,672	406	12,078	5,600
Telephone and fax	1,087	403	1,490	1,623
Computer expenses	8,615	6,394	15,009	19,812
Printing postage and stationery	3,158	1,371	4,529	1,511
Trade and professional fees	71,799	15,390	87,189	32,639
Sundry expenses	2,757	1,409	4,166	3,993
Travel and subsistence	585	-	585	1,560
Insurance	2,204	-	2,204	1,550
Depreciation of office equipment	536	-	536	28
Bank charges	97	-	97	128
Advertising & marketing	-	-	-	247
	<u>260,118</u>	<u>148,589</u>	<u>408,707</u>	<u>281,327</u>

Governance costs

	Unrestricted	Total 2021	Total 2020
	General £	£	£
Independent examiner fees			
Examination of the financial statements	1,080	1,080	1,080
Other fees paid to accountants	<u>1,812</u>	<u>1,812</u>	<u>4,404</u>
	<u>2,892</u>	<u>2,892</u>	<u>5,484</u>

6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

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Notes to the Financial Statements for the Year Ended 30 November 2021

7 Staff costs

The aggregate payroll costs were as follows:

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021 No	2020 No
Management	3	1
Support staff	8	8
	<u>11</u>	<u>9</u>

No employee received emoluments of more than £60,000 during the year.

8 Independent examiner's remuneration

	2021 £	2020 £
Examination of the financial statements	<u>1,080</u>	<u>1,080</u>

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Notes to the Financial Statements for the Year Ended 30 November 2021

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 December 2020	1,686	1,686
Additions	2,915	2,915
Disposals	<u>(1,686)</u>	<u>(1,686)</u>
At 30 November 2021	<u>2,915</u>	<u>2,915</u>
Depreciation		
At 1 December 2020	1,634	1,634
Charge for the year	536	536
Eliminated on disposals	<u>(1,686)</u>	<u>(1,686)</u>
At 30 November 2021	<u>484</u>	<u>484</u>
Net book value		
At 30 November 2021	<u>2,431</u>	<u>2,431</u>
At 30 November 2020	<u>52</u>	<u>52</u>

11 Debtors

	2021 £	2020 £
Trade debtors	<u>124,800</u>	<u>38,212</u>

12 Cash and cash equivalents

	2021 £	2020 £
Cash at bank	<u>515,077</u>	<u>268,932</u>

13 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	-	513
Other creditors	105,441	36,171
Accruals	<u>1,080</u>	<u>1,080</u>
	<u>106,521</u>	<u>37,764</u>

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Notes to the Financial Statements for the Year Ended 30 November 2021

14 Funds

	Balance at 1 December 2020 £	Incoming resources £	Resources expended £	Balance at 30 November 2021 £
Unrestricted				
General	269,432	630,640	(364,285)	535,787
Restricted	-	148,589	(148,589)	-
Total funds	<u>269,432</u>	<u>779,229</u>	<u>(512,874)</u>	<u>535,787</u>

	Balance at 1 December 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 November 2020 £
Unrestricted					
General	207,248	281,451	(214,575)	(4,693)	269,431
Restricted	<u>3,037</u>	<u>144,250</u>	<u>(151,980)</u>	<u>4,693</u>	<u>-</u>
Total funds	<u>210,285</u>	<u>425,701</u>	<u>(366,555)</u>	<u>-</u>	<u>269,431</u>

15 Analysis of net assets between funds

	Unrestricted General £	Total funds 30 Nov 2021 £
Tangible fixed assets	2,431	2,431
Current assets	639,877	639,877
Current liabilities	<u>(106,521)</u>	<u>(106,521)</u>
Total net assets	<u>535,787</u>	<u>535,787</u>

	Unrestricted General £	Total funds 30 Nov 2020 £
Tangible fixed assets	51	51
Current assets	307,144	307,144
Current liabilities	<u>(37,764)</u>	<u>(37,764)</u>
Total net assets	<u>269,431</u>	<u>269,431</u>