

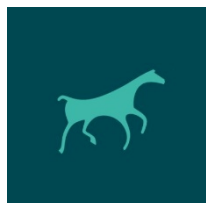


## **Inner Flame**

### **Report and Accounts**

**31 August 2021**

#### **WITH PARTICULAR THANKS TO:**



**Company Registration Number: 06667150**

**Charity Registration Number: 1127758**

**Trustees' Annual Report and Accounts for the year ended 31 August 2021**

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## **Inner Flame**

**Company Registration Number - 06667150**

## **Trustees' Annual Report and Accounts for the year ended 31 August 2021**

The Trustees present their Report and Accounts for the year ended 31 August 2021, which also comprises the Directors' Report required by the Companies Act 2006.

### **Charity Information**

#### **Reference and administrative details**

##### **The charity name.**

The legal name of the charity is Inner Flame

##### **The charity's areas of operation and UK charitable registration.**

The charity is registered in England & Wales with the Charity Commission in England & Wales (CCEW) with charity number 1127758

#### **Legal structure of the charity**

The charity is constituted as a company limited by guarantee, registered under the Companies Acts. The governing document of the charity is the Memorandum and Articles of Association establishing the company under company legislation.

There are no restrictions in the governing documents on the operation of the Charity or on its investment powers other than those imposed by Charity Law.

By operation of law all, trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation.

The trustees are all individuals.

#### **The principal operating address, telephone number, email and web address of the charity are:-**

The Shaftesbury Centre, Percy Street, Swindon, Wiltshire, SN2 2AZ

Telephone 01793 862555

Email Address [admin@innerflame.org.uk](mailto:admin@innerflame.org.uk)

Web address [www.innerflame.org.uk](http://www.innerflame.org.uk)

#### **The registered office of the charity for Companies Act purposes is:-**

Stonehaven, Lea, Malmesbury, Wiltshire, SN16 9PG

## **Inner Flame**

**Company Registration Number - 06667150**

## **Trustees' Annual Report and Accounts for the year ended 31 August 2021**

**The following persons served as Trustees throughout the year ended 31 August 2021:**

David Wreathall (Chair)  
Kieron Pollock (Deputy Chair)  
Timothy (Tim) Pigott

**The trustees who served as a trustee in the reporting period, and, if applicable, their dates of appointment or resignation during the year were:-.**

<b>Name</b>	<b>Appointed</b>	<b>Resigned/Retired</b>
Kathryn (Kat) Wellum-Kent	8 Dec 2020	
Elizabeth (Beth) Gardner	11 Feb 2021	27 July 2021

**Trustees in office on the date this report was approved (but appointed since 31/8/2021):**

Simon Cowley, appointed 1 Feb 2022

### **Bankers**

Lloyds Bank Ltd, (Butler Place branch) 1 Legg Street, Essex, CM1 1JS  
CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

### **Accountants**

We have undertaken book keeping and accounting in house, through our administration team, with support from the Finance Trustee. We have not used an external firm of accountants.

### **Details of The Independent Examiner**

Paul Hallam  
4 Chubb Close,  
Tetbury Hill,  
Malmesbury  
Wiltshire  
SN16 9JW

## **Report from the Chair of Trustees**

Inner Flame empowers young people (16-25) who are at a disadvantage, so they have a greater opportunity to thrive. We help them change their lives and improve their future. We work to develop confidence, self-esteem, goals, motivation and mental wellbeing, through training programmes, facilitated groups, and 1-1 support.

Covid-19 caused an immediate 150% jump in youth unemployment within 2 months of lockdowns in the UK in 2020. This affects impacting young people's prospects, sense of self-worth and mental health, increasing the incidence of depression and anxiety. Local youth unemployment gradually returned towards normal figures over the course of 2021.

Thanks to our grant funders, we delivered more programmes in 2020/21 while significantly increasing our reserves. We would like to have delivered even more, but were limited due to staffing shortages. Since the year end, we have strengthened our delivery team to help more young people at our bases in Swindon and Trowbridge.

Elizabeth Postgate, our General Manager, has driven our transformation, changing the culture to engage more young people and volunteers, and to work more closely in partnership with other organisations. We continue to benefit from strong partnerships with Prince's Trust and New College (Swindon) in particular.

We are delighted that Heidi Yorke joined us, part time, as Grants Manager. Together with James Threlfall, they made a huge impact, as shown by the increase in grant funding from £47,000 to £123,000 in the year. This is detailed below in the Funding section. James left us at the end of 2021 to pursue his exciting career in media. We are very grateful to have had him on the team, and for the contribution he made over his years with us.

As well as grants, we also benefit from non-financial support such as Lloyds Bank staff (and others) volunteering at Mock Interview and CV days, and from Excalibur supporting our IT systems.

Reviewing our strategy in mid 2021, the trustees decided to focus efforts on three areas:

1. Building our impact in Trowbridge
2. Expanding our mental wellbeing programme
3. Supporting our young people to continue their journey while strengthening their influence through youth leadership.

Limited staff resources meant that we weren't able to progress all of these immediately, but work has started on all of them.

## **Objects and activities of the charity**

### **The purpose of the charity**

Our core purpose is “To develop young people who are at a disadvantage, so they have a greater opportunity to thrive.”

Altogether, we had 127 participants on substantial programmes (30+ hours) over the year – a huge increase from the previous year across all 3 of our main programmes. (For this statistic, young people can be counted as participants in more than one programme).

### **The main activities undertaken in relation to those purposes during the year.**

***The Prince’s Trust Team Programme*** is a demanding 12 week, full time course for unemployed people aged 16-25 from disadvantaged backgrounds. It develops employability and team working skills and builds confidence, through a residential activity week, two community projects, and a work placement. Over 75% of participants move onto something positive within 3 months, finding work or a significant volunteering opportunity, or moving on to further their education.

We returned to delivering 3 Team Programmes in Swindon through the year, with 32 starting (up from 19), and 28 completing the course and the qualification (87%, up from 74%). In addition, we prepared to deliver Team in Trowbridge, which started at the start of our 2021/22 year.

***Achieve*** is a shorter Prince’s Trust course that we offer to those who don’t need, or aren’t yet ready to commit to, a 12 week full time programme. This was used as a standalone programme, to prepare young people for the Team Programme, and in Summer Provision in 2021, to offer additional activities for young people with nothing positive to occupy themselves

The main focus of Achieve is to inspire young people (who have not been engaging in work, education or social activities for some time) to look forward and fully engage with the learning and development environment - building confidence, inspire hope and open up the future..

Our Achieve programmes have delivered basic qualifications in:

- Interpersonal and Self-Management Skills
- Participating in Exercise
- Managing Money
- Digital Skills

40 participants took part in 3 Achieve programmes, with 34 completing the qualifications.

***Manage Anxiety - Your Way*** was introduced in 2020. An 8-week programme, mostly online in a small facilitated group. It aims to help young people who are suffering from anxiety to discover how they can address it and take better care of their own mental wellbeing. It is based upon the 5 Ways to Wellbeing, and upon the principles of Cognitive Behavioural Therapy. Although it uses these as a framework for learning, the emphasis is on the facilitator challenging and supporting participants to discover and try out what techniques work for them.

This programme is delivered with support from Lindsay Grant from “1<sup>st</sup> for CBT”, who provides the ongoing clinical supervision for our facilitator, and a limited number of therapy sessions for participants who are in more urgent need. We are very grateful to Lindsay for lending her professional expertise to this, and are looking to build further partnerships with organisations such as MIND, who have provided a number of referrals for early intervention.

Following our initial 2 pilot Anxiety programmes in 2019/20, we delivered 10 more this year, in small groups. We had a total of 40 starters, with 34 completers. A good proportion have continued their journey towards mental wellbeing by forming a follow-on support group, meeting fortnightly. .

### **How we work**

Our core values are personal development, challenge, accomplishment, giving, fun and partnership.

Our focus is on personal development - attitudes and mindset – rather than formal educational qualifications, which are well served by other providers.

We offer a unique mix of approaches; our training programmes include:

- Learning by experience and facilitated reflection, to build self-belief, manage emotions, set goals, improve communication skills, etc,
- Meeting business people. Corporate volunteers support Employability Week in the Team Programme, delivering “Mock Interview” and “CV and Self Marketing” days. We have had excellent feedback from course participants and volunteers to whom we are grateful.
- Support through programme leaders and Information Advice and Guidance to the Matrix standard.

## **The main activities undertaken during the year to further the charity's purpose for the public benefit.**

### **Measuring our Impact**

The UK is one of the most affluent countries in the world, but the wellbeing of our young people is still suffering. The UK was bottom of 21 rich nations for child & adolescent wellbeing, according to Unicef research (2017).

Our aim is to deliver an outstanding experience for participants. One qualitative measure is that we ask how likely participants are to recommend the course to their friends. We use three main approaches to measure the benefits of what we do:

- We use an attitudinal self-completion questionnaire at the start and end of each course.
- We keep in touch with course participants, and hear what positive changes they make, and what they have achieved. We also receive feedback from parents and professionals.
- The Prince's Trust sees around three quarters of its participants move on to employment, college or substantial volunteering opportunities in the 3 months after their programmes, which is a target that we follow.

In addition, our statutory funders undertake follow-up calls to students post programme to establish their satisfaction with both the programme and the tutor. These results are taken into account when looking to improve the quality of our delivery or reflect on good practice.

### **Who do we help?**

Almost all of our course participants meet one or more indicators of disadvantage, especially on the Team Programme. Our programmes are completely free of charge to participants, and Team Programme participants also receive free bus passes.

Our policy is that no young person who is eligible for the course will be prevented from attending for financial reasons. So far, we have been able to fund every eligible young person who wants to attend our programmes.

The target groups for this programme include young people who:

- Did not get on well at school or college, and under-achieved
- Are in or have left care
- Have offended
- Have mental Health issues including low self-esteem and lack of confidence
- Have learning difficulties

The trustees consider that they have complied with their duty to have due regard to the guidance on public benefit published by the Charities Commission in exercising their powers and duties.



## **Governance**

The board of trustees is drawn from a range of backgrounds:

- David Wreathall (Chair and Founder). David volunteered as Manager of the charity for its first 7 years until this became a paid role, subsequently became a trustee, and took the chair in January 2020. David has worked in the charity, with young people and in a managing role, part-time for over 6 man-years. His career before setting up Inner Flame was in various roles in retail banking for 20 years, giving him a broad range of senior management experience.
- Kieron Pollock (Deputy Chair). Kieron has a background as a Chief Financial Officer and Chief Operational Officer in medium sized companies. Kieron brings extensive strategic experience, and a strong focus on delivery, to the board.
- Tim Pigott is an experienced Senior Risk Manager with Nationwide, and is responsible for risk management for the charity.
- Kat Wellum-Kent is Finance Trustee. A Chartered Accountant, Kat is Director of Business Services at MHA Monahans. She brings particular expertise in management accounting.
- Beth Gardner joined for part of the year, to help with our Strategy Review. She is CEO of Swindon MS Neuro & Therapy Centre, with a background in fundraising and corporate social investment. Unfortunately the demands of this new role didn't allow her to continue as a trustee.

We aim to return to around 6 trustees, when we can find people to fill gaps in our collective experience. In addition, our Management Committee includes Elizabeth Postgate as General Manager.

The trustees have regard to the Charity Commission's guidance on public benefit in managing the activities of the charity.

## **Marketing**

Our marketing is undertaken with almost zero advertising budget. Programme participants generally come to us through referral partnerships and word of mouth (recommendations from former participants).

Youth employment rates improved significantly in recent years, and (prior to Covid), we were finding that our target audience were declining in numbers but increasing in levels of deprivation, and range of needs, including autism. This picture is expected to return as employment returns to "normal" levels.

It has been clear for a while that we needed to broaden our range of support, and build on our experience of helping young people with mental health issues. We are pleased to have delivered more mental wellbeing programmes ("Manage Anxiety – Your Way") than we originally planned, and are aiming to deliver around 10 of these each year.

## **Volunteering**

As well as our corporate volunteers, we regularly engage past participants as volunteers in programme delivery. In 2020/21, these roles were able to be filled on a paid basis through the Kickstart scheme.

## **Funding**

The Team Programme is funded by the Education and Skills Funding Agency, via New College Swindon. It represented nearly half of our income during the year.

The other half was mainly from grants. We are very grateful to our grant funders, in particular:

- John Lewis partnership, who donated £47,000 during the year, mainly to fund our Progress Coach role (working with young people 1-1).
- Garfield Weston, who gave us £15,000 towards core costs.
- Wiltshire and Swindon Sport Partnership, who helped us to continue our mental wellbeing programme “Manage Anxiety – Your Way” with a £10,000 grant.
- Wiltshire Community Foundation, who have also supported our core costs with the first tranche (£7,500) of a grant for £15,000.
- The Masonic Charitable Foundation, who have continued to support our core costs with £5,000pa as part of a 3 year commitment.
- Lloyds Bank Foundation, continuing their support with a £10,000 Covid grant.
- Wiltshire Council awarded us a £5,000 Area Board grant to establish our activities in Trowbridge.
- Thanks also for continued support from Nationwide (£10,000) and St James Place Foundation (£7,500) to support our programmes.
- We used the government’s Kickstart scheme (with support from Community First) to provide a step into employment for some of our former programme participants,

## **Working Partnerships**

We aim to build positive working partnerships to help us fund, deliver and recruit participants to our programmes. Our positive working relationships continued with:

- The Prince’s Trust – we are their local delivery partner for Swindon and Trowbridge.
- New College Swindon, through whom our Prince’s Trust programmes are funded.
- Swindon Borough Council, Jobcentre Plus and a number of other referral agencies including several Housing Associations, who refer young people to us.
- 1<sup>st</sup> for CBT, who support delivery of “Manage Anxiety - Your Way”.
- Excalibur Communications support our IT,
- Red Virtual Office handle calls for us
- Lloyds Bank - volunteering

## **Risk Management**

The main risks that the charity has to consider are:

- Financial / cash flow
- Safeguarding children and vulnerable adults. Our Safeguarding policy requires staff and volunteers in contact roles to obtain enhanced DBS checks, and ensures that as far as is practical, volunteers and staff are not put in unsupervised 1-1 situations with young people.
- Risks associated with physical activities and residential courses. We work with established education centres and our “riskier” activities are run by their trained staff. We undertake risk assessments. We have public and employee liability insurance.
- Risks associated with behaviour of young people on our programmes, particularly the Team Programme. We follow The Prince’s Trust’s policies on

violence, drugs and alcohol, and incidents are reported to them. There were concerns, but no major incidents in the year.

## Financial Review

The financial position of the charity at 31 August 2021 and comparatives for the prior period, as more fully detailed in the accounts, can be summarised as follows:

### Revenue Funds available for the purposes of the charity

	2021 £	2020 £
Net income/(expenditure) – unrestricted revenue funds	69,185	(1,139)
Unrestricted Revenue Funds available for the general purposes of the charity	74,252	5,067
Restricted Revenue Funds	51,451	33,221
Total Funds	125,703	38,288

### Financial review of the position at the reporting date, 31 August 2021.

The Trustees consider the financial performance of the charity in its twelfth year to have been strong. Our programme delivery income more than doubled (albeit from a low base due to the impact of Covid in the previous year) and grant income grew by even more. After several years of pressure on our unrestricted reserves, a surplus of £69,000 exceeded our expectations, and we are now well placed to invest more in programme delivery. Restricted reserves also increased from £33,000 to £51,000, largely due to multi-year funding for the Progress Coach role from John Lewis Partnership.

Our financial control has shown significant improvement, thanks to an active contribution from Kat, our Finance Trustee.

### Policies on reserves.

The trustees aim to build an acceptable level of reserves in order to be able to overcome setbacks, to commit to courses in advance, and to grow. The cashflow associated with the Team Programme makes it essential to have cash reserves at the start. This funding also depends upon external funding agencies and upon the achievement of our participants, neither of which is 100% within our control, so it is prudent to have a reasonable reserve to overcome any setbacks.

Our target is to hold at least 3 months' expenditure in unrestricted reserves. Our aim in 2020/21 was to get back to a position of annual surplus as soon as possible, and rebuild reserves. We have done this very successfully, building reserves to nearly 6 months, as we were not able to recruit staff quickly enough – however, this has started to be remedied in 2021/22, where our budget is for an increase in operational costs.

### Availability and adequacy of assets of each of the funds

The board of trustees is satisfied that the charity's assets in each restricted fund are available and adequate to fulfil its obligations in respect of each fund. The

unrestricted reserves are now at a level to manage cashflow comfortably, and to commit to additional salary costs

## **Statement of the Directors' and Trustees' Responsibilities**

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Companies Act 2006, the Charities Act 2011 and the Charities (Accounts and Reports) Regulations 2008. Notwithstanding the explicit requirement in the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008, to prepare the financial statements in accordance with the SORP 2005, in view of the fact that the SORP 2005 has been withdrawn, the Trustees determined to interpret this responsibility as requiring them to follow current best practice and prepare the accounts according to the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015, (as amended by the Bulletin issued in February 2016), (The SORP), .

In particular, the Companies Act 2006 and charity law require the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:-

- prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The law requires that the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for the year.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the statutory responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no material inconsistencies with the figures disclosed in the financial statements.



## **Method of preparation of accounts - Small company provisions**

The financial statements are set out on pages 14 to 18.

The financial statements have been prepared implementing the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015, (as amended by the Bulletin issued in February 2016), (The SORP), and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016)

These financial statements have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board of trustees on 16 May 2022.

**David Wreathall**  
**Director and Chair of Trustees**



## **Report of the Independent Examiner to the Trustees of the charitable company on the accounts for the year ended 31 August 2021**

Independent examiner's report to the trustees of Inner Flame Charitable Company ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2021.

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

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

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

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

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

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

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.

**Paul Hallam**  
**Independent Examiner**

4 Chubb Close,  
Tetbury Hill,  
Malmesbury  
Wiltshire  
SN16 9JW

This report was signed on 10 May 2022

## Annual Accounts

### Statement of Financial Activities for the year ended 31 August 2021

#### Statement of Financial Activities (including the Income and Expenditure Account for the year ended 31 August 2021, as required by the Companies Act 2006)

		Current year Unrestrict ed Funds 2021 £	Current year Restrict ed Funds 2021 £	Current year Total Funds 2021 £	Prior Year Total Funds 2020 £
<b>Income &amp; Endowments from:</b>					
Donations & Legacies	A1	64,846	84,384	149,230	52,365
Charitable activities	A2	91,282	-	91,282	41,536
Other trading activities	A3	1,028	-	1,028	4,276
Investments	A4	3	-	3	43
<b>Total income</b>	<b>A</b>	<b>157,159</b>	<b>84,384</b>	<b>241,543</b>	<b>98,220</b>
<b>Expenditure on:</b>					
Raising funds	B1	-	-	-	96
Charitable activities	B2	87,974	66,154	154,128	101,299
<b>Total expenditure</b>	<b>B</b>	<b>87,794</b>	<b>66,154</b>	<b>154,128</b>	<b>101,395</b>
<b>Net income/(expenditure) for the year</b>		69,185	18,230	87,415	(3,175)
<b>Transfers between funds</b>	<b>C</b>	-	-	-	-
<b>Net income after transfers</b>	<b>A-B-C</b>	69,185	18,230	87,415	(3,175)
<b>Net movement in funds</b>		69,185	18,230	87,415	(3,175)
<b>Reconciliation of funds:-</b>	<b>E</b>				
<b>Total funds brought forward</b>		5,067	33,221	38,288	41,463
<b>Total funds carried forward</b>		<b>74,252</b>	<b>51,451</b>	<b>125,703</b>	<b>38,288</b>

The 'SORP Ref' indicated above is the classification of income set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

All activities derive from continuing operations

The notes attached on pages 19 to 28 form an integral part of these accounts.

## Statement of Financial Activities for the year ended 31 August 2021

### Analysis of prior year total funds, as required by paragraph 4.2 of the SORP

		Prior year Unrestricted Funds 2020 £	Prior year Restricted Funds 2020 £	Prior year Total Funds 2020 £
<b>Income &amp; Endowments from:</b>				
Donations & Legacies	A1	34,233	18,132	52,365
Charitable activities	A2	41,536	-	41,536
Other trading activities	A3	4,276	-	4,276
Investments	A4	43	-	43
<b>Total income</b>	<b>A</b>	<b>80,088</b>	<b>18,132</b>	<b>98,220</b>
<b>Expenditure on:</b>				
Raising funds	B1	96	-	96
Charitable activities	B2	87,969	13,330	101,299
<b>Total expenditure</b>	<b>B</b>	<b>88,065</b>	<b>13,330</b>	<b>101,395</b>
<b>Net income/(expenditure) for the year</b>		(7,977)	4,802	(3,175)
<b>Transfers between funds</b>	<b>C</b>	6,838	(6,838)	-
<b>Net income after transfers</b>	<b>A-B-C</b>	(1,139)	(2,036)	(3,175)
<b>Net movement in funds</b>		(1,139)	(2,036)	(3,175)
<b>Reconciliation of funds:-</b>				
	<b>E</b>			-
<b>Total funds brought forward</b>		6,206	35,257	41,463
<b>Total funds carried forward</b>		<b>5,067</b>	<b>33,221</b>	<b>38,288</b>

All activities derive from continuing operations

A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

The notes attached on pages 19 to 28 form an integral part of these accounts.

## Statement of Financial Activities for the year ended 31 August 2021

### Movements in revenue and capital funds for the year ended 31 August 2021

	Unrestrict ed Funds 2021 £	Restrict ed Funds 2021 £	Total Funds 2021 £	Last year Total Funds 2020 £
Accumulated funds brought forward	5,067	33,221	38,288	41,463
Recognised gains and losses before transfers	69,185	18,230	87,415	(3,175)
	<b>74,252</b>	<b>51,451</b>	<b>125,703</b>	<b>38,288</b>
(From)/To unrestricted revenue funds	-	-	-	-
<b>Closing revenue funds</b>	<b>74,252</b>	<b>51,451</b>	<b>125,703</b>	<b>38,288</b>
<b>Summary of funds</b>	<b>Unrestrict ed Funds 2021 £</b>	<b>Restrict ed Funds 2021 £</b>	<b>Total Funds 2021 £</b>	<b>Last Year Total Funds 2020 £</b>
Revenue accumulated funds	<b>74,252</b>	<b>51,451</b>	<b>125,703</b>	<b>38,288</b>

The notes attached on pages 19 to 28 form an integral part of these accounts.

## Statement of Financial Activities for the year ended 31 August 2021

### Income and Expenditure Account for the year ended 31 August 2021 as required by the Companies Act 2006

	2021	2020
	£	£
<b>Income</b>		
Income from operations	241,540	98,177
Investment income - Interest receivable	3	43
<b>Gross income in the year before exceptional items</b>	<b>241,543</b>	<b>98,220</b>
<b>Gross income in the year including exceptional items</b>	<b>241,543</b>	<b>98,220</b>
<b>Expenditure</b>		
Charitable expenditure, excluding depreciation and amortisation	154,128	101,299
Depreciation and amortisation	-	-
Fundraising costs	-	96
Realised losses on disposals of social investments which are programme related	-	-
<b>Total expenditure in the year</b>	<b>154,128</b>	<b>101,395</b>
<b>Net income before tax in the financial year</b>	<b>87,415</b>	<b>(3,175)</b>
Tax on surplus on ordinary activities	-	-
<b>Net income after tax in the financial year</b>	<b>87,415</b>	<b>(3,175)</b>
<b>Retained surplus / (loss) for the financial year</b>	<b>87,415</b>	<b>(3,175)</b>

All activities derive from continuing operations

In accordance with the provisions of the Companies Act 2006, the headings and subheadings used in the Income and Expenditure account have been adapted to reflect the special nature of the charity's activities.

The notes attached on pages 19 to 28 form an integral part of these accounts.

## Statement of Financial Position as at 31 August 2021

	Note Ref	SORP	2021 £	2020 £
<b>Fixed assets</b>		A		
Tangible assets	9	A2	-	-
<b>Current assets</b>		B		
Debtors	10	B2	15,732	1,703
Cash at bank and in hand		B4	115,705	48,490
<b>Total current assets</b>			<u>131,437</u>	<u>50,593</u>
<b>Creditors: amounts falling due within one year</b>	12	C1	<u>(5,734)</u>	<u>(12,305)</u>
<b>Net current assets</b>			<u>125,703</u>	<u>38,288</u>
<b>Total assets less current liabilities</b>			<u>125,703</u>	<u>38,288</u>
Creditors: amounts falling due after more than one year	13	C2	-	-
<b>The total net assets of the charity</b>			<u>125,703</u>	<u>38,288</u>

**The total net assets of the charity are funded by the funds of the charity, as follows: -**

			2021	2020
<b>Restricted funds</b>				
Restricted Revenue Funds	19	D2	51,451	33,221
<b>Unrestricted Funds</b>				
Unrestricted Revenue Funds	19	D3	74,252	5,067
<b>Designated Funds</b>				
<b>Total charity funds</b>			<u>125,703</u>	<u>38,288</u>

The 'SORP Ref' indicated above is the classification of Balance Sheet items as set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the SOFA..

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The charity is subject to Independent Examination under charity legislation, and the report of the Independent Examiner is on page 13.

The financial statements have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies' subject to the small companies' regime.

David Wreathall  
Chair of Trustees  
Approved by the board of trustees on 16 May 2022

The notes attached on pages 19 to 28 form an integral part of these accounts.

## **Notes to the Accounts for the year ended 31 August 2021**

### **1 Accounting policies**

Policies relating to the production of the accounts.

#### **Basis of preparation and accounting convention**

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016) and 'FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015, (as amended by the Bulletin issued in February 2016), (The SORP), published by the Charity Commission in England & Wales (CCEW), effective January 2016, , and in accordance with all applicable law in the charity's jurisdiction of registration, except that the charity has prepared the financial statements in accordance with the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015, (as amended by the Bulletin issued in February 2016), (The SORP), in preference to the previous SORP, the SORP 2005, which has been withdrawn, notwithstanding the fact that the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008 refer explicitly to the SORP 2005. This has been done to accord with current best practice.

#### **Policies relating to categories of income and income recognition.**

##### **Accounting for deferred income and income received in advance**

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Any grant that is subject to performance-related conditions received in advance of delivering the goods and services required by that condition or is subject to unmet conditions wholly outside the control of the recipient charity, is accounted for as a liability and shown on the balance sheet as deferred income. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

When income from a grant or donation has not been recognised due to the conditions applying to the gift not being wholly within the control of the recipient charity, it is disclosed as a contingent asset if receipt of the grant or donation is probable once those conditions are met.

Where time related conditions are imposed or implied by a funder, then the income is apportioned to the time periods concerned, and, where applicable, is accounted for as a liability and shown on the balance sheet as deferred income. When grants are received in advance of the expenditure on the activity funded by them, but there are no specific time related conditions, then the income is not deferred.

Any condition that allows for the recovery by the donor of any unexpended part of a grant does not prevent recognition of the income concerned, but a liability to any repayment is recognised when repayment becomes probable.

#### **Policies relating to expenditure on goods and services provided to the charity.**

#### **Policies relating to assets, liabilities and provisions and other matters.**

Tangible fixed assets are measured at their original cost value, or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value over estimated useful lives.

Plant and machinery	50% straight line
---------------------	-------------------

Debtors are measured at their recoverable amounts at the balance sheet date.

## Notes to the Accounts for the year ended 31 August 2021

### Fund Accounting

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

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal or as implied by law.

### 2 Liability to taxation

The Trustees consider that the charity satisfies the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 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 on the specific charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

### 3 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

### 4 Significance of financial instruments to the charity's position

There are no significant implications.

### 5 Net surplus before tax in the financial year

	2021	2020
	£	£
The net surplus before tax in the financial year is stated after charging:-		
Depreciation of owned fixed assets	-	-
Pension costs	1,419	860



## Notes to the Accounts for the year ended 31 August 2021

### 6 Staff costs and emoluments

Salary costs	2021 £	2020 £
Gross Salaries excluding trustees and key management personnel	125,407	65,028
Employer's National Insurance for all staff	1,444	1,647
Employer's operating costs of defined contribution pension schemes	1,419	860
<b>Total salaries, wages and related costs</b>	<b>90,270</b>	<b>67,535</b>

Numbers of full-time employees or full-time equivalents	2021	2020
The average number of total staff employed in the year was	8	5
The average number of part time staff employed in the year was	4	3
The average number of full-time staff employed in the year was	4	2
<b>The estimated full-time equivalent number of all staff employed in the year was</b>	<b>6</b>	<b>3</b>

#### The estimated equivalent number of full-time staff deployed in different activities in the year was: -

Engaged on charitable activities	4	1
Engaged on publicity activities	-	-
Engaged on fundraising activities	-	-
Engaged on management and administration	2	2
<b>The estimated full time equivalent number of all staff employed as above</b>	<b>6</b>	<b>3</b>

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity, either in the current or prior year.

The number of employees whose emoluments including taxable benefits but excluding employer's pension contributions fall into the following bands were: -

	2021 £	2020 £
£60,001 to £70,000	-	-
£70,001 to £80,000	-	-
£80,001 to £90,000	-	-
£90,001 to £100,000	-	-
	-	-

#### The pension details of such higher paid staff were: -

	£	£
<b>Contributions for the provision of money purchase pension</b>	-	-
	No.	No.
<b>Numbers of such staff to whom benefits are accruing: -</b>		
Under money purchase pension schemes	-	-
Under defined benefits pension schemes	-	-
	-	-

#### Chief Executive Officer

The remuneration in the year was	25,000	22,833
Pension contributions paid by the employer	563	618
Other benefits paid	-	-
Compensation/Termination payments	-	-
<b>Total remuneration package included in total salaries above</b>	<b>25,563</b>	<b>23,451</b>

## Notes to the Accounts for the year ended 31 August 2021

### 7 Remuneration and payments to Trustees and persons connected with them

No trustees or persons connected with them received any remuneration from the charity, or any related entity.

### 8 Deferred income - Unrestricted and designated funds

None

### 9 Tangible fixed assets

	Land and Buildings	Plant & Machinery	Motor Vehicles	Total
	£	£	£	£
<b>Cost</b>				
At 1 September 2020	-	4,886	-	4,886
Additions	-	-	-	-
<b>At 31 August 2021</b>	<b>-</b>	<b>4,886</b>	<b>-</b>	<b>4,886</b>
<b>Depreciation</b>				
At 1 September 2020	-	4,886	-	4,886
Charge for the year	-	-	-	-
<b>At 31 August 2021</b>	<b>-</b>	<b>4,886</b>	<b>-</b>	<b>4,886</b>
<b>Net book value</b>				
At 31 August 2020	-	-	-	-
At 31 August 2021	-	-	-	-

### 10 Debtors

	2021	2020
	£	
Trade debtors	-	1,453
Prepayments and accrued income	15,482	-
Other debtors	250	250
	<b>15,732</b>	<b>1,703</b>

### 11 Contingent asset

None.

### 12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	1,650	8,702
Accruals	3,100	2,745
Deferred Income - Unrestricted & designated funds	-	-
PAYE, NIC VAT and other taxes	984	858
	<b>5,734</b>	<b>12,305</b>

## Notes to the Accounts for the year ended 31 August 2021

### 13 Creditors: amounts falling due after one year

None.

**14 Loans to trustees included in debtors**

None.

**15 Guarantees made by the charity on behalf of trustees**

None.

**16 Revaluation reserve**

None.

**17 Income and Expenditure account summary**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>38,288</b>	<b>41,463</b>
Surplus/(loss) after tax for the year	87,415	(3,175)
<b>At 31 August</b>	<b>125,703</b>	<b>38,288</b>

**18 Particulars of how particular funds are represented by assets and liabilities**

<b>At 31 August 2021</b>	<b>Unrestricted funds £</b>	<b>Designated funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
Tangible Fixed Assets	-	-	-	-
Current Assets	79,986	-	51,451	131,437
Current Liabilities	(5,734)	-	-	(5,734)
	<b>74,252</b>	<b>-</b>	<b>51,451</b>	<b>125,703</b>
<b>At 1 September 2020</b>	<b>Unrestricted Funds £</b>	<b>Designated funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
<b>Tangible Fixed Assets</b>	-	-	-	-
<b>Current Assets</b>	17,372	-	33,221	50,593
<b>Current Liabilities</b>	(12,305)	-	-	(12,305)
	<b>5,067</b>	<b>-</b>	<b>33,221</b>	<b>38,288</b>

## Notes to the Accounts for the year ended 31 August 2021

### 19 Change in total funds over the year as shown in Note 18 , analysed by individual funds

	Funds brought forward from 2020 £	Movement in Funds in 2020-21 See Note 20 £	Transfers between funds in 2020-21 £	Funds carried forward to 2021-22 £
<b>Unrestricted and designated funds:-</b>				
Unrestricted Revenue Funds	5,067	69,185	-	74,252
<b>Total unrestricted and designated funds</b>	<b>5,067</b>	<b>69,185</b>	<b>-</b>	<b>74,252</b>
<b>Restricted funds:-</b>	33,221	18,230	-	51,451
<b>Total restricted funds</b>	<b>33,221</b>	<b>18,230</b>	<b>-</b>	<b>51,451</b>
<b>Total charity funds</b>	<b>38,288</b>	<b>87,415</b>	<b>-</b>	<b>125,703</b>

### 20 Analysis of movements in funds over the year as shown in Note 19

	Income 2021 £	Expenditure 2021 £	Other Gains & Losses 2021 £	Movement in funds 2021 £
<b>Unrestricted and designated funds:-</b>				
Unrestricted Revenue Funds	157,159	87,974	-	69,185
Restricted funds	84,384	66,154	-	18,230

### 21 The purposes for which the funds as detailed in note 19 are held by the charity are:

Unrestricted and designated funds / Unrestricted Revenue Funds	These funds are held to meet the objectives of the charity, and to provide reserves for future activities. Subject to charity legislation, they are free from all restrictions on their use.
Unrestricted Revaluation Reserve	N/A.
Restricted funds:	This fund represents grant monies received for restricted purposes and as yet unspent. They may only be used for the purposes specified in the grants.

### 22 Ultimate controlling party

The charity is under the control of its legal members (the trustees). Every member of the charity is obliged to contribute such amount as may be required not exceeding £1 to the assets of the company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

## Notes to the Accounts for the year ended 31 August 2021

### Detailed analysis of income and expenditure for the year ended 31 August 2021 as required by the SORP 2015

This analysis is classified by conventional nominal descriptions and not by activity.

#### 23 Donations and Legacies

	Current year Unrestric ted Funds 2021 £	Current year Restrict ed Funds 2021 £	Current year Total Funds 2021 £	Prior Year Total Funds 2020 £
Small donations individually less than £1000	1,210	-	1,210	764
The Masonic Charitable Foundation	5,000	-	5,000	5,000
Kickstarter Funding	23,201	-	23,201	-
The National Lottery	-	-	-	8,756
Garfield Weston Foundation	15,000	-	15,000	-
Community First	(1,700)	-	(1,700)	4,076
Lloyds Bank Foundation	-	9,993	9,993	-
Other donors	1,800	-	-	-
Wiltshire Community Foundation	7,500	-	-	12,800
Nationwide	-	10,000	10,000	-
St James's Palace Charitable Foundation	-	7,500	-	2,800
Swindon Borough Council	4,096	-	4,096	10,000
HMRC – Job Retention Scheme grants	3,739	-	3,739	4,069
Trustees of Inner Flame	-	-	-	4,100
Wiltshire and Swindon Sport Partnership	-	10,000	10,000	-
Wiltshire Council	5,000	-	5,000	-
John Lewis Partnership	-	46,891	46,891	-
<b>Total donations and gifts from individuals</b>	<b>64,846</b>	<b>84,384</b>	<b>149,230</b>	<b>52,365</b>
<b>Total Donations and Legacies</b>	<b>64,846</b>	<b>84,384</b>	<b>149,230</b>	<b>52,365</b>

#### 24 Charitable income from funders

	Current year Unrestric ted Funds 2021 £	Current year Restrict ed Funds 2021 £	Current year Total Funds 2021 £	Prior Year Total Funds 2020 £
<b>Contractual payments from public bodies to fund charitable activities</b>				
Weston College	12,918	-	12,918	-
New College Swindon	78,364	-	78,364	37,276
St Luke's School	-	-	-	4,260
<b>Total contractual payments</b>	<b>91,282</b>	<b>-</b>	<b>91,282</b>	<b>41,536</b>
<b>Total Charitable income from funders</b>	<b>91,282</b>	<b>-</b>	<b>91,282</b>	<b>41,536</b>



## Notes to the Accounts for the year ended 31 August 2021

Detailed analysis of income and expenditure for the year ended 31 August 2021 as required by the SORP 2015

### 25 Income from other, non-charitable, trading activities

		Current year Unrestricted Funds 2021 £	Current year Restricted Funds 2021 £	Current year Total Funds 2021 £	Prior Year Total Funds 2020 £
Income from fundraising events		-	-	-	4,276
<b>Total from other activities</b>	<b>A3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,276</b>

### 26 Investment income

		Current year Unrestricted Funds 2021 £	Current year Restricted Funds 2021 £	Current year Total Funds 2021 £	Prior Year Total Funds 2020 £
Bank interest receivable		3	-	3	43
<b>Total investment income</b>		<b>3</b>	<b>-</b>	<b>3</b>	<b>43</b>
<b>Total Investment Income</b>	<b>A4</b>	<b>3</b>	<b>-</b>	<b>3</b>	<b>43</b>

### 27 Expenditure on charitable activities - Direct spending

		Current year Unrestricted Funds 2021 £	Current year Restricted Funds 2021 £	Current year Total Funds 2021 £	Prior Year Total Funds 2020 £
Gross wages and salaries		40,790	43,330	84,120	26,665
Employers' NI		2,561	2,720	5,281	1,021
Defined contribution pension costs		552	316	868	366
Travel and Subsistence		1,054	-	1,054	2,927
Marketing and advertising		-	-	-	-
Cost of providing charitable activities		15,105	2,628	17,733	25,828
<b>Total Direct Spending</b>	<b>B2a</b>	<b>60,062</b>	<b>48,994</b>	<b>109,056</b>	<b>56,807</b>

## Notes to the Accounts for the year ended 31 August 2021

Detailed analysis of income and expenditure for the year ended 31 August 2021 as required by the SORP 2015

### 28 Support costs for charitable activities

		Current year	Current year	Current year	Prior Year
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2021	2021	2021	2020
		£	£	£	£
<b>Employee costs not included in direct costs</b>					
Salaries - Administrative staff		26,276	15,011	41,287	38,363
Employers' NI - Administrative staff		(4,004)	166	(3,838)	627
Defined contribution pension costs		523	27	550	495
Training and welfare - staff		125	-	125	530
Travel and subsistence - staff		36	-	36	306
<b>Premises Expenses</b>					
Rent payable under operating leases		738	-	738	1,771
<b>Administrative overheads</b>					
Telephone, fax and internet		439	41	480	309
Postage, Stationery and printing		185	-	185	197
Software licences and expenses		1,155	135	1,290	560
Liability and contents insurance		820	-	820	774
DBS (CRB) checks		-	-	-	104
Sundry expenses		1,208	1,780	2,988	372
Professional fees		362	-	362	-
<b>Financial costs</b>					
Bank charges		49	-	49	85
Depreciation & Amortisation in total for the year		-	-	-	-
<b>Support costs before reallocation</b>		27,912	17,160	45,072	44,493
<b>Total Support Costs</b>	B2d	27,912	17,160	45,072	44,493

### 29 Total Charitable expenditure

		Current year	Current year	Current year	Prior Year
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2021	2021	2021	2020
		£	£	£	£
Total direct spending	B2a	60,062	48,994	109,056	56,806
Total support costs	B2d	27,912	17,160	45,072	44,493
<b>Total charitable expenditure</b>	<b>B2</b>	<b>87,974</b>	<b>66,154</b>	<b>154,128</b>	<b>101,299</b>





## **Notes to the Accounts for the year ended 31 August 2021**

**Detailed analysis of income and expenditure for the year ended 31 August 2021 as required by the SORP 2015**

### 30 Expenditure on raising funds and costs of investment management

	Current year Unrestrict ed Funds 2021 £	Current year Restrict ed Funds 2021 £	Current year Total Funds 2021 £	Prior Year Total Funds 2020 £
Cost of fundraising activities	-	-	-	96
<b>Total fundraising costs</b>	<b>B 1 -</b>	<b>-</b>	<b>96</b>	<b>96</b>