

# **REACHING HIGHER**

**Report and unaudited Financial Statements**

**For the year ended 31 December 2021**

**Charity number 1137915**

**Company number 07266483**

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## **REACHING HIGHER**

### **LEGAL AND ADMINISTRATIVE INFORMATION**

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#### **Trustees**

Mr M Rufus

Ms H Thomas (resigned 22 June 2022)

Mr V Thiyagarajah

Ms E Barlow

Mr W Dalziel

Mr M King

Ms R Jackson (appointed 26 April 2021)

#### **Registered Office**

South Norwood Methodist Church

Suffolk Road

London

SE25 6EG

#### **Bankers**

HSBC

54 Woodcote Road

Wallington

Surrey

SM6 0NJ

#### **Independent examiner**

Peninsula Accounting Ltd

84 Broad Walk

Blackheath

London

SE3 8ND

#### **Charity number**

1137915

#### **Company number**

07266483

The trustees present their report and financial statements for the year ended 31 December 2021.

## **Structure Governance & Management**

### **Constitution**

The Charity was established under a Memorandum of Association and is governed under its Articles of Association. The Articles were amended on 25 November 2013 to change the charity name to Reaching Higher (previously 'Reachin Higher').

### **Organisational Structure**

The organisation is ultimately managed by the Board of Trustees which oversees the work of Reaching Higher. All major operational and strategic decisions are made by the Board who met five times during the year either in person or via video conferencing.

Under the Articles, new Trustees are appointed by the Trustee Board and one third of the members of the Trustee Board (the longest serving) retire at each AGM, but are eligible to be re-appointed if they still qualify.

The Chief Executive who served in a voluntary capacity oversees the financial and practical running of the Charity, reporting into the Trustees.

### **Trustees**

Trustees, who are all Directors of the company, were recruited based on their broad range of skills and experience: They bring a wide range of experience of working with young people on a professional and/or voluntary basis.

The Trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when planning their objectives and activities for the year.

## **Risk Review**

The Trustees consider on an ongoing basis all the major risks the charity is exposed to which are held on a risk register. Specifically of note, the Trustees have developed:

A funding strategy is in place which seeks to avoid overreliance on any one source of funding. Reaching Higher is developing diverse funding streams through a range of trusts, government agencies, corporate and personal donors.

A Safeguarding Young People policy has been developed to protect the Charities' beneficiaries as well as the Charity's volunteers. This policy ensures all volunteers receive safeguarding young people training and are subject to an extended DBS disclosure check.



## Annual Report of the Trustees

### Our History

Reaching Higher (RH) is a youth charity with a Christian ethos, focused on serving young people and challenging them to be leaders of their own lives. For well over a decade, RH have cultivated an organisation that is built by and for young people and local leaders from the community of Croydon and its neighbouring boroughs. Adopting a relational and youth-led approach, RH has consistently built strong and long-lasting relationships with the young people in the community. Birked in the community, the RH team held a natural aptitude to connect and engage young people across all environments. Following the organisation's success, the team began to mobilise its work and take it into schools, launching our transferable skills and mentoring programmes.

This work soon illuminated the gaps that we recognise as a root cause to the problems we see. Our work over the last decade has led us to adapt our approach and streamline our work more effectively. We now take a schools, community and home approach at RH. With the young person in the centre of this triangulation approach, we believe that the best way to impact the life of a young person is to have an insight into all three areas. Whilst we recognise that we cannot control any of these areas we strongly believe that we can positively influence them.

### Our Vision, Mission & Commitment to Young People

#### The problem we see

We believe young people are not being supported well enough within their communities. We recognise that young people are not provided with enough platforms to make a youth-led impact in their community. We believe this derives from a lack of understanding of young people's lived experiences causing a generational gap. This gap is often caused by leaders, groups and other organisations who assume the needs of young people as opposed to helping support young people to articulate their needs. There are frequently missed opportunities, poor lines of communication and a disconnect with key groups that have intentions to give back to their communities. We are here to help improve the synergy between these groups via our schools, community, and home approach.

#### Vision

Our vision is to see wider communities working together to champion young people to become **leaders of change**.

#### Mission

We're here to challenge young people to be leaders of their own lives within their place of influence. We do this by adopting an asset based approach, helping them discover the transferable skills they've developed as a result of their lived experience.

#### Our commitment to young people

We are committed to playing our part but recognise that we can't do this in isolation. We believe in building strong and long-lasting relationships with young people to set firm foundations in the years to come via our relational approach. With this in mind, we must collaborate well and establish a united front with everyone who care for young people and the communities they live in.

#### Quality Mark Status

We believe in the importance of holding credible quality marks to ensure that our standards of service both reflect best practice and are widely recognised by others. We hold a London Youth Gold Quality Mark as a youth organisation and a Silver Status Trauma-Informed Quality Mark.

## Our Approach

If we can demonstrate what works through effective collaborations and clear evaluation of good practice, then we can have confidence to share this with others.

To stay focused on achieving our mission we:

**1. Meet young people at their point of interest.**

We go 'to' young people. We want young people to have fun and experience a childhood that helps them be themselves. Rather than telling young people what their needs are, we want to build authentic relationships with them and find out what they believe their unmet needs are. We want to do this through bonding with them through fun and safe activities.

**2. Share the journey with young people via scaffolding.**

We want to ensure that we aren't travelling two separate journeys' but instead share the journey together. We know just how gifted and creative young people are and want them to think and dream as wildly as possible. To do this effectively we will use our additional lived experience as youth workers to add value and scaffold the development of the young people we engage.

**3. Work together to achieve more.**

We are committed to playing our part and recognise that we can't do this in isolation. We must and will work with everyone (including organisations) who care for young people and their communities to find out how best to serve them. We will play to our strengths and intentionally establish meaningful partnerships to make long lasting change.

**4. Keep it real, with ourselves and all those we engage with and encounter.**

We will always be honest with ourselves and lead by example. We want young people to feel psychologically safe and secure in who they are wherever they go. We will request the same in return, for everyone to be open and transparent with us to help us make the difference we want to see.

**5. Lead by example, keeping our reason why at the centre of what we do**

We will spend a considerable amount of time reflecting on our own performance as youth work professionals. Value-driven, we will ensure that we lead with our best foot forward, giving our best in all we do in our pursuit to achieve our mission.

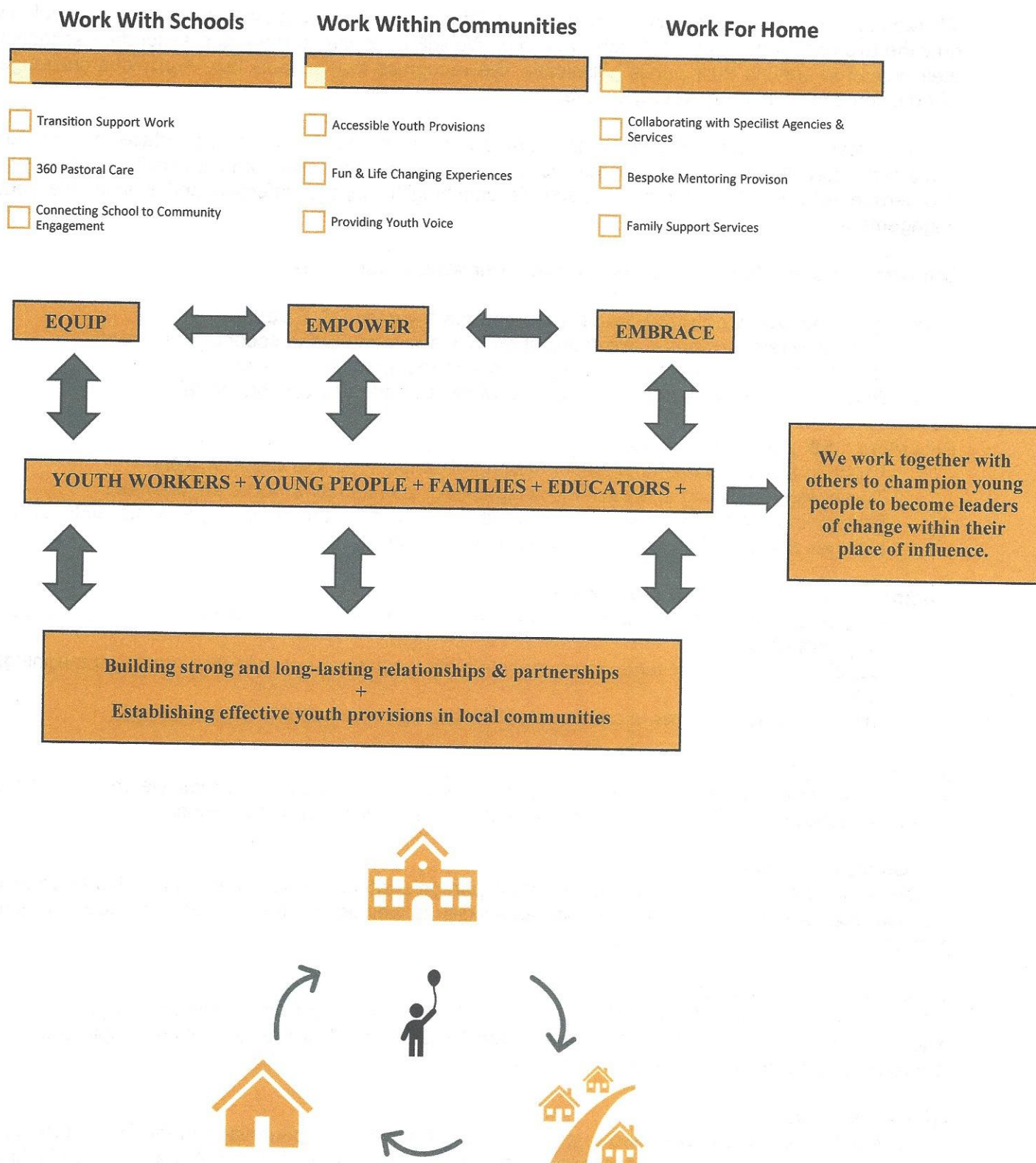
We work together with schools, community groups, leaders and families to best understand how we can improve communities to best serve young people. We will play our part to make a long-lasting difference in the lives of young people and their communities.



# REACHING HIGHER

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

This is how we do it:



#### **Our Work With Schools**

We recognise that the role of school educators is different to that of youth workers and see the value in how the two can work together to achieve more. We will work with primary and secondary schools in their pursuit to serving their pupils holistically. We recognise that schools face numerous challenges when it comes to educating young people.

We understand that young people (within themselves) are not always in the best place to 'learn' and that tension can often occur between the two. We will also work with sixth forms and colleges to develop a well-rounded peer to peer led approach via coaching to support effective and sustainable youth engagement.

**Our offer for schools is centred around the following focus areas:**

#### **Creating supportive & effective transition systems for year 6 & 7 pupils**

- Improving relationships & communication between primary and secondary schools
- Bringing families, carers, and young people on the transition journey
- Personal development focus embedded within an early intervention model

#### **Providing '360' pastoral care within schools**

- Creating broader pastoral teams consisting of school staff and youth workers
- Three-way mentoring approach involving school, community & home engagement
- Developing a youth-led peer-to-peer leadership approach for secondary schools, sixth forms & colleges to aid sustainability via coaching workshops

#### **Placing schools in the heart of their community**

- Providing accessible holiday provisions within schools which help tackle holiday hunger & childcare issues
- Supporting schools to serve young people in its local area, not only their pupils via meaningful collaborations.
- Involving school leaders in community-led initiatives connected to their local area

#### **Our schools offer**

Whilst we work closely with senior leadership teams of schools on the above areas, we provide practical support to schools by delivering the following services in line with our focus areas:

#### **In Classroom Workshops**

These workshops focus on improving a young person's attitude towards learning. This is done via practical activities that refer to key transferable skills as well as emotional wellbeing support in small groups.

#### **1:1 & Small Group Coaching**

Where appropriate, we will conduct series of 1:1 & small group coaching sessions for young people who have an increased number of unmet needs. These sessions provide young people with more tailored support around key areas.

#### **Afterschool Clubs**

Our afterschool clubs are designed to provide young people with something to look forward to during the school day. It also acts as a necessary support system for families in need of wrap around childcare. These clubs provide an opportunity for young people to have fun and enjoy themselves amongst their peers in a safe and structured environment whilst developing positive support networks.



#### **Our Work Within Communities**

We work within communities to meet young people 'where they are'. We create fun projects within local communities with and for young people to enjoy and be a part of. We share the same concerns as many others regarding the level of safety within our community and will play our part towards alleviating these fears.

We do this by working with credible organisations, families, professionals, and other partners to create safe environments for young people to enjoy freely. We do this by setting up open access provisions. We work with young people to establish which projects to launch and understand what young people want to see in their community

#### **Our community offer is centred around the following focus areas:**

##### **Creating accessible youth provisions where young people feel psychologically and physical safe**

- Open access & sustainable youth provisions and hubs
- Low or no cost associated to projects where appropriate to maintain high levels of access
- Integrated and inclusive spaces for young people

##### **Fun & life changing experiences for young people**

- Meeting young people with unmet needs at their point of interest
- Providing high quality activities, resources, and opportunities for young people
- Inspiring and raising aspirations of young people within our communities

##### **Supporting local issues and providing youth voice / capacity building**

- Ensuring that young people are part of the conversations that impact them directly or indirectly
- Providing spaces for young people to voice their thoughts, concerns and opinions on issues that matter to them
- Collaborating with other groups in a meaningful way via social action initiatives

#### **Our community offer**

We work hard behind the scenes with sector leaders, organisations, and local community groups on developing a sustainable youth work offer for all young people. We will provide the local community with activities and spaces by delivering the following services in line with our focus areas:

1. **Sports-based Provisions** – To help tackle issues around physical and emotional wellbeing through sport.
2. **Creative-based Provisions** – To help promote the freedom of expression through creative arts.
3. **Leadership & Employability** – To support young people in developing their own social action initiatives and increase their life and employability skills to secure jobs in the future.
4. **Youth Hubs** – Providing a safe space where young people can be themselves outside of their learning environment and develop strong support networks. A place where young people are learning life skills and a space that exists to challenge the stigma of historical youth spaces.

#### **Our Work For Home**

We recognise that not all young people are best placed to access our provisions freely without placing other young people at risk. We understand that this cohort of young people needs additional and bespoke support in order for this to be possible. Therefore, we play our part by working closely with various services such as youth offending services, schools, and other key agencies to help identify who these young people are and offer appropriate support. We spend a focused amount of time with

## REACHING HIGHER

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

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each young person and will take the time to work closely with families/carers to ensure that they have a place they can call home.

**Our Home offer is centred around the following focus areas:**

#### **Working closely with specialist agencies and services**

- Connecting with statutory services designed to support young people with increased unmet needs and build sustainable systems and provisions that tackle real issues
- Research, collect and assess valuable data to help identify the needs of young people to ensure that our work remains purposeful
- Bring young people on the journey when addressing issues concerning them and ensure the youth voice is captured throughout our areas of work

#### **Building strong rapports with families and carers via practical support**

- Creating clear and effective communication platforms for parents across school and community engagement
- Network and collaborate with agencies and local community groups that support wider family needs via referrals
- Creating forums and spaces for parents to share their experiences and better understand the barriers they face

#### **Establishing a highly effective mentoring and coaching provision for young people with increased unmet needs**

- Increased access to emotional support via a 360 engagement model
- Specialist support delivered by an experienced, trained, and relational staff team
- Targeted provision designed to support each young people uniquely

#### **Our Home Offer**

We play our part to bridge the gap between key services to ensure that the families that we serve have access to a wide range of suitable support. We provide the following:

1. **Targeted Youth Work** – Work that fits outside of our school and community work and that requires intervention and collaboration with specialised and expert services.
2. **Bespoke Mentoring** – Mentoring is designed to meet the needs of a specific individual rather than a group.
3. **Family Support** – Effective sign posting and information sharing with families and or carers to provide holistic support for the young person.

### **Key Highlights from 2021**

We spent 2021 dealing with the ongoing challenges of the pandemic. This meant practically continuing to be fluid in our delivery as rules around educational and community gathering ebbed and flowed. At the same time we saw enhanced need for our services and so we supported and managed growth. Overall we saw a high level of sessions and a 25% increase in unique young people worked with and an increase of over 50% in contact hours compared to pre-pandemic levels in spite of the challenges

|                     | Schools | Community | Total  |
|---------------------|---------|-----------|--------|
| No. of Sessions     | 465     | 291       | 871    |
| No. Contact Hours   | 4,547   | 16,684    | 23,566 |
| Unique Young People | 403     | 333       | 619    |



#### **Developing Reaching Higher Hangouts as a link between School and Community**

Since 2011 Reaching Higher has been delivering a regular summer programme called Summer Blitz. This project continued to evolve in 2021 and included delivery across different sessions. In August 2021 we had 164 young people sign up which was the largest number in its history. By combining it with a free hot meal it has begun to practically meet the needs of holiday hunger in young people whilst giving them access to fun and impactful youth delivery sessions. In October 2021 we saw 115 young people attend which was significant in that historically we have not seen numbers of this scale in a half term provision outside of the summer holidays. Encouraged by this we have stepped up the focus running a further provision in February 2022 and with plans in place to run 2 simultaneously in August 2022 out of Oasis Shirley Park and Oasis Coulsdon.

#### **Launching a Mentoring Partnership with Schools and Local Authority as part of our Home Provision**

In October 2021 we appointed a new role of Head of Youth Engagement to spearhead our Home approach. Building partnerships with YOS, LAC teams and School Exclusion teams this role has developed a new provision for young people specifically one to one mentoring for those most at risk of harm.

#### **RH Youth Club as a link between Home and Community**

In December 2021 we launched a weekly youth club. Staffed by our youth engagement team this aims to act as an excellent integration point between targeted one to one work and our broader community provisions.

#### **Broadening Our Community Sports Offer through Basketball**

We begun delivering basketball alongside the ongoing success of our Football provision. This has helped attract a different cohort of young people whilst making use of all the principles of our other work.

#### **Increasing Our School Delivery**

In spite of the challenges of 2021 we developed further partnerships with schools increasing our school provision to 9 schools in the year. By the end of 2021 we were at capacity and are

### **What Young People Say About Reaching Higher**

*"When I first started at Reaching Higher, I felt nervous because I didn't know what we were going to be doing and I also felt scared if I messed up would people be mad at me, also at the start I felt low on confidence which I've improved gradually throughout my time here. My coaches and teachers at reaching higher have completely changed my view on life and have given me the platform to improve, now I am able to listen in class better and I don't feel nervous to make mistakes anymore because that's how you learn "*

*"At the beginning our first lesson I didn't have a clue why I was in this lesson". After the first two session I started to enjoy it and was always looking forward to the session. I started to relate to the session since I was going through some of the similar stuff myself. "I really enjoyed the session and took a lot from them to use in my everyday life".*

*I was happy to be in the session since I learnt a lot of skills i.e., decision making, time management. I use these skills now every day in my life and am grateful that the reaching higher team taught me these skills.*



## REACHING HIGHER

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

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*Since joining this program, I been able to express the way I feel, were as before I would keep everything in and never open-up. But since having the reaching higher staff here I been able to express myself more feely without thinking people are judging me. Just in all being a part of this program has given me the confidence to be the best I can be and that a huge thank you to the reaching higher staff.*

*"I enjoyed learning to problem solve and I think I have become better at problem solving now and she said I enjoyed talking to everyone about how there weeks have been. "I feel I have learnt how to be more helpful and confident."*

#### **Financial review**

In this year Reaching Higher had incoming resources of £625,893 against expenditure of £449,837. The net surplus for the year was £176,056 and the reserves at the end of the financial year were £431,548.

The charity wish to thank the support of both individuals, companies and grant funders who have funded the work of the charity during the year. Our grant funders include Reedham Children's Trust, The Paul Hamlyn Foundation, Greater London Authority, BBC Children in Need, Lloyds' Charitable Trust, Jack Petchey Foundation, City Bridge Trust, Henry Smith, London Youth, The Rank Foundation, The Big Lottery, Croydon Council, Garfield Weston

#### **Reserves policy**

The Trustees' policy is to ensure there are sufficient unrestricted reserves to meet the Company's current commitments with an intention that there should be three to six months of total expenditure covered by unrestricted reserves. The trustees acknowledge the social impact of ceasing projects through lack of funding. Our beneficiaries are often the victims of inconsistent support and presence in their lives. Our goal is to be a sustained consistent voice of hope in their lives which can be chaotic. In order to manage this risk, the trustees seek to ensure sufficient unrestricted funding is available to maintain success projects through any periods where for some reason funding has been cut and we are in the process of securing further funding for that programme.

#### **Trustees' responsibilities for the financial statements**

The Trustees (who are also directors of Reaching Higher for the purposes of company law) 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).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year. 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue its operations.

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy the financial position of the charitable company and enable them to ensure that the financial

## REACHING HIGHER

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

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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 of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the Trustees on 9 September 2022

and signed on their behalf by:.....



I report to the charity trustees of Reaching Higher (charity number 1137915, Company number 07266483) on my examination of the accounts of the Company for the year ended 31 December 2021 set out on pages 8-20.

**Responsibilities and basis of the report**

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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**

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales (ICAEW).

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Name:



Georgina Schoeb FCA

Relevant professional qualification or body: Chartered accountant (ICAEW)

Address:

Peninsula Accounting Ltd  
84 Broad Walk  
London  
SE3 8ND

Date:

9 September 2022

**REACHING HIGHER****STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021  
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)**

|                                                                        | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Year to<br>31/12/21<br>£ | Year to<br>to 31/12/20<br>£ |
|------------------------------------------------------------------------|-------|----------------------------|--------------------------|--------------------------|-----------------------------|
| <b>Income:</b>                                                         |       |                            |                          |                          |                             |
| Donations and grants                                                   | 4     | <u>105,776</u>             | <u>419,728</u>           | <u>525,504</u>           | <u>347,042</u>              |
| Income from charitable activities                                      | 5     | <u>99,676</u>              | -                        | <u>99,676</u>            | <u>91,452</u>               |
| Investment income                                                      | 6     | 712                        | -                        | 712                      | 927                         |
| <b>Total income</b>                                                    |       | <u>206,165</u>             | <u>419,728</u>           | <u>625,893</u>           | <u>439,421</u>              |
| <b>Expenditure</b>                                                     |       |                            |                          |                          |                             |
| Costs of raising funds                                                 |       | 7,180                      | -                        | 7,180                    | 6,200                       |
| Expenditure on charitable activities                                   | 7     | <u>80,524</u>              | <u>362,133</u>           | <u>442,657</u>           | <u>346,094</u>              |
| <b>Total expenditure</b>                                               |       | <u>87,704</u>              | <u>362,133</u>           | <u>449,837</u>           | <u>352,294</u>              |
| Net transfer between funds                                             | 18    | -                          | -                        | -                        | -                           |
| <b>Net income/(expenditure) and net movement in funds for the year</b> | 18    | 118,461                    | 57,595                   | 176,056                  | 87,127                      |
| <b>Reconciliation of funds</b>                                         |       |                            |                          |                          |                             |
| Total funds brought forward                                            | 19    | <u>147,964</u>             | <u>107,528</u>           | <u>255,492</u>           | <u>168,365</u>              |
| <b>Total funds carried forward</b>                                     | 19    | <u>266,425</u>             | <u>165,123</u>           | <u>431,548</u>           | <u>255,492</u>              |

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.



|                                                | Notes | £              | 2021<br>£      | £              | 2020<br>£      |
|------------------------------------------------|-------|----------------|----------------|----------------|----------------|
| <b>Fixed assets</b>                            |       |                |                |                |                |
| Tangible assets                                | 15    |                | 8,155          |                | 5,623          |
| <b>Total Fixed Assets</b>                      |       |                | <b>8,155</b>   |                | <b>5,623</b>   |
| <b>Current assets</b>                          |       |                |                |                |                |
| Debtors                                        | 16    |                | -              | 15,500         |                |
| Cash at bank and in hand                       |       | 523,076        |                | 277,108        |                |
| <b>Total Current Assets</b>                    |       | <b>523,076</b> |                | <b>292,608</b> |                |
| <b>Liabilities</b>                             |       |                |                |                |                |
| Creditors: amounts falling due within one year | 17    | (99,683)       |                | (42,739)       |                |
| <b>Net current assets</b>                      |       |                | <b>423,393</b> |                | <b>249,869</b> |
| <b>Total assets less current liabilities</b>   |       |                | <b>431,548</b> |                | <b>255,492</b> |
| <b>Net Assets</b>                              |       |                | <b>431,548</b> |                | <b>255,492</b> |
| <b>The funds of the charity</b>                |       |                |                |                |                |
| Unrestricted funds                             | 19    |                | 176,056        |                | 147,964        |
| Restricted funds                               | 19    |                | 255,492        |                | 107,528        |
| <b>Total funds</b>                             |       |                | <b>431,548</b> |                | <b>255,492</b> |

These accounts have been prepared in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The directors are of the opinion that the company is entitled to the exemptions from audit conferred by section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The directors confirm that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006.

The notes at pages 16 to 25 form part of these accounts.

Approved by the Trustees on 10 September 2022

and signed on their behalf by:.....



**REACHING HIGHER****STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2021**

|                                                               | Notes     | 2021                  | 2020                  |
|---------------------------------------------------------------|-----------|-----------------------|-----------------------|
|                                                               |           | £                     | £                     |
| <b>Cash provided by (used in) operating activities</b>        | <b>20</b> | <b><u>253,944</u></b> | <b>114,877</b>        |
| <b>Cash flows from investing activities</b>                   |           |                       |                       |
| Interest income                                               |           | <u>712</u>            | <u>927</u>            |
| Purchase of tangible fixed assets                             |           | (8,688)               | (7,090)               |
| <b>Cash provided by (used in) investing activities</b>        |           | <b>(7,975)</b>        | <b>(6,163)</b>        |
| <b>Cash flows from financing activities</b>                   |           |                       |                       |
| Repayment of borrowing                                        |           | -                     | -                     |
| <b>Cash used in financing activities</b>                      |           |                       |                       |
| Increase (decrease) in cash and cash equivalents in the year  |           | 245,969               | 108,714               |
| Cash and cash equivalents at the beginning of the year        |           | 277,108               | 168,394               |
| <b>Total cash and cash equivalents at the end of the year</b> |           | <b><u>523,076</u></b> | <b><u>277,108</u></b> |

## **1 ACCOUNTING POLICIES**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### **a) Basis of preparation**

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

Reaching Higher 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 note(s).

### **b) Reconciliation with previous Generally Accepted Accounting Practice**

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. No items were identified which needed restatement and there was therefore no need to present a reconciliation of opening balances.

### **c) Preparation of the accounts on a going concern basis**

The charity is considered to be a going concern based on the existing level of reserves and expected future income.

### **d) Income**

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Where grant instalments have not yet been received but where the activity has been completed, income will be recognised in the accounts.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.



e.) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised, and more information is given about their contribution in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

h) Expenditure and irrecoverable VAT

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

- Costs of raising funds includes the costs of fundraising events and staff costs associated with fundraising such as bid writing.
- Expenditure on charitable activities includes the costs of running mentoring projects, community projects, residential camps and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

**k) Tangible fixed assets**

Individual fixed assets costing £100 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

**Asset Category Annual rate**

Office equipment and furniture 33%

**l) Debtors**

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

**m) Cash at bank and in hand**

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

**n) Creditors and provisions**

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

**o) Financial instruments**

The trust 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.

**p) Pensions**

As part of our commitment to workplace pensions, employees of the charity are invited to either choose the NEST defined contribution pension scheme or select the Hargreaves Lansdown Vantage Self Invested Personal Pension Scheme. Either option is jointly funded by contributions from employee and employer.

The employer's contributions made in 2021 were £13,408 (2020: £5,386) with an employer's contribution rate of 5% of pensionable pay and an employee's contribution of 5% of pensionable pay. The trustees continue to monitor employee and employer contribution rates.



s) Transition to FRS 102

No restatement of items has been required in making the transition to FRS 102. The transition date was 1 January 2020.

**2 LEGAL STATUS OF THE TRUST**

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

**3 FINANCIAL PERFORMANCE OF THE CHARITY**

The summary financial performance of the charity is:

|                                      | <b>2021</b>    | <b>2020</b>    |
|--------------------------------------|----------------|----------------|
|                                      | <b>£</b>       | <b>£</b>       |
| Income                               | 625,893        | 439,421        |
| Expenditure on charitable activities | (449,837)      | (352,294)      |
| <b>Net income</b>                    | 176,056        | 87,127         |
| Total funds brought forward          | <u>255,492</u> | <u>168,365</u> |
| Total funds carried forward          | 431,548        | 255,492        |
| Represented by:                      |                |                |
| Restricted income funds              | 166,123        | 107,528        |
| Unrestricted income funds            | <u>266,425</u> | <u>147,964</u> |
|                                      | 431,548        | 255,492        |

**4 INCOME FROM DONATIONS AND GRANTS**

|           | <b>2021</b>    | <b>2020</b>    |
|-----------|----------------|----------------|
|           | <b>£</b>       | <b>£</b>       |
| Donations | 14,462         | 32,143         |
| Grants    | <u>511,042</u> | <u>314,899</u> |
|           | 525,504        | 347,042        |

The income from donations and grants was £525,504 (2020: £347,042) of which £105,776 was unrestricted (2020: £81,966) and £419,728 was restricted (2020: £174,878).

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

**5 INCOME FROM CHARITABLE ACTIVITIES**

|                                | <b>Unrestricted<br/>funds<br/>£</b> | <b>Restricted<br/>funds<br/>£</b> | <b>Total<br/>2021<br/>£</b> | <b>Total<br/>2020<br/>£</b> |
|--------------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Income from contracts          | 99,388                              | -                                 | 99,388                      | 90,715                      |
| Income from holiday provisions | -                                   | -                                 | -                           | 570                         |
| Other Operating Income         | 289                                 | -                                 | 289                         | 166                         |
|                                | <u>99,676</u>                       | <u>-</u>                          | <u>99,676</u>               | <u>91,452</u>               |

**6 INVESTMENT INCOME**

All of the charity's investment income of £712 (2020: £927) arises from money held in interest bearing deposit accounts.

**7 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES**

|                               | <b>Schools<br/>£</b> | <b>Community<br/>£</b> | <b>Home<br/>£</b> | <b>Total<br/>£</b> |
|-------------------------------|----------------------|------------------------|-------------------|--------------------|
| Project delivery              | 5,375                | 51,126                 | 8,060             | 64,561             |
| Depreciation                  | 1,847                | 3,693                  | 616               | 6,155              |
| Staffing including Training   | 95,497               | 190,995                | 31,832            | 318,325            |
| Support costs (see note 9)    | 15,416               | 30,831                 | 5,139             | 51,385             |
| Governance costs (see note 9) | 669                  | 1,339                  | 223               | 2,231              |
| <b>Total</b>                  | <b>118,804</b>       | <b>277,983</b>         | <b>45,869</b>     | <b>442,657</b>     |

Expenditure on charitable activities was £442,657 (2020: £346,094) of which £80,524 was unrestricted (2020: £97,353) and £362,133 was restricted (2020: £248,740).



**8 Summary analysis of expenditure and related income for charitable activities**

This table shows the cost of the three main charitable activities and the sources of income directly to support those activities.

|                                           | <b>Schools</b>   | <b>Community</b> | <b>Home</b> | <b>Total</b>     |
|-------------------------------------------|------------------|------------------|-------------|------------------|
|                                           | <b>£</b>         | <b>£</b>         | <b>£</b>    | <b>£</b>         |
| Costs                                     | (118,804)        | (277,983)        | (45,869)    | (442,657)        |
| Direct grant support                      | -                | 277,983          | 45,869      | 323,853          |
| <b>Net costs funded from other income</b> | <b>(118,804)</b> | <b>-</b>         | <b>-</b>    | <b>(118,804)</b> |

**9 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS**

|                               | <b>Support</b> | <b>Governance</b> | <b>Total</b>  | <b>Basis of apportionment</b> |
|-------------------------------|----------------|-------------------|---------------|-------------------------------|
|                               | <b>£</b>       | <b>£</b>          | <b>£</b>      |                               |
| Office costs & administration | 51,385         | -                 | 51,385        | Support                       |
| Insurance                     | -              | 1,231             | 1,231         | Governance                    |
| Independent examination       | -              | 1,000             | 1,000         | Governance                    |
| <b>Total</b>                  | <b>51,385</b>  | <b>2,231</b>      | <b>53,616</b> |                               |

**10 NET INCOME/(EXPENDITURE) AFTER CHARGING:**

**This is stated after charging:**

|                      | <b>2021</b>  | <b>2020</b>  |
|----------------------|--------------|--------------|
|                      | <b>£</b>     | <b>£</b>     |
| Depreciation         | 6,155        | 4,935        |
| Accountancy services | <u>1,000</u> | <u>1,000</u> |
|                      | <b>7,155</b> | <b>5,935</b> |

**11 ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL**

|                              | <b>2021</b>    | <b>2020</b>    |
|------------------------------|----------------|----------------|
|                              | <b>£</b>       | <b>£</b>       |
| <b>Salaries and wages</b>    | <b>286,593</b> | <b>186,142</b> |
| <b>Social security costs</b> | <b>18,230</b>  | <b>9,804</b>   |
| <b>Pension costs</b>         | <b>13,408</b>  | <b>8,645</b>   |
| <b>Total</b>                 | <b>318,231</b> | <b>204,591</b> |

No employees had employee benefits in excess of £60,000 (2020: £nil). Pension costs are allocated to activities in proportion to the related staffing costs.

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer who acts in a part time voluntary capacity. The total employee benefits of the key management personnel of the Trust were £nil (2020: £nil).

**12 STAFF NUMBERS**

The average monthly head count was 12 staff (2020: 8 staff) and the average monthly number of full-time equivalent employees (including part-time staff) during the year were as follows:

|                        | <b>2021</b>   | <b>2020</b>   |
|------------------------|---------------|---------------|
|                        | <b>Number</b> | <b>Number</b> |
| Schools                | 4             | 2             |
| Community              | 7             | 5             |
| Support and Governance | 1             | 1             |
| <b>Total</b>           | <b>12</b>     | <b>8</b>      |

**13 RELATED PARTY TRANSACTIONS**

The charity has no related party transactions which require disclosure under FRS102.

**14 CORPORATION TAX**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**15 TANGIBLE FIXED ASSETS**

|                           | <b>Fixtures &amp;<br/>Equipment<br/>£</b> | <b>Total<br/>£</b> |
|---------------------------|-------------------------------------------|--------------------|
| <b>Cost</b>               |                                           |                    |
| At 1 January 2021         | 19,708                                    | 19,708             |
| Additions                 | 8,688                                     | 8,688              |
| Disposals                 | <u>(9,930)</u>                            | <u>(9,930)</u>     |
| At 31 December 2021       | <u>18,466</u>                             | <u>18,466</u>      |
| <b>Depreciation</b>       |                                           |                    |
| At 1 January 2021         | 14,085                                    | 14,085             |
| For the year              | 6,155                                     | 6,155              |
| Adjustments for disposals | <u>(9,930)</u>                            | <u>(9,930)</u>     |
| At 31 December 2021       | <u>10,311</u>                             | <u>10,311</u>      |
| <b>Net book value</b>     |                                           |                    |
| At 31 December 2021       | <u>8,155</u>                              | <u>8,155</u>       |
| At 31 December 2020       | <u>5,623</u>                              | <u>5,623</u>       |

**16 DEBTORS**

|               | <b>2021<br/>£</b> | <b>2020<br/>£</b> |
|---------------|-------------------|-------------------|
| Trade debtors | -                 | 15,500            |
| Prepayments   | <u>-</u>          | <u>-</u>          |
|               | <u>15,500</u>     | <u>15,500</u>     |

**17 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                              | <b>2021<br/>£</b> | <b>2020<br/>£</b> |
|------------------------------|-------------------|-------------------|
| Taxation and social security | 6,882             | 5,249             |
| Accruals                     | 11,324            | 12,491            |
| Deferred Income              | <u>81,477</u>     | <u>25,000</u>     |
|                              | <u>99,683</u>     | <u>42,740</u>     |

**18 ANALYSIS OF CHARITABLE FUNDS**

|                              | Balance at<br>01.01.2021<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£ | Balance at<br>31.12.2021<br>£ |
|------------------------------|-------------------------------|----------------------------|----------------------------|----------------|-------------------------------|
| General fund                 | 147,964                       | 206,165                    | (87,704)                   | -              | 266,425                       |
| <i>Restricted funds</i>      |                               |                            |                            |                |                               |
| Core Funding                 | 28,375                        | 207,135                    | (145,895)                  | -              | 89,615                        |
| Creative Media               | 8,029                         | 31,692                     | (30,181)                   | -              | 9,539                         |
| Mentoring                    | 26,808                        | 80,226                     | (69,275)                   | -              | 37,759                        |
| Leadership &<br>Volunteering | 44,317                        | 100,675                    | (116,782)                  | -              | 28,210                        |
| Restricted Funds Total       | 107,528                       | 419,728                    | (362,133)                  | -              | 165,123                       |
|                              | <u>255,492</u>                | <u>625,893</u>             | <u>(449,837)</u>           | <u>-</u>       | <u>431,548</u>                |

Core funding relates to funding designated towards the core activities of the organisation. Creative Media relates to projects associated with media and youth voice. Mentoring relates to the mentoring project and includes Full Circle from the previous year. Leadership & Volunteering relates to our Forerunners and Leaders In Training programme which develops leadership skills in young people age 13-21.

The transfers from unrestricted funds represent expenditure in excess of restricted income being met by unrestricted reserves.

**19 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

|                       | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2021<br>£ | Total<br>2020<br>£ |
|-----------------------|----------------------------|--------------------------|--------------------|--------------------|
| Tangible fixed assets | 8,155                      | -                        | 8,155              | 5,623              |
| Current assets        | 283,370                    | 240,706                  | 523,076            | 292,608            |
| Current liabilities   | (24,100)                   | (75,583)                 | (99,683)           | (42,739)           |
|                       | <u>266,425</u>             | <u>165,123</u>           | <u>431,548</u>     | <u>255,492</u>     |

**REACHING HIGHER**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021

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**20 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

|                                       | <b>2021</b>           | <b>2020</b>           |
|---------------------------------------|-----------------------|-----------------------|
|                                       | <b>£</b>              | <b>£</b>              |
| Net movement in funds                 | 176,056               | 87,127                |
| Add back depreciation charge          | 6,155                 | 4,935                 |
| Deduct interest income                | (712)                 | (927)                 |
| Decrease/(increase) in debtors        | 15,500                | (12,300)              |
| Increase/(decrease) in creditors      | 56,945                | 36,042                |
| Net cash used in operating activities | <b><u>253,944</u></b> | <b><u>114,877</u></b> |