

CODE YOUR FUTURE

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

CODE YOUR FUTURE

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CODE YOUR FUTURE

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees	C Miccio S Grant I Kajokaite C I O'Beirne
Charity registered number	1174929
Principal office	106 Oxley Close London SE1 5HP
Accountants	MHA MacIntyre Hudson Chartered Accountants Moorgate House 201 Silbury Boulevard Milton Keynes Buckinghamshire MK9 1LZ

CODE YOUR FUTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 2 to the financial statements and comply with the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019) and the Charities Act 2011.

1. Message from the Trustees

CodeYourFuture's vision is for a thriving community of learners and volunteers providing the most disadvantaged with opportunities to study and grow professionally and personally.

In 2021 we met with continued challenges from the pandemic in fulfilling our vision.

Although, towards the end of the year we could restart face-to-face class and events, while still allowing online engagement through our hybrid model, we had to rely on online teaching and socialising most of the year.

Against this backdrop we are proud that we were able to support CYF in helping more people than ever before - 278 in total - improve their lives through acquiring new skills and finding a supportive community. We managed to keep the employment rate of our graduates above 70% and launched a new Employability Programme, helping even more of our students on their pathways to employment in tech.

The incredible and dedicated team of CYF, together with 300 amazing volunteers from all over the world, continued to rise to this challenge and supported our trainees not only in their learning journeys but also through hardship brought on by the pandemic.

As we look to the future, we see new opportunities to spread the work of CodeYourFuture and to innovate our programme in 2022.

We would like to thank this wonderful community of CodeYourFuture staff and volunteers for bringing our vision to life for a more equitable society and diverse tech industry.

Their drive and heart in supporting all the trainees, fostering collaboration and creating a grass-root community allowed CYF to flourish and grow beyond expectations.

This report highlights their hard work and achievements

2. Executive summary

In 2021, the CodeYourFuture community thrived despite the continuing challenges posed by the pandemic. We learned how to adapt our format to a hybrid model, and throughout most of the year we ran online classes and events, but thanks to the effort and determination of our volunteers and trainees we were able to safely shift back to face-to-face activities.

We met the challenges of the year and continued to support trainees and build our grass-root movement. We trained and graduated more people than ever before in cohorts across four regions of the UK and one in South Africa. Our community was led by the hard work of over 300 volunteers and our regional programme managers.

In Cape Town (South Africa) we graduated our first cohort and three UK regions - London, Scotland, and West Midlands - also graduated cohorts in 2021. In London, we started a new cohort welcoming in, for the first time, a majority of female students.

Also, in 2021 we created new programmes and teams to offer greater support for our trainees.

We piloted a Leadership Programme for volunteers, aiming at people who are willing to gain some leadership skills while they lead one of our cohorts. Eight volunteers completed the pilot in London and in the West

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Midlands. The programme demonstrated a high potential to be replicated in other regions, helping CYF to achieve a more sustainable and scalable model.

We created a new team, focused on Employability, to support all CYF regions in the design of activities that support opportunities and relevant training for our trainees after they graduate.

Our Technical Education team created and implemented new processes to track our trainee's performance, which has led teams to apply a more effective decision-making process based on updated data. The tracker also helps the teams to better identify the ones who need support and the kind of support they need.

Due to the kindness of individuals and teams in several organisations, we maintained our activities and expanded our community in all regions, also improving the quality of the services we offer. We want to express our gratitude to Capgemini, our main sponsor in London, North West, and in the West Midlands; West Midlands Combined Authority for the support in the West Midlands region, and our tech partners, Codility, Slack, Rainbird and Udemy for Business, that helped us to enhance our range tools and how we use them for upskilling and tracking.

In London, Cititec provided a workspace for our community to meet weekly, and in the North West, thanks to a Coop Foundation & Luminate we could work and hold events at SeeSaw. PWC supported our trainees developing the soft skills and employment readiness with a series of workshops and one to one sessions.

We would also like to thank the generosity of individuals and organisations that supported us through their monetary donations.

3. Objectives and activities

CodeYourFuture is a non-profit organisation that provides free, digital vocational training for refugees and people from disadvantaged backgrounds.

Our volunteer-led developer program combines a practical, project focused 8 month long course with soft skills development and mentoring, helping our trainees into professional skilled employment in the tech industry.

Our goal is to help these underrepresented groups find successful tech careers and by extension to increase the diversity of the industry.

We also focus on collaboration and community building and our aim is to create a grassroots movement that anyone around the world can replicate in their city.

In order to reach our goals, first we need to break down the barriers to entry into training for refugees and disadvantaged people.

4. Barriers to Entry

Numerous barriers stand in the way of disadvantaged individuals accessing training. To tackle inequality and increase diversity in the tech sector we must ensure that all students have the support and resources they need to succeed in their education and career-development. Breaking these barriers and supporting our trainees all the way are at the heart of what we do.

Support from day one

We offer support and guidance from the point of application to help motivated students get on board and stay on track no matter their background.

Free

As finance is one of the biggest barriers to adult education and we believe that everyone should have the opportunity to learn and find success at work, CYF offers its course for free.

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Flexible, part-time learning

To make sure our trainees can learn and finish the course alongside their many, existing commitments we offer flexibility through mixing remote learning with part-time (weekend) classes.

Laptops & internet

To learn and to launch a software developer career people need access to the right tools and infrastructure. We provide devices and data to any trainee who needs them.

Travel

In order to improve access to education we help our trainees with their travel costs to our events and classes.

Childcare

For many in disadvantaged situations - but especially women - childcare responsibilities prevent access to educational opportunities, career development and employment. Covering the cost of childcare helps us support more women into tech.

Inclusivity

To help break down the cultural and social barriers restricting people's access to the tech industry we bring together a diverse community of trainees, volunteers, alumni and partners creating a welcoming and inclusive environment and encouraging collective learning.

5. Our Model & Response to COVID-19 Pandemic

Finding trainees

Inclusivity, diversity and empowerment are crucial to CodeYourFuture's work. As our program is suitable for students with no prior experience in coding we can focus on the potential of applicants. Our belief in a future where everyone can lead a thriving life so we offer our courses to people most underrepresented and lacking a pathway into careers in tech. This includes people who are:

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

All applicants are given the challenge to develop basic skills and demonstrate their passion for the opportunity by completing our self guided Intro To Coding course. This introduces candidates to programming fundamentals and helps them develop a stable base from where they can grow further.

We can reach and support candidates and trainees thanks to our growing networks and existing relationships with NGOs and local authorities in the regions we operate in. In 2021 we established a partnership with the DWP.

Tech Skills

We teach the most in-demand technologies to give our students the best chance of securing employment upon graduation. Students start with the basics (Intro to Coding) and through Fundamentals and the Full-Stack Developer course they learn all the skills needed to work as junior web-developers.

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

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Soft Skills

Alongside the technical syllabus we also help our trainees improve their soft skills through our personal development and employability curriculum. Developed with input from leading industry professionals and coaches, it includes workshops focusing on essential skills such as effective communication, teamwork, problem-solving, time-management and agile working.

Mentorship

Our employability curriculum is complemented by a dedicated network of experienced career mentors who help advise on trainee goal-setting and other positive habit-building whilst giving practical employability support in the form of CV surgeries and mock interviews.

Community-building

CodeYourFuture is a unique global ecosystem of students, a dedicated team, corporate partners and volunteers - who are experienced developers, engineers, managers and entrepreneurs, looking to contribute to society through our impactful organisation - .

We are community first, offering safe space for all involved to meet, learn, grow, and make connections. At the heart of our community are our trainees - many of whom go on to volunteer, themselves, and collaborate with others in the community to further their career and start projects of their own.

Our graduates take our values to many organisations and as a result, CYF becomes a bridge between disadvantaged/underrepresented communities and the tech sector, giving opportunities for both to learn from each other.

Recruitment

Where CodeYourFuture differs from most other charities is through the practical, empowering and life-changing journey we take each of our trainees on. One of our key indicators of success is the rate of our graduates' progression into employment in the tech industry. We help our trainees with CV writing, interview skills, targeted role preparation and match them to exciting job opportunities within our recruitment partner network and wider community.

Partnership

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

Pandemic Response and Recovery

At the start of the pandemic we shifted to a fully-remote model of teaching, supporting and organising. We kept up the remote learning and community organising throughout 2021 but slowly edged back into in-person classes and events as and when restrictions eased.

We followed government advice, but we also took into account what the community wanted to do as things started opening up. We gave our trainees and volunteers the option of coming to face-to-face classes or joining online.

We put significant effort into doing face to face events and building community whilst keeping remote learning and connecting an option. The online events continued to be a cornerstone of the community but throughout the year we slowly and safely started to bring back different events such as book club, filmmaking classes, womens brunch, to show the community the added value of coming to our coworking space. We also managed to hold our graduation and CYF anniversary party in person. As Zoom fatigue set in for many of our volunteers and

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trainees, being able to restart our monthly socials again helped reconnect our volunteers, trainees and graduates to one another.

Thanks to the shift to a hybrid model in 2020 we could focus on international best practice and direct collaboration between regional teams, especially on CYF Products and Tech Projects

We continued to take advantage of remote volunteering by having a number of volunteers in our teams from across the country/globe allowing us to bring together really skilled and motivated volunteers.

We continued to fill gaps in support - tackling digital isolation through increased data and device provision, and helping with childcare needs through tailored support and advice.

6. Our Volunteers

The driving force behind CodeYourFuture and the key to our success.

As a volunteer-led organisation, we are glad to say over 300 people volunteered in our five regions in 2021. Volunteers are the core of our community and our trainees rely on their support each year to run courses, mentor, give feedback, facilitate projects, review CVs, do mock interviews, manage projects, organise events.

Besides, volunteers connected us to new partners, ensuring our organisation is sustainable and helping our regions to accomplish their mission.

Roles

Our group of volunteers was formed by four teams in 2021. Ambassadors, the centre of our community engagement activities, Personal Development and Tech Education, working at the delivery of the programme by leading soft-skills and technical content respectively, and Tech Projects, helping our graduates to power-up their portfolios with experience in digital products.

Ambassadors

In 2021, our Ambassadors supported their regions by looking after community building projects. That included looking after our social media channels, organising events to welcome new volunteers and our regional Demo Days, and planning spaces so our community could meet and hang out.

Personal Development

In 2021, our regional Personal Development teams helped our five regions to offer mentorship through our buddy system during the week and deliver soft-skills training on the weekends. Besides, thanks to our volunteers, Personal Development modules were integrated to the Technical content, enabling a better holistic approach in our Syllabus.

Tech Education

In 2021, focusing on improving the quality of our programme, the Tech Syllabus team redesigned key parts of our courses. The entry-course to CYF, Intro to Coding, was updated to Intro to Digital, which included new sections. The Fundamentals course, a former 4-week course, was redesigned to a 3-week experience, and the main course, formerly known as Full-Stack, was updated to Software Development, including changes to welcome Personal Development content. Both design and implementation were led by technical volunteers across the team.

Tech Products

In 2021, Tech Products, formally known as Tech Projects, continued focusing on building products in which volunteers and developers benefit from working in agile teams on live products, practicing their knowledge and

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

developing it further. The teams have roles such as product managers, scrum masters, tech leads, developers, UI/UX designers and testers, depending on their sizes and roadmap, which are open to any volunteer.

Volunteer stories

Why did our volunteers join CYF and what would they like to achieve by volunteering?

"Being a part of making a difference in the lives of others but also for my personal goals of building my own set of skills such as leading a class, planning lessons and building my own confidence."

"I wanted to join a community that creates a real impact in the world."

"To make connections with like minded/industry people. Strengthen my own knowledge, improve my confidence and people skills. Help others on their own journeys."

"I graduated from West Midlands Class 1 and found a job as a software engineer. I wanted to help others get the same experience."

"My goal would be to help other future developers with the technical issues they will have and by doing this will probably improve my communication skills."

"Having moved to a new country I found I had more free time than I used to and I found I had time again to volunteer to help people. The one thing I know well is working in the tech industry and CYF seemed like a good fit."

a. Volunteer Story from Cape Town (South Africa)

Denver & Inez

They both joined CYF after learning about it from friends. They wanted to help their local community and change people's lives.

Denver is a tech volunteer, while Inez is a CYF Ambassador and part of the personal development programme.

Denver on how volunteering helped him develop his personal and professional skills and on the joys of being a CYF volunteer.

"Besides wanting to help the local community and hopefully impact someone's life through an education in tech I was hoping to learn to communicate better and gain a deeper understanding of the tech being taught (to apply to my professional life as a developer). If you think you understand something, try teaching it!

When I joined, I had no idea about mentoring trainees and presenting online.

The Cape Town chapter arranged all the necessary training and support. Sometimes that involved the international community, sometimes we arranged things ourselves and tried to refine from lessons learnt.

The international CYF Tech Community, Chris Owen and Atanas specifically, has provided so much support and knowledge which we've been able to practically apply to our teaching and management of the course.

Volunteering with CYF helped me develop my interpersonal skills. For example being able to talk to people outside of tech about tech or interacting with the "younger" generation about tech and getting their views on it. :) My confidence in speaking to an audience has also grown.

The best thing about being a CYF volunteer are the interactions and the feeling of belonging to something that is trying to change our local community for the better.

It has been awesome getting to see the trainees grow more confident in both technical and personal areas.

There was a moment during one of our classes, with quite a few of the trainees switching on their cameras and personally thanking CYF and its volunteers for the assistance and impact we had on their lives."

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Inez on her volunteer journey and what she likes most about her experience with CYF.

"When I started I didn't think much further than just to start, and to do what I could to contribute.

I did not know exactly what that would look like. Not being part of the tech profession meant I got involved in ambassadors and then later in PD (personal development). I've enjoyed being able to express creativity, to encourage, to contribute to a positive learning experience

The volunteer community was an integral part of making me feel like I had something to add, and that I was supported. There was a sense of opportunity, an environment that encouraged me to put my hand up to do, even if it meant I learn and grow while doing.

I've been energised by the generosity and kindness in the CYF community. I've been inspired by the trainees and their perseverance, courage and desire to develop themselves. I've been encouraged to hear of the difference that is being made in lives, and the way it creates a ripple effect. It has also been fun. With covid, it has been a space of "gathering" and community.

Hearing the gratitude from the trainees during a Saturday class, sharing about what the opportunity has meant to them made me really happy to be a CYF volunteer. Also, logging on to Saturday class and experiencing the enthusiasm and energy from the trainees. It's a happy space. Globally, to see the testimonials from graduates when they start their new jobs ??

I would say to anyone thinking about joining CYF as a volunteer: Your 'real world' experience on the job, your skills, your time and your presence has such value. See what you are able to contribute time-wise and commit only to what you are able to give. Some may give many hours, others less - but take the opportunity if you are thinking about it. It is a great space to use your skills for good, with a community of generous, supportive changemakers. It is a great space to grow through knowledge sharing. It's a great space to be a part of an answer in these trying times."

What do our volunteers think about their personnel development while volunteering with CYF and what do they like about their experience?

"It has provided me with a healthy boost to my self-confidence, self-esteem, and life satisfaction. I'm doing good for others and the community, which provides a natural sense of accomplishment. My role as a volunteer also gives me a sense of pride and identity. Volunteering Brings fun into your life."

I really struggled with confidence at the start. As a leader I wanted to be really passive and be told what to do, but throughout my volunteering journey I started to take the initiative and make more decisions/planning on my own."

"I haven't gained a huge amount personally, but that was never the intention. What this did help with was bring into focus the difficulties that people experience and just how fortunate I have been. It's also gratifying to see the students who put in the work succeed and share, if briefly, those moments of happiness with them."

I like...

"the Community Values and Vision."

"being part of the students' journey and watching them grow and progress."

"the fact it is flexible and if I am not available that is ok. It also happens only one day per week so that makes it easier."

"that a thing that I take for granted - 20+ years of experience in the tech industry - can be helpful to people who aren't customers or shareholders. For those brief interactions I can help someone with no expectations."

b. Volunteer Story from London

Alfonso

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"I worked for OpenMarket (who was in talks with CYF) when I decided to join as a volunteer to be able to put to good use my experience as a manager. I wanted to help minorities and people in disadvantage start or further progress their careers in IT to give them a better chance of having a better life.

I coach students to help them go through this difficult journey of starting a new career along with other already existing responsibilities they may already have, like raising kids and/or having a job to feed their families. The moments that make me happy to be a CYF volunteer are the ones when students I worked with tell me I was able to help them.

I also get a lot of support from the CYF community, from PD buddies, Esma and Mariana. I once had a day where I was supposed to run a class and couldn't make it and another PD buddy jumped in to the rescue and ran with it."

Have you learned anything or developed personally in your time with CYF?

"I learned how resilient and persevering people are when they have a mission, a goal to achieve, regardless of any obstacles they may encounter, especially when that goal is having a better life. This has also helped me put other problems in perspective. I have learned to appreciate better all the opportunities I have had in life and give problems the right context. "

Has volunteering at CYF helped your career?

"Yes. These experiences helped me better prepare for any circumstances I may face when coaching and mentoring others at my job."

How are volunteers helping the community of CYF and which moments made them happy to be a CYF volunteer?

"I am part of the PD team but I also come from a technical background so I see myself as a bridge between the two areas of CYF. I assist with setting up lesson plans as well as providing some of the lessons myself. I see it helping people as I struggled with my own personal development and feel that I have relevant experience and understanding of it, to be able to help others get through their own personal development challenges. I am also an empathetic individual and I feel that it is a characteristic of mine that allows me to effectively communicate and understand the individuals that come through the CYF programme."

"By mentoring and working closely with individual trainees, it's possible to see their confidence and skill set grow which is really rewarding."

"In my last role I helped develop the personal development teaching for West Midlands Class 3, we tried to make the syllabus interactive and useful and had a few in person days. I have just started as a pd buddy and spoke with some new trainees . They are all excited for the future and I hope to make their journey a good one."

"I'm a tech buddy, helping trainees improve their coding abilities with specific feedback and guidance."

The moments that stand out...

"every time a student said "now is clear"

"seeing graduates i had helped from the start of their course become colleagues at Capgemini"

"when I saw the team I supported graduate"

"the graduation of students and the fact they subsequently get jobs makes it worthwhile"

"I was feeling pretty good when I managed to help the student understand a issue they where having"

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"watching students doing their project presentations and seeing the confidence they had after being very worried about their English capabilities. And then they both got offered positions at CapGemini. That made me happy!"

Structure, governance and management

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

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

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

The trustees who served during the year and up to the date of signature of the financial statements are:

C Miccio
S Grant
I Kajokaite
C I O'Beirne

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

Public Benefit

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

7. Achievements and performance

PROGRAMME OVERVIEW

In 2021, 275 trainees participated in CodeYourFuture's Software Developer course, across 7 classes in 5 regions (London, Scotland, North West and West Midlands in the UK, plus Cape Town in South Africa). Over 1000 people engaged in CYF's self-guided, online, Intro to Coding course.

We restarted face-to-face classes and events safely as soon as restrictions eased, while keeping our hybrid model to accommodate everyone.

EMPLOYABILITY

- 70% of eligible graduates continued to get jobs within six months.
- We started a new employability track with a new team of volunteers and guided by our new Head of Employability, focussed on giving specialist employability support to our graduates.
- We upgraded our employability skills programme to be more workshop focused, integrating it with the tech skills training.

PROGRAM INNOVATION

- We ran a successful pilot Leadership Programme in London and the West Midlands with 8 participant volunteers, delivering our program to over 50 trainees while overseeing other volunteers.

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- Our Technical Education team created a Trainees' performance tracker to improve our tracking of trainees progress and identify any need for additional support.
- We (re)introduced Test-Driven Development and Jest, bringing testing to the core of our curriculum and with the help of our volunteers we created Agile module syllabus teams.
- We began a partnership with Codility, to give our trainees and grads outstanding practice with tech tests on a professional platform used across the industry.

REGIONAL PERFORMANCE

LONDON (UK):

In 2021, London 8 was the first CodeYourFuture class where 59% of our trainees were female.

9 out of 10 Final Projects came from real projects with NGOs.

SCOTLAND (UK):

We bolstered the Scotland programme during the year by winning support from the Scottish Government under its Scottish Tech Ecosystem Review (STER) Fund.

Mark Logan, chief STER advisor, said, CodeYourFuture represented 'the best of humanity'.

WEST MIDLANDS (UK):

We graduated two classes in the West Midlands and launched our third during 2021.

CAPE TOWN (South Africa):

Cape Town graduated our first-ever class in 2021 after running the whole first cohort remotely, and our first graduates are already finding jobs in tech.

We also got our first major partner in South Africa: Ernst & Young.

NORTH WEST (UK):

The 4th North West cohort reached the end of the Software Development course (graduating in 2022).

We enjoyed face-to-face meetings in the second half of the year, thanks to the space provided to us by DF Capital.

The hybrid model sparked the idea of a satellite class taking place in Leeds.

8. IMPACT

Class Summary

In 2021, 275 students went through our courses. Three cohorts graduated in 2021, in London, Cape Town and West Midlands, and 56 students graduated successfully.

- London 7 - October 2020 - August 2021
- London 8 - September 2021
- Glasgow 5 - April 2021 - February 2022
- North West 4 - March 2021- April 2022
- West Midlands 2 - September 2020 - July 2021
- West Midlands 3 - April 2021 - March 2022
- Cape Town 1 November 2020- October 2021

*Classes still ongoing in 2022

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

In 2021, 275 students went through our courses. Three cohorts graduated in 2021, in London, Cape Town and West Midlands, and 56 students graduated successfully.

62 students who started our programme in 2021 graduated successfully in early 2022 and 43 students are still studying to complete their course in 2022.

Gender: 122 female / 153 Male

Refugee/Asylum Seeker: 96

Countries of Origin: Albania, Afghanistan, Bangladesh, Cameroon, Democratic Republic of Congo, Egypt, El Salvador, Eritrea, Ethiopia, Iran, Japan, Kenya, Lebanon, Libya, Malaysia, Nigeria, Pakistan, Palestine, Jordan, Russia, Rwanda, Saudi Arabia, Sudan, Syria, Tanzania, Uganda, Yemen, Zimbabwe

Employment

Eligible Graduates in Employment or Further Education: 65%

Companies that have hired our graduates includes: Capgemini, Sopre Steria, BJSS, BigSpark, BBC, The Sikh Network, Golden Charter, AND Digital, Aon, Companies House, Sainsbury, Metryx Studios, Oreon Software Development, Zaizi, Oveo, Kin + Carta, Financial Times, Apposing, Synaptek, Lush, Sogeti, Lloyds Banking Group, MFV, Accenture, Scalac, Tech Genius, Dark Pools Ltd., Tucasi Systems

Student Support

In 2020, CodeYourFuture spent £44,000 on student expenses, these expenses covered:

- Transport to and from class £2,500
- Laptops £18,100
- Internet £6,900
- Childcare £15,100
- Meals during class £800
- Headsets & computer accessories £1,200

Students expenses by regions:

- West Midlands - £19,100
- Glasgow - £11,000
- London - £12,300
- North West £2,200

9. OUR TRAINEES

Helping them change their lives is our main purpose and the reason why CYF exists

a. Trainee Story from the North West (UK) Dharma

Class: North West 4

Upon completing the course Dharma was offered a position at Capgemini.

"The partnership between Capgemini and CYF is why I transitioned into work so easily."

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Before CYF:

"My long-term relationship ended as the pandemic hit and I needed to find a way to be fully independent. Pandemic also highlighted the need to have a career that was WFH so in the future I would be capable of working should we be plunged back into National lockdowns etc. Having left school before sitting my GCSE's I knew I would struggle to find a course that allowed me to retrain, lacking both the scholastic achievements and funds to support myself for the "years" I would need to devote to it. Suddenly finding all the time on my hands that I said I would need to accomplish any sort of life-changing goal, I decided to put it to some good use."

Your learning journey:

"I had self studied with EDX and Codecademy but there was less feedback than I liked and I wasn't actually learning anything fundamental.

I was also missing out on the community aspect of a scholarly environment. At CYF I attended student lead study groups to deal with the lack of knowledge imparted in class. Without them I wouldn't have been able to graduate. Learning together does make for long lasting results.

CYF taught me the social skills that I would need to become a team player. I cannot emphasise enough just how important these are. My job offer was based entirely off of this. The ability to problem solve with regards to finding out the answers that I didn't get in class has also enabled me to become an efficient self-study student. This has been my entire goal since joining my company and I have the motivation skills to see it through and earn the qualifications my company needs

I also learned that I don't need to be guided every step of the way. I have a sufficient skill set that enables me to pick up new languages, new concepts and apply them quickly. Capgemini is my first corporate job. I'm glad that CYF taught me how to conduct myself in a corporate setting. I regained my confidence."

What would you say to someone who is thinking of joining CYF?

"It's hard work and it seems impossibly far away when you start but the journey is actually quite short in reality and if you give it your all, when the time comes to find work, you'll have the skills you need to gain employment. Life-changing experience and one I would repeat again in a heartbeat"

Thoughts from our trainees:

What did you hope to achieve by studying with CodeYourFuture?

"An introduction to a new career path."

"To gain necessary skills to build a career in tech, because i believe i can do great things with the skill."

"I wanted to learn new skills, and find a job that is somewhat close to designing things, which is my passion."

"To gain the skills that support me to have a proper job in the UK."

Was there a particular moment that made you realise you had reached your goal? What did it feel like?

"When I received feedback from both my buddies that they see I am improving. It was amazing to hear that and to realise that I am on the right track."

"Building a cake website and having it shown as an example in class was a surprise and I was very proud and felt like wow I can actually do this."

"The first day of the Final Project - I realised at the end of that Saturday, that if the experience was anything like the actual job, then I am capable of working in the tech-world."

"When I realised how wonderful of a community CYF is, it made me feel like I had made a good decision to follow this career path. Everything I have gained (technical, development, knowledge) has made me feel like I have achieved a lot of goals. It felt really great and made me believe in myself more."

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

"When I won my certificate of graduation after our demo and then getting a job offer. It was ecstatic. It was not just my hard work but CYF's support and its network that made it possible."

b. Trainee Story from Scotland
Ahmed

Class: Scotland 5

Ahmed started learning how to code in 2017, using online courses (EDX, Courser), Youtube and various online resources.

He also tried a couple of institutes before CYF and I did not find the support and guidance he was seeking.

After completing CYF's course, he is now employed by BigSpark.

"I was in the asylum-seeking process in 2020 and what made me join CYF was trying to break through the software development industry, and learn how to build and code software to eventually find a job in a profession I like.

I also wanted to build a network, friends and find guidance and mentors and luckily it was provided.

When I had doubts or raised any issues with CYF we talked about it and I saw how the team reacted and provided the support I needed and that made me more determined to push forward and finish the course."

What happened after you finished the course?

"For two months after I finished the course I had the internet and the equipment CYF provided and it helped me to stand on my feet and get a job.

I still have some moments when I doubt myself but I am in a good place, and I know whatever issue I face I can overcome it."

I would say to anyone who is thinking of joining CYF:

"You will never regret it!"

Thoughts from our trainees:

How did people at CYF help you or guide you through while you took the course?

"The volunteers are the lifeblood of CYF, they helped me so much, directly and indirectly, valuable lessons and insights were gained by working with them and great personal development and all the skills I learned I am able to apply in my daily life as well."

"The trainers are always available if you need any assistance from them, whether you're stuck or feeling overwhelmed, you can reach out to them for help."

"Yes CYF provided assistance and re-assurance every step of the way. There was always an answer to any problem I had. CYF looks after the students well."

"They operated a buddy-system for both Tech, and personal development, and I also have a personal coach to help me navigate the community, and to stay on track.

The result was that I made it to the end - basically."

What employability skills did you learn at CYF and was this important?

"Complex problem solving, active learning, active listening, judgement and decision making, time management, social perceptiveness, troubleshooting, and I am still adding to this list."

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

"I've learned a mix of skills. The mock interviews felt like the most valuable of them all among many."

"I learned that I am employable, and that most of my doubts and concerns were the result of being in the wrong environment. I learned that my Mental Health issues were not only things that I could navigate with, but that they could also be of benefit to me if viewed in a different light."

"Before CYF I knew absolutely nothing about employability skills in the UK. I came from a different culture and background and that made learning employability skills in the UK completely challenging. It was so important to learn how to answer interview questions, especially for me as my first language is not English."

"How to answer competency based questions, working on my CV, Communication skills, and keeping a brag diary."

c. Trainee Story from the West Midlands (UK)
Tiana

Class: West Midlands 3

Hibah is a new mother and an asylum seeker.

"I had a goal to have a career with a full time job that was rewarding. I realised I had reached my goal when I had a job interview with Meta (Facebook). If it wasn't for CYF that wouldn't happen. "

What was happening in your life before you joined CYF?

"I'm a grad student from UCB who also is an asylum seeker with a newborn baby. I decided that I need to change my career to help me and my family. Almost every industry has been affected by COVID but the tech industry was booming. I was very keen on studying and learning the skills but I wasn't able to find a free course with a community that will help. CYF came when I needed it the most as I left my job due to having to return to the restaurant and no childcare or WFH opportunity.

I had zero experience. I was just doing courses online that give a background of computer science."

What was your experience like with the course?

"I had doubts before joining CYF. I was working 40 hours a week and some days I had to finish work around 8pm. Having a full time job and being a full time mom was my biggest challenge. Being organised helped me overcome the overwhelming feeling of failure. I had a weekly meeting with my PD mentor who was very helpful when it came to productive ways to work while under-pressure. I also met my study group twice a week along with Capgemini homework club. Having a support system within CYF helped me a lot.

I learnt employability skills too, like communication and working under pressure. I don't shy away from asking for help anymore, which was a difficulty in the early journey.

After the course I received help throughout my interviews and there was always someone to help me when needed.

Now I'm very confident, as CYF gave me all the tools I needed to be a professional learner and that is the skill to succeed.

I would say to anyone considering joining CYF: Have faith in yourself and go for it. Having a like minded community who are always ready to help and transform your career was everything I needed to find work in the Tech Industry."

Thoughts from our trainees:

What is your mindset now compared to when you first started?

"I have great hope and motivation for my future and feel more confident to move into the field. I am open to

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

learning and working more to improve my skill and knowledge."

"I feel like I procrastinate less. I am more driven and focused. I want to be better and learn more."

"I'm confident that I'll overcome any obstacle, no matter how challenging it is. I understand that those challenges are building character and resilience. I'm looking forward to becoming the best I possibly can."

"I'm confident enough to start applying for jobs."

"Hard work and consistent effort beats natural intelligence."

"I wasn't really sure of my direction in life - now I feel like I have a better sense of it."

Days feel more purposeful - and I feel like I am actually working towards a goal that I can believe is achievable."

"My mindset now is 'Yes I can!' I am confident that there is a place for me in the Tech industry."

What words of encouragement can you offer someone who is thinking of joining CYF?

"Be open-minded and make time. Of course, this is going to change the way you see the IT world completely and it's very fascinating, challenging and fun. Always know that "No man is an island", and learn to code with others and learn to share."

"Here you don't learn alone as we are a community."

"The community you gain is worth it. You'll be able to work and learn alongside people who are in the same position as you and that actually helps to make this whole journey easier."

"Believe in yourself ! You can do it !"

"Believe in yourself, and trust the process."

"This journey will be a roller coaster ride but it will be the best ride you have ever been on! You are not alone and there is a support system in place who will be there when you need it. You will make mistakes and sometimes maybe even feel like quitting but keep pushing because at the end you won't regret it and it will all be worth it when you look back :) "

"Do not hesitate to join CYF. It is a real life changing experience. you will have the opportunity to gain new skills, meet with wonderful people and make a lot of friends. :) "

10. PARTNERS, SPONSORS and DONORS

Grants

- NTTF - Inaugural Scottish Tech Ecosystem Fund
- Santander
- WMCA (as part of an ongoing partnership in the West Midlands)
- INCO (supported the North West)
- Motorola (supported Scotland)
- Workday (supporting one-off project work)

Ask programme managers/German if anyone else they want to especially mention, I can only tell you who gave us the money

Donors

- Bregal Milestone (COFRA)
- K+C
- Co-Hire

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Sponsors

Capgemini

Capgemini has been our strategic partner since 2019, supporting CodeYourFuture's work in London and the West Midlands.

This successful partnership is built on a recognition of shared values and Capgemini's unwavering interest in being part of the CodeYourFuture community.

235 incredible employees of Capgemini volunteered with CYF in 2021.

They facilitated 1317 hours of teaching and mentoring of CYF trainees, many of whom would go on to interview successfully for developer roles within the company after graduating from our course.

Capgemini hired 41 CYF graduates in 2021.

As a result of the hard work of these amazing volunteers, trainees

- Felt better prepared to attend an interview in tech;
- Felt more confident in their performance at interview; and
- Reported a greater understanding of role variety and what they do.

11. FINANCIAL REVIEW

To enable Code Your Future to further its objectives and raise income from sponsorships and profitable trading activities, the charity has set up a 100% owned VAT registered subsidiary, CodeYourFuture Labs Ltd, incorporated in February 2021, with the sole purpose of donating any profits back to Code Your Future.

Via CodeYourFuture Labs Ltd, Code Your Future has been able to set up a franchise agreement with a South African partner (starting in 2022) to allow expansion of the programme overseas.

During the year, funds raised from grants, donations and partnerships amount to just under £1,000,000. £577,003 was spent on charitable activities.

As shown in the restricted funds column in the Statement of Financial Activities, net restricted income after costs was £85,547 which was raised to cover particular courses and expenditure. We still have £163,469 of restricted funding left which will be used as these programmes progress.

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

Expenditure has again been affected by COVID. The majority of courses were held online until March 2022, so there was little to no travel and subsistence expenditure for students or staff, no rental for classroom space, and very limited office rental costs.

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

A net contribution of £240,528 was raised from trading activities, namely recruitment fees and sponsorship for providing the courses.

Investment Policy

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

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Reserves Policy

Code Your Future has reserves of around £100,000. The Trustees have drawn up a full reserves policy which can be found in Annex A.

Grant making policy

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

12. STRUCTURE, GOVERNANCE and MANAGEMENT

The nature of the governing document: Constitution

The charity is (or its trustees are) constituted as: CIO

Methods used to recruit and appoint new charity trustees:

- Recruitment Trustee Boards
- Election by existing trustees

The trustees have read and understood the Charity Commission's Guidance on Public Benefit.

13. RESERVES POLICY

- A brief description of the charity, its beneficiaries and its funding streams.

CodeYourFuture (CYF) is a UK based non-profit organisation that trains some of the most deprived members of society to become web developers and helps them to find work in the tech industry.

CYF students are trained in full-stack web development by volunteers from the tech industry, putting a strong emphasis on collaboration and product development through tech projects.

The beneficiaries of the charity are students from disadvantaged backgrounds, however the work also benefits our volunteers who gain valuable experience.

Funding Streams are a mixture of Local Authority grants, Private sector sponsorship, donations and income from recruitment fees.

- The rationale behind the reserves policy

a) The risk of unforeseen emergency or other unexpected need for funds, eg or finding 'seed-funding' for an urgent project.

b) Covering unforeseen day-to-day operational costs, eg employing temporary staff to cover a long-term sick absence.

c) A source of income, eg a grant, not being renewed or being lower than promised. Funds might be needed to give the trustees time to take action if income falls below expectations.

d) Planned commitments, or designations, that cannot be met by future income alone, eg a significant project that requires the charity to provide 'matched funding'.

e) The need to fund short-term deficits in a cash budget e.g. delays in receiving promised grant or private funding.

CODE YOUR FUTURE

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

- Steps taken to establish the level of reserves

The Trustees have considered the current position of the charity and taken into account its relatively small size and the low complexity of its business model, as well noting that it was relatively recently established and the nature of its funding is still fairly volatile, when making decisions about the levels of reserves to hold.

- The level of reserves required

The Board has agreed that the level of reserves for the charity hold is £100,000, that is 28% of the total Total Number of Students.

Funds available for reserve at the end of December 2021, and will cover gross pay for all salaried employees for 3 months (the average notice period for our staff).

The charity is currently too new to hold a higher level than this, as income streams are still volatile. However, keeping this amount in reserve in addition to regular cashflow monitoring will allow the charity to cover any shortfalls in funding or any later than expected payments.

- What steps the charity will take to establish or maintain reserves at the agreed level.

The charity will closely monitor cashflow on a monthly basis to ensure that the reserves do not need to be spent. In addition, the charity will create a separate entry for the reserves in their books so that they are set aside and cannot be spent.

- How and when the reserves policy will be reviewed.

The reserves policy will be kept constantly under review, and formally reviewed on an annual basis in the Q1 Trustee meeting of each year.

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

Stephen Grant

Oct 26 2022

S Grant
Trustee

CODE YOUR FUTURE

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

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

Stephen Grant

Oct 26 2022

S Grant
Trustee

CODE YOUR FUTURE

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

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

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

CODE YOUR FUTURE

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Signed: 

Dated: 27/10/2022

ELIZABETH NEWELL BA (HONS) FCA

Independent Examiner
MHA MacItyre Hudson
Milton Keynes

CODE YOUR FUTURE

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

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	10,666	553,540	564,206	164,470
Charitable activities	4	394,989	1,580	396,569	405,694
Other income	5	-	-	-	29,400
Total income		405,655	555,120	960,775	599,564
Expenditure on:					
Charitable activities	6	343,613	233,390	577,003	439,405
Total expenditure		343,613	233,390	577,003	439,405
Net movement in funds		62,042	321,730	383,772	160,159
Reconciliation of funds:					
Total funds brought forward		77,922	191,614	269,536	109,377
Net movement in funds		62,042	321,730	383,772	160,159
Total funds carried forward		139,964	513,344	653,308	269,536

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

The notes on pages 25 to 39 form part of these financial statements.

CODE YOUR FUTURE

**BALANCE SHEET
AS AT 31 DECEMBER 2021**

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	1,759	1,641
Investments	12	100	-
		<u>1,859</u>	<u>1,641</u>
Current assets			
Debtors	13	328,530	34,757
Cash at bank and in hand		340,852	251,876
		<u>669,382</u>	<u>286,633</u>
Creditors: amounts falling due within one year	14	(17,933)	(18,738)
Net current assets		<u>651,449</u>	<u>267,895</u>
Total assets less current liabilities		<u>653,308</u>	<u>269,536</u>
Net assets excluding pension asset		<u>653,308</u>	<u>269,536</u>
Total net assets		<u><u>653,308</u></u>	<u><u>269,536</u></u>
Charity funds			
Restricted funds	15	139,964	77,922
Unrestricted funds	15	513,344	191,614
Total funds		<u><u>653,308</u></u>	<u><u>269,536</u></u>

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

Stephen Grant

Oct 26 2022

S Grant
Trustee

The notes on pages 25 to 39 form part of these financial statements.

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. General information

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

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

Code Your Future meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

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

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

2.3 Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.4 Tangible fixed assets and depreciation

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

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

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

Depreciation is provided on the following basis:

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

2.5 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.6 Debtors

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

2.7 Cash at bank and in hand

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

2.8 Liabilities and provisions

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

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

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

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Pensions

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

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

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

3. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Donations	10,666	553,540	564,206

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Donations	164,470	164,470

CODE YOUR FUTURE

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

4. Income from charitable activities

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Project grants and donations	7,486	1,580	9,066
WMCA	152,034	-	152,034
Workday	55,612	-	55,612
COOP	5,000	-	5,000
Santander	100,000	-	100,000
NTTF	74,857	-	74,857
	<u>394,989</u>	<u>1,580</u>	<u>396,569</u>

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Project grants and donations	-	3,000	3,000
WMCA	232,541	-	232,541
Workday	75,386	-	75,386
INCO	45,455	-	45,455
SIMPLON	41,812	-	41,812
NMUK	-	5,000	5,000
BOM	2,500	-	2,500
	<u>397,694</u>	<u>8,000</u>	<u>405,694</u>

CODE YOUR FUTURE

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

5. Other incoming resources

	Total funds 2021
Commission received	-
	<u> </u>
	<i>Unrestricted funds 2020 £</i>
	<i>Total funds 2020 £</i>
Commission received	29,400
	<u> </u>
	<u> </u>

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Support costs	23,468	42,068	65,536
Workday Foundation	2,401	10,660	13,061
AMINA	3,474	-	3,474
BOM	700	-	700
WMCA	234,480	-	234,480
NTTF	73,757	-	73,757
Costs of Charitable Activities	-	167,371	167,371
CYF Core	-	13,291	13,291
INCO	5,333	-	5,333
	<u> </u>	<u> </u>	<u> </u>
	<u>343,613</u>	<u>233,390</u>	<u>577,003</u>

CODE YOUR FUTURE

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

6. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

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

7. Analysis of expenditure by activities

	<i>Activities undertaken directly 2021 £</i>	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Support costs	-	65,536	65,536
Workday	13,061	-	13,061
AMINA	3,474	-	3,474
BOM	700	-	700
WMCA	234,480	-	234,480
NTTF	73,757	-	73,757
Costs of Charitable Activities	167,371	-	167,371
CYF Core	13,291	-	13,291
INCO	5,333	-	5,333
	<u>511,467</u>	<u>65,536</u>	<u>577,003</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

7. Analysis of expenditure by activities (continued)

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

Analysis of support costs

	2021 £	Total funds 2021 £
Depreciation	548	548
General office	23,468	23,468
Advertising and marketing	1,121	1,121
Commission charges	2,402	2,402
General expenses	5,888	5,888
Travel	2,543	2,543
Insurance	1,208	1,208
Legal and professional costs	12,052	12,052
Rent and Rates	3,751	3,751
Computer and telephone costs	2,274	2,274
Fellowship expenses	6,000	6,000
Subscriptions	697	697
Bank revaluations	244	244
Unrealised currency gains	125	125
Realised currency gains	3,197	3,197
Sundry expenses	18	18
	<u>65,536</u>	<u>65,536</u>

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

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	2020 £	Total funds 2020 £
Depreciation	436	436
Advertising and Marketing	4,147	4,147
Commission charges	622	622
General expenses	4,645	4,645
Travel	977	977
Insurance	269	269
Legal and professional costs	4,044	4,044
Rent and Rates	11,640	11,640
Computer and telephone costs	2,366	2,366
	<u>29,146</u>	<u>29,146</u>

8. Independent examiner's remuneration

	2021 £	2020 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>2,000</u>	<u>1,920</u>

9. Staff costs

	2021 £	2020 £
Wages and salaries	396,341	161,929
Social security costs	33,348	12,822
Contribution to defined contribution pension schemes	7,641	3,568
	<u>437,330</u>	<u>178,319</u>

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

9. Staff costs (continued)

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

	2021 No.	2020 No.
Average Number of Employees	12	5

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

Key management personnel salaries were £54,000 during the year (2020: £54,000).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 December 2021, no Trustee expenses have been incurred (2020 - £NIL).

11. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2021	1,973	499	2,472
Additions	-	666	666
At 31 December 2021	1,973	1,165	3,138
Depreciation			
At 1 January 2021	789	42	831
Charge for the year	395	153	548
At 31 December 2021	1,184	195	1,379
Net book value			
At 31 December 2021	789	970	1,759
At 31 December 2020	1,184	457	1,641

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

12. Fixed asset investments

	Investments in subsidiary companies £
Cost or valuation	
Additions	100
At 31 December 2021	100
Net book value	
At 31 December 2021	100

Principal subsidiaries

The following was a subsidiary undertaking of the Charity:

Name	Company number	Registered office or principal place of business	Class of shares	Holding
CodeYourFutureLabs Ltd	13232479	106 Oxley Close, London, SE1 5HP	Ordinary	100%

**Included in
consolidation**

No

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
CodeYourFutureLabs Ltd	252,695	(255,152)	(2,457)	(2,357)

CODE YOUR FUTURE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

13. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	72,406	33,996
Amounts owed by group undertakings	240,526	-
Other debtors	2,106	651
Prepayments and accrued income	13,492	110
	<u>328,530</u>	<u>34,757</u>

14. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	2,226	7,330
Other creditors	13,707	9,488
Accruals and deferred income	2,000	1,920
	<u>17,933</u>	<u>18,738</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

15. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
Unrestricted funds				
General Funds - all funds	191,614	555,120	(233,390)	513,344
Restricted funds				
Restricted Funds - all funds	77,922	405,655	(343,613)	139,964
Total of funds	269,536	960,775	(577,003)	653,308

Statement of funds - prior year

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

15. Statement of funds (continued)

Restricted funds

WMCA

£152,034 was received during the year to cover the training course in the West Midlands region.

Workday

£55,612 was received during the year and it is an impact grant to be used for projects including the redesign of our student selection process.

CO-OP

£5,000 was received during the year for the rent for Manchester.

Santander

£100,000 was received at the year end and is specifically reserved for courses in Digital literacy for finance, the costs of which will be incurred next year.

NTTF

£74,857 has been received during the year to fund the costs for the Scottish Technology Ecosystem review.

Project Grants & Donations

There were two funds received during the year, a donation of £4,264 was received from TENT for use towards Refugees costs of which £62 was spent in the year. also received was a project grant of £6,402 for MiTek towards the costs associated to student expenses and fellowship in respect of the course in the West Midlands for 2021-22 of which, £6,402 was spent.

CODE YOUR FUTURE

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

16. Summary of funds

Summary of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
General funds	191,614	555,120	(233,390)	513,344
Restricted funds	77,922	405,655	(343,613)	139,964
	<u>269,536</u>	<u>960,775</u>	<u>(577,003)</u>	<u>653,308</u>

Summary of funds - prior year

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

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	789	970	1,759
Fixed asset investments	-	100	100
Current assets	139,175	530,207	669,382
Creditors due within one year	-	(17,933)	(17,933)
Total	<u>139,964</u>	<u>513,344</u>	<u>653,308</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

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



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