CHARITY REGISTRATION No. 1124569
COMPANY REGISTRATION No: 06510559 (England and Wales)

THE BACA CHARITY
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2017

THE BACA CHARITY

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FOR THE YEAR ENDED 31ST MARCH 2017

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THE BACA CHARITY
COMPANY INFORMATION
FOR THE YEAR ENDED 31ST MARCH 2017

TRUSTEES:	S. Cromie (Chair) G. Boocock (appointed 22 March 2017) T. Butler (appointed 22 September 2016) P. Clark R. Haynes A. Masters (appointed 22 September 2016) I. Neale (appointed 21 June 2016) M. Vyner (resigned 21 June 2016, appointed 22 March 2017) B. Wakley (resigned 22 September 2016)
MANAGEMENT COMMITTEE:	L. Lloyd-Jarvis A. Dando S. Ejlali J. Zachariah
CHARITY NUMBER:	1124569
COMPANY NUMBER:	06510559
REGISTERED OFFICE & PRINCIPAL ADDRESS:	46 Derby Road Loughborough Leicestershire LE11 5BX
INDEPENDENT EXAMINER:	Martin Shannon FCCA Duncan & Toplis Limited The Gables Bishop Meadow Road Loughborough Leicestershire LE11 5RE
BANKERS:	The Co-Operative Bank PO Box 250 Delf House Southway Skelmersadale WN8 6WT

THE BACA CHARITY

TRUSTEE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2017

The trustees (who are also directors of Baca for the purposes of company law) present their report and Baca's financial statements for the year ended 31 March 2017.

The trustees have adopted the provisions of 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 (FRS102) (effective 1 January 2016) and to comply with the Charity's governing document and the Companies Act 2006.

Structure, governance and management

Baca is a Company limited by guarantee not having shared capital. The governing documents are the Company's Memorandum and Articles of Association. The Company obtained registered charitable status on 18th June 2008.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

S. Cromie
G. Boocock (appointed 22 March 2017)
T. Butler (appointed 22 September 2016)
P. Clark
R. Haynes
A. Masters (appointed 22 September 2016)
I. Neale (appointed 21 June 2016)
M. Vyner (resigned 21 June 2016, appointed 22 March 2017)
B. Wakley (resigned 22 September 2016)

In addition to the trustees, the members of the Management Committee during the period were:

L. Lloyd-Jarvis
A. Dando
S. Ejlali
J. Zachariah

Appointment of trustees

Trustees are appointed by the current trustees. A resolution must be passed by the trustees at one of their meetings and a memorandum of such resolution is signed by the Chair of the meeting and attested by two persons present at such meeting. In considering potential trustees, account is taken of both their general interest in the goals and activities of the Charity as well as any specific skills or relevant expertise with which they will enhance the trustee board's ability to carry out its responsibilities.

Potential trustees are usually approached in person by one of the Board members, and a report of the conversation given at a trustee board meeting. Upon a favourable response, candidates are invited to a trustee board meeting where a more formal conversation/interview takes place. At the next scheduled trustee board meeting, a decision is reached as to whether or not the relevant person should be appointed as a trustee. Where an affirmative decision is made, the necessary legal process of appointment is commenced. At present, there are no specific policies regarding minimum/maximum length of tenure for trustees.

Trustees' induction and training

New trustees' induction consists of a briefing of their legal obligations under Charity law, the committee and decision making processes, the budgets and recent financial performance of the Charity. During this process they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role in addition, they complete on-line training in Safeguarding, Health & Safety and Equality & Diversity.

THE BACA CHARITY

TRUSTEE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2017

Organisation

The Charity is organised so that trustee board meetings are held quarterly. Between such meetings there are email exchanges as necessary. The Declaration of Trust enforces that there must be a minimum of three trustees appointed for the trustees to be able to exercise the powers conferred upon them under the Declaration. There are no restrictions on the trustees' power in respect of the Charity's investments. The trustees may invest and apply all the Charity's monies in all respects as if they were absolutely and beneficially entitled thereto. Baca Trustees Board has set up two sub groups with the trustee board namely Finance and Human Resources. These sub groups take responsibility for the different remits, presenting reports to the board meetings for consideration.

Risk Assessment

The trustees have reviewed the major risks to which the Charity is exposed and systems have been established to mitigate those risks. A full risk assessment is carried out as part of the Strategy and Business Planning process. Risks are presented at each quarterly full trustees meeting. In these meetings, significant external risks to income and reserves are reviewed to ensure that sufficient funds are in place. Internal risks are reviewed and minimised by the trustees and management committee by the implementation of appropriate procedures.

OBJECTIVES AND ACTIVITIES

Aims

Baca's objects, as set out in its Articles of Association, are the advancement of education and the relief of poverty among forced migrants in the United Kingdom and abroad, and the promotion of racial harmony and mutual respect and diversity.

Each year, the trustees review the Charity's objectives and activities to ensure they continue to reflect Baca's aims. In carrying out this review, the trustees have considered the Charity Commission's general guidance on public benefit.

The trustees consider that Baca's activities, summarised below, provide benefit both to the forced migrants who use the Charity's services and to the wider community.

Vision

A world where forced migrants are welcomed, safe, and have hope to rebuild their lives for a better future.
Our vision statement describes the future we desire for those we serve. The vision is idealistic and Baca recognises that we are only one organisation of many who are working towards this aim.

Mission Statement

The mission statement of Baca describes our contribution to making our vision a reality. It seeks to give a sense of overall purpose and a broad outline of our approach.
Baca supports young forced migrants who arrive as unaccompanied asylum seekers including those that have been trafficked, to rebuild their lives, integrate into a community and use their experience positively.

We achieve this by providing a safe and empowering environment and through the use of a holistic and personalised approach.

Our services include:

- *A 24/7/365 on call service for new arrivals so they can be met, welcomed and assessed without delay*
- *Specialised accommodation so they can feel safe and belong*
- *Support to develop life skills to prepare them for independent living*
- *Therapeutic interventions and social activities so they can rebuild self-esteem and confidence*
- *Education to build skills and knowledge so they can gain independence, employment and make a contribution to society*
- *Advocating on behalf of individuals in cases of injustice and/or hardship so they receive a fair response*
- *Working with central and local government to provide effective support to all young forced migrants.*

THE BACA CHARITY

TRUSTEE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2017

Core Values

Our values underpin all we do and how we behave as an organisation and as individuals. The staff team, volunteer team and the board seek to model these values and behaviours to those we work with, those we seek to influence, and wider society.

Baca value....	So.....
Respect	We treat all the young people we work with as individuals, taking time to listen and understand their needs, accepting that everyone's story is unique. We also recognise the specialist knowledge and skills of other professionals, welcoming their engagement with the young people we care for.
A Holistic Approach	Our support model starts with meeting immediate needs and progressing towards the development of relationships, community and belonging to enable personal growth and independence.
Empowerment	We provide our young people with tools to help them make good life choices and opportunities for them to grow in character and purpose. We believe our clients, with their unique experiences and cultural heritages, have much to contribute to society in the UK.
Excellence	We seek feedback on our services from young people and funders aiming to be a solution provider, adapting and bringing in new ways of working to solve problems and unmet needs.
Hope	We recognise the past but focus on the future; we believe our young people can achieve independence and success, however difficult their circumstances have been. We are always optimistic yet realistic, standing alongside our young people in the challenges and anxieties they face.
Partnership/ Collaboration	We believe more can be achieved by working together, we actively seek opportunities for Baca to add value to other organisations'/ agencies' work and for partners who can add value to our work.

ACHIEVEMENT AND PERFORMANCE – STRATEGIC THEMES

We outwork our Mission and Vision through key strategic themes:

To meet the basic needs of more young forced migrants

Over the last year Baca has worked to provide care for 31 young people from 6 local authorities:

- Leicestershire County Council – 13 young people
- Rutland County Council – 5 young people
- Solihull Metropolitan Borough Council – 4 young people
- Cambridgeshire County Council - 4 young people
- Nottinghamshire County Council - 1 young person
- Leicester City Council – 4 young people

We have provided over 9,000 support hours.

We place the young people in homes across Loughborough. We currently have two new arrival homes, where our new male young people stay and receive high support care as they adjust to their new surroundings. Young people stay in these houses for an average of 4-6 months before moving on to one of our three semi-independent houses. We also have a female house which provides support for girls from new arrival through to semi-independence.

THE BACA CHARITY

TRUSTEE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2017

To enable more young forced migrants especially those who are victims of trafficking, to feel safe and secure.

Baca has continued to develop the work and understanding of care for young victims and potential victims of trafficking. All staff receive training in this area and this is applied to all our support work. Over the last year we have had in our care three young people who were recognised as being victims of trafficking. All remained safe whilst in our care, two have now moved on to independent living and one remains in one of our houses and is fully engaged in college and local activities.

All the young people in our care are vulnerable to exploitation and trafficking. We work with them to help them feel safe both in their homes and generally out and about, including completing tasks with support workers.

To enable more young forced migrants to rebuild their emotional well-being and develop basic skills for independent life.

Therapeutic Support
We link the young people with different counselling as required, although there can often be delays due to the high demands on these services. We also employ a trainee art therapist who works with different young people on a one-to-one basis to help them work through some of their traumas and depression.

This work has been made possible through grants we have received from a Social Seeding grant and through the CHK Charities Ltd.

Sports
Baca continues to extend the number of sports and outdoor activities that we are offering the young people. Physical exercise provides an additional outlet for working through emotions as well as allowing them to participate in healthy physical activities.

We have been able to run weekly sports activities that have included gym sessions, football, badminton and basketball. In addition, we have been able to take the young people on sporting trips which involved climbing, horse riding and ice skating. We also took all the young people on a three day outdoor pursuits trip which included a high ropes course, orienteering and canoeing.

Much of the sports work we have been able to do has been funded through grants we received from the Happy Days Children's Charity, Leicestershire & Rutland Community Foundation and the Peter Harrison Foundation.

English Programme
Our Gateway English programmes mean the young people start to study within a few days of arriving. This helps build structure into their day and to help them start focusing on their future. All 31 young people received support through the ESOL Gateway programme over the last year.

This work has been possible through grants we have received from Charnwood Community Grant, SHIRE Community Grant, J Reginald Corah and the People's Postcode Lottery.

To enable more young forced migrants to develop the skills, knowledge and confidence needed to contribute to society

Local Groups & Clubs
In addition to running sports groups and activities within Baca, we look to link young people with community run teams and groups. Over the last year, we have had young people attending local football, cricket, volleyball and running clubs. Young people have also attended music lessons and one is a member of an amateur dramatics group. In addition, a number of the young people are linked in to local churches or Mosques.

This year, 7 of our young people completed the National Citizen Service Award where they undertook a residential outdoor pursuits long weekend, skills development activities and a community project over a four week period.

Education
Over the year, twenty-two have attended local colleges, studying ESOL, maths and ICT. Of those taking exams over the summer, two young people gained grade A in their maths GCSE, an outstanding achievement for young people relatively new in the UK. One of these is now studying an Engineering course, and both are completing further GCSE courses.

Baca continues to provide educational support whilst the young people are in college. Support workers attend parents' evenings and the teachers link closely with college tutors to ensure the young people are progressing. A growing number of the young people have high aspirations for future careers.

Workshops
Running parallel with the education programme are skills workshops. These workshops prepare the young people for living independently and being able to manage their own homes.

> *"The YP from Baca require very little support once they have moved on. They are much more prepared for independent living than many others I work with. We need to duplicate this model!" (Social Worker)*

ACHIEVEMENT AND PERFORMANCE – STRATEGIC ENABLERS

In order to make sure that Baca performs well and at a consistently high standard, the organisation has continued with the three strategic enablers that are a focus of organisational structure, excellence and external profile.

To ensure excellence and cost-effectiveness

Staff
This year has seen continued growth in our staff team across all areas of the organisation.

We have appointed a new Support Team Leader and put in additional hours within the support team, releasing the Service Director to more strategic work with new and existing Local Authorities. This has been made possible through funding through the Cabinet Office's Local Sustainability Fund (delivered through the Big Lottery Fund). Through this funding we were also able to recruit a new administrator and increase the number of support worker hours.

We were able to recruit a second fundraiser to develop further this area. We are very grateful to The Samworth Foundation for helping us grow our fundraising work.

At the end of the year, we were able to appoint a new Volunteer Coordinator who will be developing and implementing a volunteer and mentoring programme over the next three years. This has been possible thanks to funding from Children In Need.

During the year, a benchmarking exercise was undertaken to review all pay levels within the organisation. This has ensured all roles are remunerated correctly in line with their allocated banding. We have also appointed HR consultants who completed a review of all HR policies and contracts and will provide required ongoing support.

Training
Baca believes the staff are central to all we do and we continue to invest in good quality training for all posts.

Core training that all staff receive includes Safeguarding, Health & Safety, Equality & Diversity, Data Protection and trafficking awareness. Support staff have also received training in mental health awareness from different courses including 'Teaching Recovery Techniques' run through the Children and War Foundation. In addition, we seek to develop all individuals in their roles and additional training that is identified through supervision and appraisals is sought to enhance staff development and progression.

Funding through the Cabinet Office's Local Sustainability Fund and The Samworth Foundation have allowed staff to attend fundraising and management courses.

Impact Awareness
Through funding from the Local Sustainability Fund and The Samworth Foundation, we have been able to develop further our impact work. We have also brought in a consultant who undertook an impact review, the results of which will be finalised in the following financial year and will be used to evaluate our work and progress with the young people.

THE BACA CHARITY

TRUSTEE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2017

Governance
Following the review of the board in the previous year, we appointed 4 new trustees, each bringing strength and experience in different areas of Baca's work. Moving on from the trustees this year was Brian Wakley. Brian has served as a trustee for Baca since we gained Charity Status. Having stepped down as Chair last year, Brian believed it was time to hand on the work to the new board and fully step away from the role. Baca is immensely grateful for all the time Brian had given to the Charity and we wish him well for his future work.

Systems and Procedures
Baca continues to develop and review all our systems and procedures to provide robust support to the work being completed by support workers, teachers, and the management and admin teams.

Quality Management
We have worked to develop our quality systems this year and have been preparing for gaining accreditation through ISO9001 in the new financial year, funded through the Cabinet Office's Local Sustainability Fund.

To ensure Baca have adequate resources to operate in a financially sustainable manner

Baca continues to produce annual budgets, quarterly forecasts and monthly management accounts. These are reviewed by the senior management team and trustees, and any potential risks are highlighted and mitigated accordingly. Baca continues to strive to find and to develop existing and new funding opportunities, which will allow our work to continue and grow.

To increase Baca's profile and influence in the UK

Strategic partnerships
Baca continues to be an active member of a number of strategic networks across the East Midlands and is linking with different organisations across the UK. Representatives of Baca management team attend the East Midlands Anti-Trafficking Partnership meetings and the East Midlands Migration Partnership focusing on support of unaccompanied asylum seeking children. We also maintain links to the West Midlands Anti-Trafficking Partnership.

In addition to these partnerships, funding through the Cabinet Office's Local Sustainability Fund, has enabled the Managing Director to attend a number of Public Policy Exchange meetings in London, discussing issues relating to refugees and asylum seekers. The Managing Director has had the opportunity to present at the PHE East Midlands Migrant Health Day in Nottingham and the 'Children Who Go Missing from Care' conference in Nottingham. Furthermore, the Service Director presented information about care of asylum seeking young people to a workshop of Educationalists from across the East Midlands, organised through the Local Authority EdCiC Department.

We continue to link with different projects and organisations across the region to share and learn good practice.

Awareness Raising
With the increase in the number of asylum seekers seeking to gain sanctuary in the UK and across Europe, and the growing awareness in the issues surrounding the support for unaccompanied children, there have been an increase in the opportunities to share knowledge about our work both locally and nationally. Different representatives from Baca have also given talks and presentations at local churches and schools. It has been positive to continue to link with the local community.

FUNDERS AND SUPPORTERS

Much of the work Baca carries out is supported through funding from grants, trusts and donations. The Organisation would like to sincerely thank all those who have supported Baca and its activities during the 2016-2017 financial year, who believe and invest in us in order to see so much positive change in vulnerable young peoples' lives. We have been able to increase grant and trust funding significantly during this year, thanks to a grant from The Samworth Foundation.

Organisational development
This year we have been funded through the Cabinet Office's Local Sustainability Fund, delivered by the Big Lottery Fund, in order to build organisational capacity and ongoing sustainability. This has allowed us to expand both the quantity and quality of work we do and to assist more vulnerable young people, covering areas such as staff development, internal systems and impact analysis.

We would also like to thank CWS Digital for the large amount of work in-kind, creating an improved client database system.

Core overheads funding
Funders include The Lloyds Bank Foundation and The Henry Smith Charity.

Project funding
We have received grants for core and additional projects. These include funding from:

- Gateway ESOL – Charnwood Community Grant, SHIRE Community Grant, J Reginald Corah and The Peoples Postcode Lottery
- Therapeutic Arts – Social Seeding (Voluntary Action, Leicester) & CHK Charities
- Sports – LRCF (Leicestershire & Rutland Community Foundation)
- Trips & Visits – Loughborough University, Happy Days
- Budgeting Workshops – Money Saving Expert Charitable Fund

We are grateful for all the fantastic support we have received for this work from the different grant funding bodies and foundations.

Individual Giving and One-off gifts
This year has seen an increase in the amount of individual giving the Charity has received, and we have seen increased gifts from the local community including local schools, churches and community groups. We have also received support through focused fundraising activities undertaken by individuals.

FINANCIAL REVIEW

Baca's Reserves Policy states that the Charity must have, or be working towards, three months to six months of operational reserves, in the event that the Charity would wind up its activities and all contracts with providers are terminated.

The Charity also carries out a variety of both long term and short term projects. The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed, to ensure that the Charity can meet all its obligations.

The trustees concur that the level of reserves should be in the order of 3-6 months' committed expenditure, which would currently equate to around £150k-£300k. This amount is growing in accordance with the rapid growth of the Organisation.

The current level of reserves level is £346k. Baca is currently aiming to purchase a property and will be looking to designate a proportion of the current reserves towards this in the coming financial year. Due to the fluctuating levels of demand, as local authorities have to be tighter on their budget allocation, there is a need to maintain a level of operating reserves to cover periods of low occupancy. The trustees are satisfied that the current reserves give the assurance that Baca can meet all its obligations and commitments over 3-6 months and offers a healthy level of unrestricted business reserves.

THE BACA CHARITY

TRUSTEE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2017

PLANS FOR 2017-18

Key strategic priorities that will continue over the coming year will be:

- Gaining full accreditation of our ESOL course, working with a local college.
- Grow the therapeutic work further. Expanding the Arts Therapy provision and increasing staff skills and development through focused training in this area.
- Purchase of a new property for use with newly arrived and high need young people in our care.
- Continuing to be a leader in the provision of excellent accommodation and support to UASC and those at risk of trafficking.
- Continual development of our trafficking specialism, advocating for potential victims in our care and ensuring the best accommodation solution is provided that allows them to stay safe and progress into a free future.
- Ongoing marketing and development of our work with local authorities through the development of our work both in Loughborough and in other areas across the Midlands.
- Continuing to build a strong organisation that will sustain and thrive in growth. Engaging with effective fundraising; maintaining and improving on efficient and effective processes and systems; and by continuing to develop staff to ensure they are highly motivated to help to invest in positive futures for the young people in our care.

On behalf of the Board of Trustees:

Dr. S. Cromie (Chair of Trustees):

SCromie

Dated: 29/6/17

Dr. G. Boocock (Trustee):

G Boocock

Dated: 29/6/17

REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF THE BACA CHARITY

I report on the accounts of the Company for the year ended 31 March 2017 which are set out on pages 11 to 22.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the Company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under Section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The Charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a Chartered Certified Accountant.

Having satisfied myself that the Charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under Section 145 of the 2011 Act
- Follow the procedures laid down in the general Directions given by the Charity Commission under Section 145(5)(b) of the 2011 Act; and
- State whether particular matters have come to my attention.

Basis of Independent Examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and this report is limited to those matters set out in the statement below.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention:

1) Which gives me reasonable cause to believe that, in any material respect, the requirements:

- To keep accounting records in accordance with Section 386 of the Companies Act 2006; and
- To prepare accounts which accord with the accounting records comply with the accounting requirements of Section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice; Accounting and Reporting by Charities

have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Martin Shannon FCCA
for and on behalf of Duncan & Toplis Limited
The Gables
Bishop Meadow Road
Loughborough
Leicestershire
LE11 5RE

Dated: 6th July 2017

THE BACA CHARITY
STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2017

	Notes	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Total Funds 2016 £
Income and endowments from:					
Donations		11,840	-	11,840	10,087
Gift Aid reclaimed		1,635	-	1,635	1,854
Disposal of fixed asset		-	-	-	400
Grants received	2	8,626	130,330	138,956	22,348
Interest received	3	1,224	-	1,224	1,281
		23,325	130,330	153,655	35,970
Income and endowments from:					
Accommodation and support work		550,070	-	550,070	453,360
Total incoming resources		573,395	130,330	703,725	489,330
Expenditure on:					
Raising funds					
Salaries		22,700	8,459	31,159	21,173
Administration costs		32,118	14,945	47,063	40,872
Total expenditure on raising funds		54,818	23,404	78,222	62,045
Charitable activities					
Direct accommodation		134,680	-	134,680	110,966
General client support		67,319	2,605	69,924	46,314
Other costs		14,273	7,242	21,515	10,318
Salaries		181,603	67,675	249,278	169,383
Depreciation		2,771	7,310	10,081	8,856
Total expenditure on charitable activities		400,646	84,832	485,478	345,837
Support costs					
Theory of change consultancy		250	-	250	3,699
Independent examiners costs		882	-	882	1,636
Consultancy		2,160	-	2,160	300
HR consultancy		4,200	-	4,200	-
DBS checks		802	-	802	472
Salaries		22,700	8,459	31,159	29,422
Trustees expenses		488	-	488	45
Recruitment		635	1,707	2,342	2,149
Total expenditure on support costs		32,117	10,166	42,283	37,723
Total expenditure		487,581	118,402	605,983	445,605
Net movement in funds		85,814	11,928	97,742	43,725
FUND BALANCES AT 1 APRIL 2016		245,854	2,536	248,390	204,665
FUND BALANCES AT 31 MARCH 2017	11	331,668	14,464	346,132	248,390

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE BACA CHARITY

BALANCE SHEET
31ST MARCH 2017

COMPANY REGISTRATION NO. 06510559

	Notes	2017 £	2017 £	2016 £	2016 £
FIXED ASSETS					
Tangible assets	6		13,368		4,299
CURRENT ASSETS					
Debtors	7	53,436		71,932	
Cash at bank and in hand		357,049		194,391	
		410,485		266,323	
CREDITORS					
Amounts falling due within one year	8	77,721		22,232	
NET CURRENT ASSETS			332,764		244,091
NET ASSETS	11		346,132		248,390
INCOME FUNDS					
UNRESTRICTED FUNDS			331,668		245,854
RESTRICTED FUNDS	10		14,464		2,536
TOTAL FUNDS			346,132		248,390

The Company is entitled to exemption from the audit requirement contained in Section 477 of the Companies Act 2006, for the year ended 31 March 2017. No member of the Company has deposited a notice, pursuant to Section 476, requiring an audit of these accounts.

The directors acknowledge their responsibilities for ensuring that the Company keeps accounting records which comply with Section 386 of the Act and for preparing accounts which give a true and fair view of the state of the affairs of the Company as at the end of the financial year and for its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to the accounts, so far as applicable to the Company.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (effective January 2016).

The accounts were approved by the Board on 29/6/17

S Cromie
Trustee

G Boocock
Trustee

THE BACA CHARITY

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2017

	Notes	2017 £	2016 £
Cash flows from operating activities:			
Cash generated from operations	1	180,584	35,523
Net cash provided by (used in) operating activities		180,584	35,523
Cash flows from investing activities:			
Purchase of tangible fixed assets		(19,150)	(2,761)
Sale of tangible fixed assets		-	400
Interest from investments		1,224	1,281
Net cash provided by (used in) investing activities		(17,926)	(1,080)
Change in cash and cash equivalents in the reporting period		162,658	34,443
Cash and cash equivalents at the beginning of the reporting period		194,391	159,948
Cash and cash equivalents at the end of the reporting period		357,049	194,391

THE BACA CHARITY

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2017

1. **RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2017	2016
	£	£
Net income (expenditure) for the reporting period (as per the SOFA)	97,742	43,725
Adjustments for:		
Depreciation charges	10,081	8,856
Profit on disposal	-	(400)
Interest from investments	(1,224)	(1,281)
Decrease/(increase) in debtors	18,496	(23,972)
Increase/(decrease) in creditors	55,489	8,595
Net cash provided by (used in) operating activities	180,584	35,523

THE BACA CHARITY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2017

1. ACCOUNTING POLICIES

1.1) **Basis of preparing the financial statements**

The accounts of the charity, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS102) '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 (FRS102) (effective January 2016)' Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The account have been prepared under the historical cost convention.

The financial statements contain information about The BACA Charity as an individual charity.

The financial statements are presented in £ Sterling and are rounded to the nearest pound.

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

1.2) **Incoming resources**

Tax recoverable in respect on covenanted income, gift aid and bank interest is recognised in the Statement of Financial Activities 'SOFA' when monies are receivable. All other income is recognised when the trustees are reasonable certain they will receive it, and that the value can be reliably measured.

Grants receivable are credited to the SOFA in the year to which they relate.

1.3) **Resources expended**

Expenditure is recognised on an accrual basis and has been listed under headings that aggregate all the costs related to that activity. Where costs cannot be directly attributed they have been allocated to activities on a basis consistent with the use of the resources.

Costs of raising funds are those costs incurred in attracting voluntary income.

Charitable activities include expenditure directly associated with individual projects and support costs relating to those activities.

Support costs are those incurred in connection with the management of the Charity and its assets, organisation administration and compliance with constitutional and statutory requirements

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with their use of resource.

Rentals paid under operating leases are charged against income on a straight line basis over the term of the lease.

1.4) **Tangible fixed assets**

Tangible fixed assets are stated at cost less depreciation. Depreciation is calculated to write down the cost or valuation of tangible fixed assets to their estimated residual values over their estimated useful lives at the following annual rates:

Computer equipment	33.3% of cost
Fixtures and fittings	25% of cost

1.5) **Accumulated funds**

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express implied wishes of donors in so far as these are intended to be binding on the trustees.

1.6) **Value Added Tax**

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

1.7) **Financial instruments**

The Charity only holds financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction price and subsequently measured at their settlement value.

1.8) **Critical accounting judgements and estimation uncertainty**

In the application of the charity's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no critical accounting judgements or estimation uncertainty that, in the opinion of the trustees, will have a material effect on the financial statements.

2. **GRANTS RECEIVED**

	Unrestricted Fund £	Restricted Fund £	Total 2017 £	Total 2016 £
Lloyds Bank Foundation Enable	-	149	149	14,560
Seedbed	-	-	-	1,500
Social Seeding	-	3,171	3,171	1,584
Community Development and Engagement	-	3,000	3,000	2,000
YourShire Sports	-	-	-	1,954
Loughborough University Community	-	-	-	750
LRCF	-	1,498	1,498	-
Local Sustainability Fund	-	73,058	73,058	-
Peter Harrison Foundation	-	1,257	1,257	-
Samworth Foundation	-	26,250	26,250	-
SHIRE	-	5,833	5,833	-
Peoples Postcode	-	5,962	5,962	-
Children in Need	-	1,600	1,600	-
Lloyds Bank Foundation Core	-	5,901	5,901	-
Money Saving Expert	-	954	954	-
Loughborough University Inside Out Fund	-	500	500	-
P&C Hickinbotham Trust	-	530	530	-
CHK Charities Ltd	-	667	667	-
Henry Smith	6,626	-	6,626	-
Florence Turner	500	-	500	-
Maud Elkington Fund	750	-	750	-
J R Corah Foundation	750	-	750	-
Net Grants received	8,626	130,330	138,956	22,348

THE BACA CHARITY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2017

3. INTEREST RECEIVED

	2017	2016
	£	£
Interest receivable	1,224	1,281
	1,224	1,281

4. TRUSTEES

None of the trustees (or any connected with them) received any remuneration during the year, however travel expenses of £259 (2016: £45) were reimbursed to one or more trustees. In addition, leaving gifts totalling £154 (2016: £nil) were provided to one or more trustees in the year.

5. EMPLOYEES

The average monthly number of employees during the year was as follows:

	2017	2016
Management and admin	6	4
Charitable activities	13	10
	19	14
Wages and salaries	290,059	207,985
Social security costs	16,735	11,994
Pension costs	4,802	-
	311,596	219,979

No employee received £60,000 p.a. or over, nor during the year ended 31 March 2016.

Total remuneration paid to key management personnel during the year was £103,348.

6. TANGIBLE FIXED ASSETS

	Computer Equipment	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2016	34,940	2,279	37,219
Additions	19,150	-	19,150
Disposals	(24,596)	-	(24,596)
As at 31 March 2017	29,494	2,279	31,773
Depreciation			
At 1 April 2016	31,195	1,725	32,920
On disposals	(24,596)	-	(24,596)
Charge for the year	9,527	554	10,081
As at 31 March 2017	16,126	2,279	18,405
Net book value			
At 31 March 2017	13,368	-	13,368
At 31 March 2016	3,745	554	4,299

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2017	2016
	£	£
Trade debtors	34,689	58,530
Other debtors	5,054	4,808
Prepayments and accrued income	13,693	8,594
	53,436	71,932

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2017	2016
	£	£
Trade creditors	4,716	10,885
Deferred income	64,707	5,065
Accruals	8,298	6,282
	77,721	22,232

9. DEFERRED INCOME

	2017	2016
	£	£
Deferred income is included within:		
Creditors due within one year	64,707	5,065
	64,707	5,065

The movement in deferred income during the year was as follows:

Grants received:		
Total deferred income at 1 April 2016	3,815	8,204
Amounts received in year	199,848	17,960
Amounts credited to statement of financial activities	(138,956)	(22,349)
Total deferred income at 31 March 2017	64,707	3,815
Funding for accommodation:		
Total deferred income at 1April 2016	1,250	2,243
Amounts received in year	548,820	452,367
Amounts credited to statement of financial activities	(550,070)	(453,360)
Total deferred income at 31 March 2017	-	1,250

10. **RESTRICTED FUNDS**

The income funds of the Charity include funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2016 £	Incoming Resources £	Resources Expended £	Balance at 31 March 2017 £
Lloyds Bank Foundation Enable Grant	240	149	(269)	120
Comic Relief	292	-	(292)	-
Awards for All	240	-	(240)	-
Running Gift	47	-	(47)	-
Seedbed	1,832	-	(1,832)	-
Social Seeding	(905)	3,171	(2,149)	117
Community Development and Engagement	(210)	3,000	(2,790)	-
Love 146	500	-	(500)	-
Loughborough University Community	500	-	(250)	250
Local Sustainability Fund	-	73,058	(68,577)	4,481
Peter Harrison Foundation	-	1,257	(904)	353
Samworth Foundation	-	26,250	(19,416)	6,834
SHIRE	-	5,833	(5,833)	-
Peoples Postcode	-	5,962	(5,044)	918
Children in Need	-	1,600	(1,793)	(193)
Lloyds Bank Foundation	-	5,901	(5,901)	-
Money Saving Expert	-	954	-	954
Loughborough University Inside Out Fund	-	500	(500)	-
P&C Hickinbotham Trust	-	530	-	530
CHK Charities Ltd	-	667	(567)	100
J R Corah Foundation	-	1,498	(1,498)	-
Net Grants received	2,536	130,330	(118,402)	14,464

Lloyds Bank Foundation Enable Grant

The Lloyds Bank Foundation have provided two years core funding to enable continued development of ongoing work and lead organisational growth. This includes the expansion of the Charity to meet the growing demand. In addition the funding enables Baca to continue to develop the systems for monitoring and evaluation to demonstrate the quality of our work more clearly and facilitate improvements.

Comic Relief

Comic Relief award Baca a three year provision to support the development of supported accommodation options for trafficking young people.

Awards for All

Awards for All has allowed us to invest and develop a course for Pre Entry Level English, giving the ability to share wider the resources developed through Baca's ESOL work. These are designed specifically for new arrivals into the UK helping integration and orientation.

Running gift

A gift was provided to help support one young person regularly attend a running club each week.

Seedbed

A grant has been given to Baca to develop a trafficking animation. This short animation is looking to inform suspected victims of trafficking about what we believe they have been through and to help identify whether or not they have been trafficked.

10. **RESTRICTED FUNDS (continued)**

Social Seeding Grant Funding - Voluntary Action Leicestershire
Social Seeding was to cover funding for our Arts Therapeutic workshops. This funding covered mainly the salary of our Support Worker providing Art Therapy but also includes art related trips and art supplies.

Community Development and Engagement Grant- ESOL lessons
Charnwood Community grant has partially funded our ESOL work. We currently run ESOL lessons on a daily basis for all newly arrived young people, supporting them into accessing formal education. This funding is helping part one of our specialist teacher's salary.

Love 146
Baca is grateful to Love 146 for a donation of money to install CCTV into new arrivals property.

Loughborough University Community Donations Fund
Loughborough University funded the purchase of 2 laptops for Baca which have been used within the Charity.

Cabinet Office's Local Sustainability Fund and delivered by Big Lottery Fund
Baca has been award a grant through the Cabinet Office's Local Sustainability Fund and delivered by Big Lottery Fund. We have been able to build and develop capacity, thus allowing us to expand the work we do and impact more vulnerable young people. The funding also enabled us to recruit additional staff to help build our capacity, as well as covering training and development of new and current staff. The funding has also allowed us to develop our impact indicators and reporting mechanisms.

Peter Harrison Foundation
The Peter Harrison Foundation has funded continued provision by Baca of the weekly sports workshops. This work is on-going, and as it is a non-statutory activity it needs to be fully funded by grants. We see the huge benefit participating in sport brings to the young people, and it complements the general support work we undertake with them. This fund will help us run sessions that include football, cricket, badminton, ice skating and indoor climbing.

Samworth Foundation
The Samworth Foundation have provided three years funding to develop Baca's fundraising capacity.

SHIRE Community Grants
Linked with funding from the People's Postcode Trust, Baca have been awarded a SHIRE Community Grant 2016-17 by Leicestershire County Council, to develop a new model of working for our ESOL lesson's linking closely with a local college. The grant enables Baca to meet the increasing demand for its services, which will ensure that the young people continue to gain the language skills they need to support their integration into the local community.

People's Postcode
Linked with funding from the Leicestershire County Council, SHIRE Community Grant, Baca has received funding from players of The People's Postcode Lottery through The People's Postcode Trust. The funding is to develop a new model of working for our ESOL lesson's linking closely with a local college. The grant enables Baca to meet the increasing demand for its services, which will ensure that the young people continue to gain the language skills they need to support their integration into the local community.

Children in Need
Three year funding from Children in Need has enabled Baca to set up a new volunteer and mentoring project. This new project which commenced in March 2017, will enable Baca to increase the number of volunteers working with our young people. Activities where volunteer support could be used include the daily ESOL sessions, sports workshops, helping with college homework, and life skills workshops. We have also setting up a mentoring project to match individual young people with a mentor who is separate from Baca, and can meet up with them on a regular basis to practice their English, develop a trusting relationship and explore shared interests.

13. RELATED PARTIES

During the year rent of £14,852 (2016: £7,162) was paid to A Dando, a member of the management committee for the use of the current office. £607 (2016: £597) is included in prepayments.

The Charity paid £4,790 (2016: £Nil) to Goodworks Venture Limited, a company of which trustee B. Wakley is a director, for training consultancy services.

B. Wakley also donated £540 (2016: £540) to the Charity in the year.

14. FIRST TIME ADOPTION

The Charity has adopted SORP (FRS 102) in the current year, the date of transition was 1 April 2015. In preparing the accounts, the Trustees have considered whether in applying the accounting policies required by the Charities SORP FRS 102 the restatement of comparative items was required. There were no changes to the accounting policies of the Charity as a result of the adoption of FRS 102. No adjustments to comparative figures under previous financial reporting framework and under FRS102 have been required.

Transitional relief - No transitional reliefs have been necessary.

15. CHARITY INFORMATION

The charity is a Private Limited Company by Guarantee incorporated and registered in England and Wales under company number 6510559 and with the Charity Commission under number 1124569. The registered office is 46 Derby Road, Loughborough, Leicestershire LE11 5BX.

The nature of the charity's operations and its principal activities are given in the Report of the Trustees on pages 2 to 9.

16. INDEPENDENT EXAMINERS REMUNERATION

The amount payable to the independent examiner in respect of the independent examination is £1,026 including VAT.