

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2018
for

Mentoring Plus Bath and
North East Somerset Limited

MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

**Mentoring Plus Bath and
North East Somerset Limited**

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for the Year Ended 31 March 2018**

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**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2018**

Mentoring Plus is registered with the charity commission and is a company limited by guarantee. It is governed by its Memorandum and Articles of Association on incorporation on 11th October 2005, as amended by its special resolution dated March 2012.

OBJECTIVES AND ACTIVITIES

Objectives and Activities

The following objectives and activities have been undertaken to further charitable purposes and for the public benefit. The objectives as amended in 2012 are as follows:

- (a) To advance the education and training of young people at risk so that they are able to realise their full potential within their community and so that they are better able to integrate into society as a whole
- (b) To provide and assist in the provision of facilities in the interests of the social welfare of young people at risk with the object of improving their conditions of life
- (c) To relieve unemployment of young people at risk by provision of careers information and advice
- (d) To preserve and protect the health of young people at risk by the provision of advice and guidance.

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

Mentoring Plus supports vulnerable and disadvantaged 7-21 year olds across Bath & North East Somerset (BathNES) referred for support by schools, social and health care professionals. Young people are accepted for mentoring who are affected by multiple challenges at home and in education, including poverty, family breakdown and emotional difficulties, which can place them at a number of risks: disengagement from education; few positive role models; anti-social or criminal behaviour; social isolation; and poor physical or mental health.

Alongside assessing young people's needs and hopes and supporting them directly, the charity recruits, trains and supports adult volunteers from our community to mentor young people one to one for a year, following their positive interests and helping to build confidence, aspiration, communications strengths and self-efficacy, in support of their ability to identify pathways forward, overcome difficulties and fulfil potential in education and employment.

Mentoring Plus also provides a structured programme of inspirational activities (arts, sporting, community and enterprise) by working in partnership with local organisations and regional centres of excellence, weekly in term-time with additional school holiday sessions. These are designed to connect young people to inspirational venues, opportunities and role models in our community while encouraging new interests, peer mentoring, reflection and teamwork skills.

We have a growing professional mentoring practice alongside this core volunteer project. Paid mentoring supports young people whose needs or risks are at a level unsuitable for a volunteer to support, enabling us to reach more young people in need. We are also in growing demand as providers of practice training to fellow professionals, charities and schools regionally and nationally. The surplus this paid work generates helps the long-term financial sustainability of our charitable work.

Mentoring Plus is a partner in West of England Mentoring, with two Bristol-based charities and a local business network, delivering in-school group mentoring sessions with volunteers from local businesses. Commissioned in 2017 as part of a national project by the Careers & Enterprise Company, part of the Department for Education, this project enabled 13-15 year olds across the West of England to participate in valuable 6-session projects focused on post-16 pathways, confidence and re-engagement with learning.

Mentoring Plus connects our service-users with inspirational resource across the region. We are deeply embedded in our local communities, both through design and history, and are therefore able to connect our young people through a model that is simple, cost effective and has evidenced impact. It's a core part of our practice to listen to our young people and our community of volunteers. We view them equally as stakeholders in our charity, who are given the voice and opportunity to make our organisation and community a better place.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2018**

OBJECTIVES AND ACTIVITIES

Public benefit

In the year 2017-18, Mentoring Plus provided one-to-one mentoring and activities to 136 beneficiaries meeting the criteria described above. This includes those young people coming to the end of their mentoring year early in this period and those recently matched at the end of it. In any one month, about 70 young people were working with a mentor, and others were in assessment with the organisation's professional practitioners; this is an increase from the previous year's monthly average of 60 pairs. 69 young people were newly matched with a mentor during this 12-month period. 42 new mentors were trained during the year, with others trained in previous years volunteering to mentor again.

270 students participated in West of England Mentoring in-school business mentoring.

106 activity sessions were offered during the year with 563 attendances by young people.

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

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Mentoring Plus continues to consolidate and refine its delivery of services to vulnerable and disadvantaged young people in line with its objectives, while developing new projects and income sources to help ensure its long term sustainability.

Key outcomes benefiting the charity's service users are set out below. Mentoring Plus is accredited by the Mentoring & Befriending Foundation, and continues to benefit from regular safeguarding audit and support processes from BathNES Council, from which it holds a commission for mentoring services for 11-21 year olds. This long-standing commission was extended to run until March 2019, at which point the charity will seek to be re-commissioned as before.

We consolidated our primary mentoring programme in Bath and Norton Radstock, with 20 students aged 7-11 benefiting and schools showing strong support for co-funding the programme. A growing focus on transition from primary to secondary school allows a number of mentees to be supported for 2 terms in year 6 and their first term in year 7, smoothing the process and ensuring support is in place in new school settings.

Our Youth Reps participation group of older mentees continues to positively input ideas helping to promote youth interests. This year they successfully designed and ran a homework support club for year 7-9 students from local schools, wrote and designed an online book of advice for other young people facing difficulties, participated in Bath Digital Festival with their own graphic design content, and helped 7-11 year old mentees pilot a primary Youth Reps advocacy group of their own.

With strong service design input from our Youth Reps, we bid for a new Council commissioned service providing the Student and Family Support Service element of local alternative education, supporting young people excluded from and refusing education. (In April 2018 we learned we had been successful and planning began for delivery from September 2018.)

Funding from The Pilgrim Trust allowed us to pilot a project focusing on the needs of girls, who are typically under-represented in referrals to our service at around 25%. This project included focused communications with referrers to ensure girls are not overlooked due to presenting difficulties differently, based on the contributions of our Girls' Group, meeting regularly and with input from inspirational female role models. Forty local care professionals paid to attend our Vulnerable Girls conference in November, at which three Girls' Group members bravely spoke up about the support they want girls to receive. At their enthusiastic insistence, the Girls' Group continues to meet monthly.

With input from BathNES Council, the charity's referral process minimised the time referred young people need to wait for mentor matching, by focusing on early intervention referrals and signposting other services more effectively for young people unsuitable for mentoring. Held up as a beacon of good practice by BathNES to peer agencies, this process continues to allow practitioners to support a growing number of mentor/mentee pairs over the year.

In July 2017, Mentoring Plus moved to new child-friendly premises at Riverside Youth Hub on the eastern side of Bath. Still a tenant of BathNES Council, we hope to extend our tenure and keep this multi-use facility, with its kitchen, café area, games area, TV lounge, hall, garden, river access, fully equipped music studio and outdoor ball court, in community use for the benefit of local young people.

The year ended with welcome recognition from influential local magazine Bath Life, who named us their 2018 Charity of the Year: "An exceptional year! Highly thoughtful, demonstrating excellence in the vital work that they do with our young and most vulnerable. Also incredibly active within the community."

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2018**

ACHIEVEMENT AND PERFORMANCE

The difference the charity has made to the beneficiaries

The outputs listed above are measured alongside qualitative assessment of young people's progress at least monthly, and quarterly reporting across the cohort against 18 measures of observed outcomes, recording relevant evidence. For the final quarter of 2017-18, key performance measures included:

- 87% showed reduced levels of risk taking behaviour
- 94% showed improved confidence
- 84% showed improved physical wellbeing, and 83% improved mental wellbeing
- 91% of young people in education showed improved levels of engagement
- 69% of young people progressing to employment showed improved employability strengths

Mentees also rate the charity's service to them, giving an average score of 8.9 out of 10 for the period.

How achievements and performance during the year have benefited wider society

The needs of young people referred by schools and other agencies are identified through behaviours such as intense anxiety, social withdrawal, disruption or violence at school, criminal and anti-social behaviour in the community, being perpetrators or victims of bullying, and harm to themselves and others.

Our work with mentors to help young people understand and overcome underlying difficulties enables them to improve key relationships, engage with education, training or employment, and maximise their potential. With a focus on early intervention and support, mentoring will save society considerable costs e.g. in reduced earnings, social and health care, and criminal justice, as well as directly improving the wellbeing of vulnerable and disadvantaged young people.

In turn, as mentees experience the outcomes above, classrooms are calmer, neighbourhoods are safer and families are better able to cope, multiplying the numbers of people in our community who benefit from the impact of mentoring. In the last quarter of 2017-18, 83% of young people showed improved relationships with family and 62% showed improved community connections.

Our adult volunteer mentors report on their increased well-being and sense of purpose from volunteering, and the quality of training and supervision. By increasing our core cohort from 60 to 70 pairs at any one time (a second year of equivalent cohort growth), we have been able to support additional volunteers to both support and benefit from the experience of mentoring. The far greater numbers experiencing group business mentoring across a wider geographic region extends this reach and these benefits to the community still further.

Our partnerships with local professionals, charities and organisations help to strengthen good practice and the quality of support offered to vulnerable young people. Our training and support build vital skills for our volunteers and the organisations to whom they belong, and build cohesion in our community.

FINANCIAL REVIEW

Financial position

The charity ended the year with a modest deficit of £3,327 (2017: surplus of £8,417). This deficit was the result of the timing of expenditure against several restricted funds which had been received during the previous accounting period.

Over the same period, the Charity's unrestricted funds increased by £26,927 to £79,665, the positive impact of our focus on increasing unrestricted income and reserves, both from community fundraising and revenue-generating services.

Given the challenging financial climate faced by the charitable sector and the continued steady growth of the charity's reach, the trustees consider this financial performance by the charity during the year to be good, maintaining a solid base ready for significant growth in 2018-19.

Income of £404,737 reflected this growth in reach, an increase from the previous year's £338,928. Expenditure increased proportionately, from £330,511 in 2017 to £408,064 in this financial year. The West of England Mentoring project, which commenced delivery in April 2017, accounts for part of both increases, alongside investment in community engagement staff, paid services freelance professionals and equipment for our new premises.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2018**

FINANCIAL REVIEW

Reserves policy

In January 2017 our trustees reviewed our policy on reserves. In this policy we clarified our definition of reserves as unrestricted income, and defined a target for unrestricted reserves. This target is now expressed as a range between 3 and 6 months of running costs.

On 31st March 2018 year we held unrestricted reserves of £79,665 - equivalent to approximately 2.4 months' running costs, compared to 1.8 months' running costs as unrestricted reserves at March 2017. This is encouraging but it remains a core business plan objective to increase unrestricted reserves to maintain a level consistently within the target above, through paid services and unrestricted donations from individuals and organisations.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure, governance and management of the charity

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

We are fortunate in having long-serving trustees with a range of relevant skills and experience to guide our practice and govern our operation. Trustees are appointed for 3-year terms. Our board of trustees offer a wider skill set in support of our strategic requirements. Our chair holds academic and practical application of psychology relevant to our service users, complemented by experience of senior management experience in large charities.

Our vice-chair is a retired senior teacher with extensive experience of mentoring young people through our charity. Our treasurer has previously managed multi-million pound commercial projects. The trustee board also includes a fundraising consultant, solicitor, business investor, wealth manager, retired head teacher and a previous young service-user now working as a professional artist.

Our director has executive responsibility for the day to day running of the charity and all operational matters. Every two months the full trustee board meet with the Director and key staff to inform the strategic direction of the charity. A financial review process is a standing item for each of the trustee meetings, including reflection on appropriate risk management.

Our income generation strategy remains a focus. Our part-time community fundraiser works alongside our Deputy Director on revenue generation, supported by skilled and flexible fundraising freelancers. We retained the robust structure and staffing delivery model for our mentoring and activity programme. The policies that underpin our delivery model are reviewed annually by staff, trustees and B&NES Council as an external auditor. Amended policies and procedures are circulated to all staff and volunteers. Safeguarding and risk assessments processes are undertaken for each activity and one to one mentor, and are reviewed, recorded and acted on after each activity or mentoring session.

Our wide-ranging and constant activity in recruiting diverse volunteer mentors of all backgrounds brings us into contact with individuals who have been through the rigorous safer recruitment procedure we apply to mentors and who have additional time and resource to offer. The trustee appointment in this financial year was made via this route, with potential volunteers vetted as trustees and voted upon by the Board.

Our Board has procedures in place to advertise for trustees with specific skills and resources to offer where they judge these would complement the existing Board for the benefit of the charity. All candidates applying for the role(s) are considered subject to meeting criteria set out and our safer recruitment procedures, and voted upon with the ultimate decision in the hands of the Chair.

Ethical fundraising

The charity operates according to an ethical fundraising policy prepared within guidelines provided by the Institute of Fundraising and the Fundraising Regulator. This governs trustees' review and decision making processes over solicited and unsolicited donations from individuals or businesses, large and anonymous donations and activities of external fundraisers, with the purpose of safeguarding potentially vulnerable donors, and the positive reputation of the charity in light of its charitable objectives.

Mentoring Plus Bath and
North East Somerset Limited

Report of the Trustees
for the Year Ended 31 March 2018

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05589316 (England and Wales)

Registered Charity number
1112534

Registered office
Riverside Youth Hub
York Place
Bath
BA1 6AE


Trustees

Dr D Allen	- resigned 6.8.17
T Annear	- appointed 21.5.18
A Banks	
J Bartholomew	
S l'Anson	
Dr K John	
J Luck	
D Martin	- appointed 10.10.17
L McIsaac	- appointed 2.4.18
V Morby	
R Turner	

Independent examiner

James Gare
ACA DChA
MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Approved by order of the board of trustees on 14/09/18 and signed on its behalf by:



Trustee

Independent Examiner's Report to the Trustees of
Mentoring Plus Bath and
North East Somerset Limited

Independent examiner's report to the trustees of Mentoring Plus Bath and North East Somerset Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2018.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACA DChA which is one of the listed bodies

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

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

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



James Gare
ACA DChA
MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Date: 17/09/18

**Mentoring Plus Bath and
North East Somerset Limited**

**Statement of Financial Activities
for the Year Ended 31 March 2018**

	Notes	Unrestricted fund £	Restricted funds £	2018 Total funds £	2017 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		59,362	7,051	66,413	23,165
Charitable activities					
Mentoring services		124,121	213,934	338,055	276,327
Other trading activities	2	-	-	-	37,754
Investment income	3	269	-	269	1,682
Total		<u>183,752</u>	<u>220,985</u>	<u>404,737</u>	<u>338,928</u>
EXPENDITURE ON					
Raising funds		5,690	-	5,690	-
Charitable activities					
Mentoring services		<u>151,135</u>	<u>251,239</u>	<u>402,374</u>	<u>330,511</u>
Total		<u>156,825</u>	<u>251,239</u>	<u>408,064</u>	<u>330,511</u>
NET INCOME/(EXPENDITURE)		<u>26,927</u>	<u>(30,254)</u>	<u>(3,327)</u>	<u>8,417</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>52,738</u>	<u>68,120</u>	<u>120,858</u>	<u>112,441</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>79,665</u></u>	<u><u>37,866</u></u>	<u><u>117,531</u></u>	<u><u>120,858</u></u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Balance Sheet
At 31 March 2018**

	Notes	2018 £	2017 £
FIXED ASSETS			
Tangible assets	8	2,120	986
CURRENT ASSETS			
Debtors	9	28,600	2,056
Cash at bank		107,662	129,480
		<u>136,262</u>	<u>131,536</u>
CREDITORS			
Amounts falling due within one year	10	(20,851)	(11,664)
NET CURRENT ASSETS		<u>115,411</u>	<u>119,872</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>117,531</u>	<u>120,858</u>
NET ASSETS		<u><u>117,531</u></u>	<u><u>120,858</u></u>
FUNDS	12		
Unrestricted funds		79,666	52,738
Restricted funds		37,865	68,120
TOTAL FUNDS		<u><u>117,531</u></u>	<u><u>120,858</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2018.


The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2018 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 14/09/18 and were signed on its behalf by:


Trustee

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements
for the Year Ended 31 March 2018**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

Mentoring Plus Bath and North East Somerset Limited is a charitable company limited by guarantee registered in England and Wales. The address of the registered office is given in the legal and administrative information on page 5 of these financial statements. The nature of the charity's operations and principal activities are provided in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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.

Income

All income is recognised in the Statement of Financial Activities (SoFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

The value of any volunteer help received is not included in the accounts.

Investment income is included in the accounts when receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the costs associated with attracting voluntary income, fundraising costs and investment management costs.
- Expenditure on charitable activities includes the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
- Other expenditure represents those items not falling into the categories above.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment	- 33% on straight line basis
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**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2018**

1. ACCOUNTING POLICIES - continued

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. OTHER TRADING ACTIVITIES

	2018 £	2017 £
Fundraising events	-	37,754

3. INVESTMENT INCOME

	2018 £	2017 £
Bank interest	269	1,682

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2018 £	2017 £
Depreciation - owned assets	2,046	665
Independent Examiner's fees	3,000	1,910
Independent Examiner's fees (under accrued from 2017)	2,849	-

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2018 nor for the year ended 31 March 2017.

The key management personnel of the charity comprise the Trustees, Director and Deputy Director. The total employee benefits of the key management personnel of the Charity were £76,013.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2018 nor for the year ended 31 March 2017.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2018**

6. STAFF COSTS

	2018 £	2017 £
Wages and salaries	225,357	187,391
Social security costs	19,172	15,950
Other pension costs	17,860	17,097
	<u>262,389</u>	<u>220,438</u>

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

	2018 11	2017 10
Charity staff	<u>11</u>	<u>10</u>

No employees received emoluments in excess of £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,165	8,000	23,165
Charitable activities			
Mentoring services	37,094	239,233	276,327
Other trading activities	37,404	350	37,754
Investment income	1,682	-	1,682
Total	<u>91,345</u>	<u>247,583</u>	<u>338,928</u>
 EXPENDITURE ON			
Charitable activities			
Mentoring services	108,642	221,869	330,511
Total	<u>108,642</u>	<u>221,869</u>	<u>330,511</u>
 NET INCOME/(EXPENDITURE)	<u>(17,297)</u>	<u>25,714</u>	<u>8,417</u>
 RECONCILIATION OF FUNDS			
Total funds brought forward	70,035	42,406	112,441
 TOTAL FUNDS CARRIED FORWARD	<u>52,738</u>	<u>68,120</u>	<u>120,858</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2018**

8. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2017	8,178
Additions	3,180
Disposals	(3,073)
At 31 March 2018	<u>8,285</u>
DEPRECIATION	
At 1 April 2017	7,192
Charge for year	2,046
Eliminated on disposal	(3,073)
At 31 March 2018	<u>6,165</u>
NET BOOK VALUE	
At 31 March 2018	<u>2,120</u>
At 31 March 2017	<u>986</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018 £	2017 £
Trade debtors	8,600	1,925
Other debtors	-	131
Grant debtor	20,000	-
	<u>28,600</u>	<u>2,056</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018 £	2017 £
Trade creditors	8,514	6,188
Social security and other taxes	5,063	5,270
Credit card	524	164
Other creditors	-	42
Accrued expenses	6,750	-
	<u>20,851</u>	<u>11,664</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	2018 Total funds £	2017 Total funds £
Fixed assets	2,120	-	2,120	986
Current assets	98,397	37,865	136,262	131,536
Current liabilities	(20,851)	-	(20,851)	(11,664)
	<u>79,666</u>	<u>37,865</u>	<u>117,531</u>	<u>120,858</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2018**

12. MOVEMENT IN FUNDS

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
Unrestricted funds			
General fund	52,738	26,928	79,666
Restricted funds			
Mentoring and activity projects	19,132	(9,118)	10,014
Garfield Weston	13,333	(13,333)	-
Primary Schools	2,545	(2,545)	-
St John's Foundation (capacity development consultancy)	-	22,498	22,498
Henry Smith Charity	5,750	-	5,750
Careers & Enterprise Company	16,110	(20,674)	(4,564)
St John's Foundation (core costs)	10,000	(10,000)	-
Sobell Foundation	1,250	-	1,250
CHK Charities	-	1,250	1,250
St John's Foundation (extended activities)	-	1,667	1,667
	<u>68,120</u>	<u>(30,255)</u>	<u>37,865</u>
TOTAL FUNDS	<u>120,858</u>	<u>(3,327)</u>	<u>117,531</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	183,752	(156,824)	26,928
Restricted funds			
Mentoring and activity projects	27,189	(36,307)	(9,118)
BANES Council commission	65,001	(65,001)	-
Primary Schools	20,900	(23,445)	(2,545)
St John's Foundation (capacity development consultancy)	24,153	(1,655)	22,498
Henry Smith Charity	27,001	(27,001)	-
Careers & Enterprise Company	16,741	(37,415)	(20,674)
St John's Foundation (core costs)	5,000	(15,000)	(10,000)
Medlock Charitable Trust	5,000	(5,000)	-
Sobell Foundation	5,000	(5,000)	-
CHK Charities	5,000	(3,750)	1,250
St John's Foundation (extended activities)	20,000	(18,333)	1,667
Garfield Weston	-	(13,333)	(13,333)
	<u>220,985</u>	<u>(251,240)</u>	<u>(30,255)</u>
TOTAL FUNDS	<u>404,737</u>	<u>(408,064)</u>	<u>(3,327)</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2018**

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.16 £	Net movement in funds £	At 31.3.17 £
Unrestricted Funds			
General fund	70,035	(17,297)	52,738
Restricted Funds			
Unknown Restricted	42,406	25,714	68,120
TOTAL FUNDS	<u>112,441</u>	<u>8,417</u>	<u>120,858</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	91,345	(108,642)	(17,297)
Restricted funds			
Unknown Restricted	247,583	(221,869)	25,714
TOTAL FUNDS	<u>338,928</u>	<u>(330,511)</u>	<u>8,417</u>

The restricted funds represent grants received towards specific mentoring programmes, with the exception of the St John's Foundation who have provided funding towards capacity development consultancy, an extended activities programme and core costs.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2018 or the year ended 31 March 2017.

**Mentoring Plus Bath and
North East Somerset Limited**

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2018**

	2018 £	2017 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	66,413	23,165
Other trading activities		
Fundraising events	-	37,754
Investment income		
Bank interest	269	1,682
Charitable activities		
Training and extended services	120,847	48,301
Grants and commissions	217,208	228,026
	<u>338,055</u>	<u>276,327</u>
Total incoming resources	404,737	338,928
EXPENDITURE		
Raising donations and legacies		
Fundraising	5,690	-
Charitable activities		
Wages	225,357	187,391
Social security	19,172	15,950
Pensions	17,860	17,097
Insurance	3,686	3,486
Telephone	2,811	3,694
Postage and stationery	5,969	3,450
Sundries	1,654	554
Events and mentoring costs	83,628	69,316
Volunteers' and staff expenses	17,648	10,845
Staff recruitment	804	1,228
Staff training	-	2,448
Rent	4,849	5,000
Repairs and maintenance	1,650	438
Bank charges	664	395
Software and IT	2,586	4,369
Subscriptions	4,244	619
Independent Examiner's fees	5,849	1,910
Legal and professional	1,896	1,656
Computer equipment	2,047	665
	<u>402,374</u>	<u>330,511</u>
Total resources expended	408,064	330,511
Net (expenditure)/income	<u>(3,327)</u>	<u>8,417</u>

This page does not form part of the statutory financial statements