

(A company limited by guarantee)

# Report and Financial Statements For the Year Ended 31 December 2017



Charity number: 1140866

Company number: 07462800

WWW.ARTAGAINSTKNIVES.COM





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# Report of the Trustees for the year ended 31 December 2017 (continued)

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Report of the Trustees for the year ended 31 December 2017 (continued)

# // REFERENCE AND ADMINISTRATIVE INFORMATION

Our main activities and who we support are described in the report below. All our charitable activities focus on reducing violent crime and are undertaken to further our charitable purposes for the public benefit. The Trustees confirm that all activities are in line with the Charity Commission's Guidance.

/ CHARITY NAME
Art Against Knives

/ CHARITY REGISTRATION NUMBER 1140866

/ COMPANY REGISTRATION NUMBER 07462800

/ REGISTERED OFFICE Leagas Delaney, 1 Alfred Place London WC1E 7EB

/ OPERATIONAL ADDRESS Leagas Delaney, 1 Alfred Place London WC1E 7EB

/ BANKERS HSBC City of London Commercial Centre 28 Borough High Street London SE1 1YB

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Kings Hill
West Malling
Kent
ME19 4JQ

/ SOLICITORS
No Appointed Solicitor

/ BOARD OF TRUSTEES
Elizabeth Nottingham (Chair to July 2017)
Jack Joslin (Chair appointed July 2017)
Louise Penrose (Treasurer)
Katy Dawe (Resigned March 2017)
Mike Clewley Ivo Gormley (Resigned January 2017)
Oliver Hemsley (Resigned January 2017)

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Report of the Trustees for the year ended 31 December 2017 (continued)

Robina Lamche-Brennan (appointed September 2017)
Alice Millest (appointed September 2017)
Peter Ptashko (appointed September 2017)
Donne Robertson
Ken Robinson (resigned July 2018)
Luke Solon (appointed November 2017)
Angela Style (resigned September 2017)

// VISION, MISSION AND VALUES

#### **OUR VISION**

Every young person can build a life they want through creativity rather than violence.

#### **OUR MISSION**

ART AGAINST KNIVES reduces violent crime through creativity, working with young people and their communities to enable lasting positive change.

# **OUR VALUES**

- **1. We co-design provision WITH young people:** constantly listening to their perspectives and ideas, understanding what is on trend, and involving them in decision making.
- **2.** We believe in COLLABORATION: Our projects initiate collaboration and build positive relationships within communities; we work in partnership with others, creating bridges into support services for our participants
- **3. We are CREATIVE:** We use art as a tool for effective engagement, communication, skills development and problem solving.
- **4. We SAFEGUARD young people:** we support young people in recognising and responding to risk, ensuring they keep themselves and others safe
- **5.** We are INNOVATIVE: Our creative team helps us to approach activities in a fresh way and in direct response to the needs of young people.
- **6.** We focus on LONG-TERM POSITIVE DEVELOPMENT: We support the development of young people's social, personal and educational capabilities, so that they can make long-term positive change, empowering them to take ownership of the projects, and their futures

#### **EXTRACTS FROM OUR CHARITABLE OBJECTIVES**

- The advancement of the education of young people, in particular in the field of the creative arts.
- The advancement of citizenship and community development, in particular by the promotion of youth led creative projects in socially and economically deprived communities.
- The relief of those in need by reasons of youth, financial hardship or other disadvantage.
- The promotion of religious and racial harmony and of equality and diversity, in particular among young people in socially or economically deprived communities and communities facing social or economic change.

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Report of the Trustees for the year ended 31 December 2017 (continued)

#### **OUR APPROACH**

- A focus on high quality and excellence in our delivery
- A focus on long-term, transformative impact for our participants
- Responding positively with a 'solutions focused' approach
- A focus on prevention and early intervention
- Embedding specialist support into everyday community life
- Valuing lived experience and equality as a key basis for our work
- A focus on strong governance and operational management to build a sound foundation for our work and future development, to avoid over-extension and unsustainable growth
- Within the limits of our resources we will share our experience and help others to adopt and learn from our successful programmes.

#### WHY WE'RE HERE

ART AGAINST KNIVES was created 7 years ago in response to the stabbing of Oliver Hemsley, a 21-year-old student from Central Saint Martin's College of Art & Design. In the summer of 2008 Oliver was stabbed eight times by six young men in an unprovoked attack, leaving him paralysed.

#### WHAT WE DO

ART AGAINST KNIVES reduces violent crime, supporting young people and their communities to enable lasting positive change. We embed creative spaces in London's most isolated communities, co-designed with young people, that build on their strengths and create opportunity. In these spaces our team of creative, highly skilled professionals provide skills training, mentoring and specialist support.

What makes our approach special is that our projects are functioning creative spaces fully rooted in local communities. This attracts young people who lack access to positive opportunities, struggle to engage with formal education and face barriers to support services. We bring specialist support to them; our creative professionals are trained to provide frontline support, and specialist support workers are able to teach creative skills, forming highly effective, holistic teams. We empower our participants to make positive choices and support them in managing their own risks by building their Social, Personal and Educational Capabilities and breaking down risks and barriers that lead to crime.

#### **ALL PROGRAMMES offer:**

- Personal development- by providing young people with the tools required to overcome setbacks, learn from experience, control behaviours, make safe choices and increase selfesteem.
- 2. **Strengthened social skills** by providing a space for participants to interact safely with their peers, communities, and wider society. We encourage community engagement, strengthening local relationships and building positive networks.
- 3. **Foundations for employability** by introducing new practical and transferable skills to sustain them in(to) education, employment or training. We achieve this through teaching creative skills, encouraging commitment and responsibility, advocating with schools and offering practical support with applications, CVs and school work.

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Report of the Trustees for the year ended 31 December 2017 (continued)

#### WHY ART?

We use art as a tool for communication and through the creative process, we are able to reach and listen to those who are not normally heard. Using creativity in this way helps us to build trust; supporting people in identifying problems and their solutions, and in accessing and engaging in appropriate services for support. We build on existing creative skills and interests to help those involved in our projects make long-term positive change for themselves.

#### WHO WE WORK WITH

We support vulnerable young people aged 10-25 who are considered or consider themselves to be at risk living in some of London's most deprived areas. This includes those that have offended and/or have convictions, those who are at risk of entering the criminal justice system, victims of violent crime, young parents, carers, those in care, or those excluded from mainstream education. Many live in communities that are socially isolated due to their location, poor transport links, low-quality built environments and lack of local facilities, and for young people access to positive, creative, social and learning opportunities.

Young people from these areas battle with poverty, chaotic home lives and disadvantage, lack positive role models, are exposed to violent networks and often experience violence in the home. These adverse childhood experiences lead to low-self-esteem, negative outlooks, emotional stress and behavioural problems - resulting in gang affiliation, sexual exploitation, school exclusions, violent behaviour and constant fear/ trauma of violent victimisation. Many participants present to us with conduct and anxiety disorders, including post-traumatic stress disorder, depression, antisocial personality disorders, suicidality and self-harming.

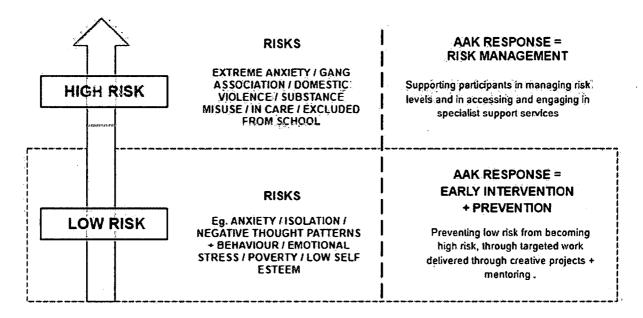
### **OUR APPROACH**

We build trusted relationships allowing us to reduce the significant risks faced by participants, preventing their involvement as both victims or perpetrators of violent crime

- We provide early intervention support when we recognise triggers and react before and at
  first signs of risk. Our interventions build resilience, improve their wellbeing and support
  them in making positive choices. We have extensive in-house expertise to help our
  participants in addressing early signs of risk such as healthy relationships, personal safety,
  mental health and in understanding the law.
- We provide immediate, emergency support for those who are at high risk and who face
  multiple risks, including domestic abuse and serious youth violence. Our specialist staff are
  trained in using a range of tools to assess risk, co-create risk management plans and work
  with young people to implement these. We work in partnership with external professionals
  and services to ensure our participants are accessing and engaging in appropriate services to
  keep them safe.

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Report of the Trustees for the year ended 31 December 2017 (continued)



#### WHERE WE WORK

ART AGAINST KNIVES was formed and currently working in London, where the core issues that we tackle are particularly severe. Our activities have been focused in Barnet and Hackney, although the reach and impacts of the initiatives have spread more widely. We have developed deep-rooted connections with the communities in this area, and intend to sustain and develop these in our ongoing work. We are keen to promote and pass on the benefits of our successful projects within the limitations of our resources, to encourage others to implement similar schemes wherever there is a need.

# // OUR IMPACT 2017

In 2017, we ran **4 community spaces** open **48 weeks** of the year; providing **647 hours of creative skills training** and **4,800 hours of specialist support** to **349** of Barnet's most at risk **young people** 

89% were self-referred to our projects, meaning they chose to engage

46% were returning users, 54% new users

68% received regular, support from specialist staff and creative professionals during session time

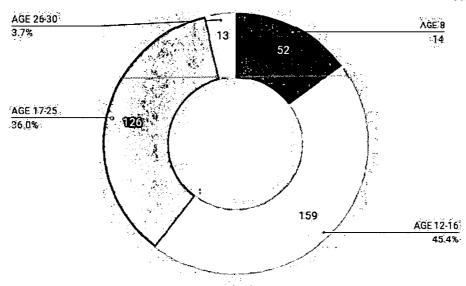
**32%** received one-to-one, concentrated support from specialist staff outside

**31%** were supported in accessing a specialist support service, **24%** into a positive development opportunity, **16%** into education, employment or training

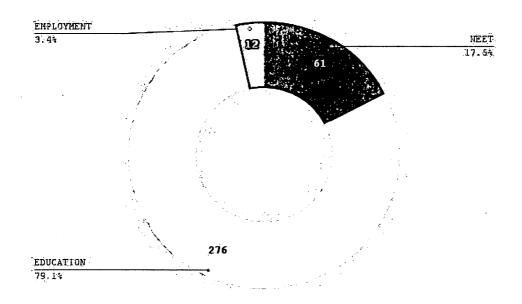
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Report of the Trustees for the year ended 31 December 2017 (continued)

# **AGE OF PARTICIPANTS**



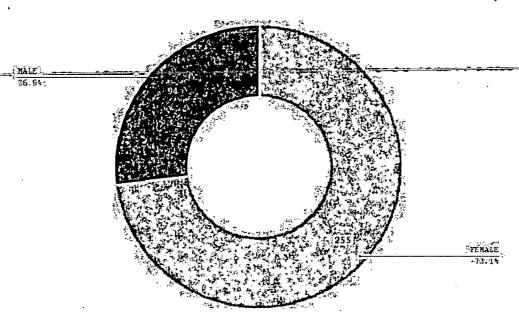
# EDUCATION, EMPLOYMENT AND TRAINING STATUS OF PARTICIPANTS



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Report of the Trustees for the year ended 31 December 2017 (continued)

#### FEMALE/MALE PARTICIPANTS



#### **PARTICIPANTS' RISKS**

244 (70%) were considered at immediate risk of violent crime

**39** (11%) involved in the criminal justice system

**81** (23%) victims of serious youth violence

**122** (35%) gang associated

**40** (11%) in alternative education (Pupil Referral Unit)

91 (26%) under social care

## >>>>>>>>>>>>>>>>>

#### **DEVELOPING A BASE IN BARNET - 10 Grand Arcade**

In 2017, we took over the empty shop unit from which we have been running two of our weekly projects, The LAB and Vales Nails, full-time. This has enabled us to extend drop-in times for mentoring, begin expanding our projects and build a full-time hub, with our staff having a base in Barnet to operate from.

#### **SPECIALIST SUPPORT**

We've seen a significant increase in demand for our work; referrals are up by 300%, including from the Family Nurse Partnership, the Police Gangs Unit (all victims of CSE), a Pupil Referral Unit, Solace Women's Aid and Key Workers from across the borough.

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Report of the Trustees for the year ended 31 December 2017 (continued)

In response to this, and based on the impact of the Independent Domestic Violence Advisor (IDVA) we employed in 2016 to provide in-depth, specialist support to participants at high risk and with complex needs, we started bringing in more specialist staff/mentors to work consistently across all of our projects: Alongside the IDVA, serving in the extended role of a Young Person's Violence Advisor, they were a Serious Youth Violence Specialist (we freed up the LAB Project Manager to exclusively focus on this by employing a Project Coordinator for the LAB) and a Development Specialist.

We also started working in partnership with MAC-UK in order to increase the mental health support we can give to our participants, training our teams, embedding mental health specialists in our space and introducing clinical supervision to our staff.

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#### THE LAB

The LAB is a free studio Style drop-in project, offering bespoke support for young people at risk of violent crime; who are disengaged from support services, education and opportunity.

Delivered at 10 Grand Arcade, the space is fully equipped with industry standard equipment and professionals who are on hand to teach skills such as lyric writing and production. Participants are invited to drop in and use the space as a functioning studio or a safe space to socialise. Specialist mentors are on hand for in-depth, targeted support.

This year it engaged and supported **132 young people**, 94 males and 38 females (29%). 85% were self-referred, 84 (64%) were new to the project. 63% were considered to be at risk of violent crime, 19% were involved in the criminal justice system, 53% were at risk of entering it, 18% were under social care, 14% in alternative education

The average session attendance was 30. Our team delivered 30 group workshops. 23 participants participated in showcase events. We released "The Lab Mixtape volume 1", featuring 10 tracks cocreated by participants, distributed through The Lab Soundcloud, which received 500 plays and multiple downloads. Showcase events were accompanied by promotional videos and featured artwork created by participants illustrating their tracks. 3 participants aged 20 - 21 went onto create a music video that has had over 42,000 views on YouTube and are making good progress towards making their music and videos commercially viable.

Our specialist staff supported participants both inside and outside of the weekly sessions, with issues such as homelessness, gang association, domestic violence, and anxiety, and managing emotions.

**60%** of participants received 1:1 tuition in music writing, making and producing during sessions **80%** were mentored during sessions

39% received one-on-one support with personal issues outside of project time.

**26%** were referred or supported into a specialist support service

19% were supported into further development opportunities

80% showed improved personal and emotional capabilities

14 were supported into education, training or employment

55% are still engaging with us

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Report of the Trustees for the year ended 31 December 2017 (continued)

"Music is a way for me to explore my feelings. It distracts me from the negative things in the world, and allows me to focus my thoughts when I'm producing."

Listen to the music produced by young people at The LAB <u>HERE</u>

#### IN OUR HANDS PROGRAMME

Our IN OUR HANDS programme delivers free community nail bars for young women aged 10-25. We provide them with the opportunity to learn new skills, get their nails painted for free, socialise in a safe place and develop vital personal skills. We currently host two weekly community nail bars, run an accredited training programme and pop-up nail bars at community events, corporates and festivals.

This year we've reached 217 young females.

#### WHAT WE OFFER

- training in nail care / nail art and delivered by creative industry professionals
- opportunities to engage in other creative activities
- opportunities to gain accreditations
- regular contact with positive role models to strengthen resilience and motivate
- the opportunity to build soft and core life skills like communication, negotiation, and selfmanagement
- learning tools to overcome setbacks, learn from experience, control behaviours, make safe choices and increase self-esteem
- pop-up showcase events to reduce social exclusion, through access to new networks and positive interaction with peers and the wider community
- specialist support with issues such as domestic violence, mental health and housing
- practical support in sustaining themselves in education, employment and training and in managing relationships with support services and other professionals

At both nail bars, we created manifestos and codes of conducts and started a rebrand. We held mini elections, had discussions and blogs on voting at the time of the 2017 general election, and created WRAP plans created wrap plans to manage stress and anxiety.

#### **IOH 5th ANNIVERSARY CELEBRATION**

On international day of the girl, 11<sup>th</sup> October 2017, we had a special giant pop-up nail at Central St Martin's School of Art and Design to celebrate 5 years of **IN OUR HANDS**. Deputy Mayor For Policing and Crime, Sophie Linden, and Kerry Smith, Head of Girls' Rights and Youth at Plan International UK gave talks alongside two our participants.

"The young women here today are wonderful examples of what is possible if you are supported, looked after and believed in. I want us all to celebrate that and think what we can do individually and in workplaces to address that continued inequality that young women can experience.

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Report of the Trustees for the year ended 31 December 2017 (continued)

The work that Art Against Knives is notable for many reasons. But the one that stands out to me is the proactive and sustained engagement of young people in the design of interventions. This way of working is one that many of us can learn from. We know that the best interventions should involve communities; should be co-designed with communities; and should have a 'bottom up' approach, but we also know that not all interventions are developed in that way. I therefore applaud you for the positive and inclusive approach you have taken to support young men and young women affected by violence." From Sophie Linden's talk

<u>"@artagainstknives</u> have been working with young women in two estates for 5 years creating nail bars to introduce them to skills and community and I'm so proud of our small contribution over the years to <u>@dollisdollsnails @valesnails nailbar</u> never underestimate the transformative power of the beauty industry on women globally. It creates economic independence, creative freedom and a human community. IM SO EMOTIONAL RIGHT NOW!!!! This is why I do what I do." Wah Nails

Founder and IOH guest tutor Sharmadean Reid via Instagram

#### **DOLLIS DOLLS**

This year we supported 109 Young Females, of whom 36 were new to the project.

64% of participants were mentored by specialist staff during sessions

23% received one-on-one support with personal issues outside of project time

17% were referred or supported into a specialist support service

17% were supported into education, training or employment

19% were supported into further development opportunities

57% are still participating/engaging with us

#### This year, we

- safety-proofed our personal social media and discussing the pros and cons of social media channels and apps
- created nail and beauty tutorials
- planned healthy meals
- practiced interviewing techniques
- took 19 participants and their families to Wicked curtesy of Mousetrap Theatre Projects

Many participants struggled with school attendance and performance. To support them with this and break down barriers, we

- worked with 14 schools to join up support and communicate participants' progress at Dollis
- ran 3 specialist workshops by industry professionals in make-up art, filming and video editing
- ran media training, including Digital SLR camera use, blog posting, editing software, podcast recording
- ran a 'Dragons Den Game'

Two participants were supported to get into university, both the firsts in their families to do, from introducing and discussing course options (one decided to study international relations based on her interests, a subject she had not been aware of before), to support with writing personal statements, planning A-Level revision, discussing options for independent living and planning travel costs for open days.

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Report of the Trustees for the year ended 31 December 2017 (continued)

#### READ THE BLOG WRITTEN BY OUR PARTICIPANTS HERE

#### **VALES NAILS**

Vales Nails continues to be delivered at 10 Grand Arcade and to create community cohesion and significantly reduce the risks faced by young women living on and around Strawberry Vale Estate, The Grange Estate, East and North Finchley.

This year we supported **97 young females**, of whom **58** were **new** participants, **28%** were **NEET** 

87% of participants were mentored by specialist staff during sessions

40% received one-on-one support with personal issues outside of project time.

47% were referred or supported into a specialist support service

27% were supported into further development opportunities

14% were supported into education, training or employment, with 5 achieving a qualification

71% are still participating/engaging with us

72% showed in increase in their emotional and mental well-being

During 2017, we saw a sharp increase in referrals from

- Barnet Council's Social Services, Drug and Alcohol and Youth Offending Teams
- the Family Nurse Partnership which supports young mothers under 21
- Barnet Solace Women's Aid
- Home Start Barnet
- the Barnet Police Gang's Team (specifically young victims of child sexual exploitation).

As a result, we have reviewed how we deliver the sessions to keep the space safe and positive; increased mentoring support and expertise and started discussing best ways of collaborating with these referral partners and of meeting the needs of these young people with very high risks.

- One 14-year old referral was supported to re-engage with education, after being NEET for over 18 months.
- One referral was supported to access Vales Nails and the IN OUR HANDS Training Programme while living in a refuge, having fled an abusive relationship.
- We worked with the Youth Offending Team to support a participant to attend Vales Nails as part of her conditional caution.
- We supported a young mother and her daughter to attend a 6-week Solace Women's Aid Domestic Abuse course, throughout the difficult phase of the father leaving prison, having served for a family-related crime.
- We created blog and Instagram posts on everything from sexism and the EU referendum, to YouTube and positive and negative uses of social media.
- 5 participants created a Vales Nails podcast about social media and the pressure that young women often feel to look a certain way. Listen to it <u>HERE</u>.

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Report of the Trustees for the year ended 31 December 2017 (continued)

- We delivered targeted sessions in response to events like the London Bridge and Manchester Terror Attacks, working with participants to manage anxiety and plan what to do if they feel unsafe in certain situations.
- 33% of participants actively participated in a community showcase event and 27 in pop-up nail bars all over Barnet and London; 2 participants held a pop-up nail bar and bake sale on their estate to raise money for Cancer Research.
- 2 local young women from the community were taken on as volunteers/local role models on the project.

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#### **IOH TRAINING PROGRAMME**

The IN OUR HANDS Training Programme was developed in response to the needs of older participants at our nail bars. The programme aims to support young women aged 17-30 who are medium to high risk in overcoming barriers to employment in a dual approach by upskilling participants with a qualification and by addressing more challenging barriers such as a lack of experience, core life and work skills and chaotic life choices.

The programme ran twice during 2016-17. Each 6-month programme was managed by a mentor who co-ordinated a bespoke support programme for participants and supported them in accessing it safely, providing 1:1 mentoring on individual personal issues and challenges.

The programme focused on supporting young women in becoming employment ready through achieving a Level 1 Diplomas in Nail Technology. The training programme included masterclasses from leading industry professionals, e.g. <u>WAH NAILS</u> and <u>RUUBY</u>. <u>Smartworks</u> provided training in interview techniques, and we provided on-going practical support with CVs, securing work experience, volunteer placements and searching for jobs as well as with setting up for self-employment (getting a bank account, registering with HMRC etc).

Our mentors ran sessions on improving self-management and building confidence, getting organised, diary management and more/

Once qualified, the technicians were employed by us on <u>London Living Wage</u> to deliver pop-up nail bars in both community and corporate settings across London. For many, this was their first experience of employment, and provided them with the opportunity to increase their income and ability to support themselves and their families. Clients included <u>MyLotto24</u>, <u>Barnet Homes</u>, <u>Age UK</u>, and <u>Lexis Nexis</u>. Participants were expected to take on leadership roles, manage equipment, set-up and deliver professional treatments.

In 2017, 11 young women took part in the programme, 10 of whom were new to AAK. 7 achieved the nail qualification; 10 were supported into employment; all of them are still participating via our pop-up, and in training or employment.

Across the whole programme,

100% evidenced an increase in their work-ready skills such as time-keeping, planning, communicating and self-management

85% demonstrated greater professionalism and self-management

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Report of the Trustees for the year ended 31 December 2017 (continued)

90% accessed volunteer opportunities

85% accessed work experience opportunities

85% started on the path to employability

55% became self-employed

85% demonstrated an increase in confidence as a result of the project

85% demonstrated clear development in their professionalism and self-management.

**65%** were supported into full-time or part-time employment = 3 young women secured freelance work as festival make-up artists

42% were supported in exiting violent/abusive relationships

1 young woman started college, studying make-up

1 young woman took on a volunteer role at a school

1 young woman passed her driving test

"The IN OUR HANDS Training Programme has been an amazing opportunity and has given me direction in my working career. We have worked on things to better ourselves and met some inspirational people. I have learnt so much from everyone that came to visit us and have taken so much from it all." Participant, 30.

#### STUDIO N2

This year we started a new outreach and mentoring project on the Grange Estate and surrounding area in East Finchley; this is delivered in partnership with the Grange Big Local, Barnet Homes and the East Finchley Combat Academy. Through this, we are expanding our reach and impact.

Its aims for 2017/18 were to:

Support 80 Young People in the N2 area in order to:

- 1. Reduce serious youth violence
- 2. Safeguard young people
- 3. Increase the quality of support available to young people

Our Serious Youth Violence Specialist who has strong connections in the area, delivered detached outreach on a weekly basis in the N2 area, with particular focus on the Grange Estate and surrounding areas. His consistent presence in the area has allowed us to build relationships and support young people in accessing our spaces, building trust with staff and in engaging in mentoring. This approach has resulted in us successfully reaching young people who are some of the most 'easiest to ignore' in Barnet. They were supported into accessing our creative projects, received mentoring, supported referrals into support services, and into accessing free weekly mixed martial arts/get fit sessions at East Finchley Combat Academy – their staff took place in training so they could work safely with vulnerable young people.

A key part of this project is to build capacity locally, and we delivered training to do so:

- 12 local practitioners took part in AAK Safeguarding training for professionals
- 7 practitioners working locally took part in specialist Domestic Abuse Training
- 2 local practitioners took part in Local Authority Safeguarding training
- 2 staff trained in Monitoring + Evaluation

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Report of the Trustees for the year ended 31 December 2017 (continued)

We worked with **54** young people, including **31** referrals from Barnet Youth Services, Solace Women's Aid (North London & Barnet), the Youth Offending Team, the Barnet Police CSE (Child Sexual Exploitation) Team, the Family Nurse Partnership, Barnet Homes Floating Support, Pavilion; Pupil Referral Unit, the Archer Academy and local Children's Care Home.

- **41** young people received mentoring by our Serious Youth Violence Specialist and Development Officer
- **27** were supported into education, employment or training 2 N2 residents completed our In Our Hands Training Programme and are now qualified Nail Technicians with ongoing paid work opportunities
- **51** attended East Finchley Combat Academy
- 18 engaged at The LAB
- **14** young women engaged at Vale's Nails or the IOH Training Programme
- **2** young people completed their Youth Offending Orders at East Finchley Combat Academy. One is now at college and publicly commended AAK at a 'Gangs Calling' meeting at The Old Bailey.
- 1 of our volunteers received the 2017 Barnet Homes Young Volunteer Award

# // ORGANISATIONAL DEVELOPMENT

We continued working to our 3-year organisational development plan and strategy, focusing on and achieving:

- establishing an operating and delivery base in Barnet through renting 10 Grand Arcade fulltime
- increasing our support for high-risk participants and being able to meet their increased need by bringing specialist mentors across all projects
- progressing with our fundraising for senior programme manager posts to build capacity and lay foundations to extend our reach and impact
- carrying out a job evaluation and developing a salary, benefits and progression policy
- working towards bringing in a CRM system and updated website

### **WORKFORCE DEVELOPMENT**

has continued to be a focus of our organisational development. In 2017,

- The LAB's Senior Youth Worker has become a Harmful Sexual Behaviour champion in the borough
- Project staff have undertaken managing conflict and challenging behaviour and specialist mental health training
- two senior staff have completed London Youth management training
- 6 of our staff team are now trained to Designated Safeguarding Officer level

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Report of the Trustees for the year ended 31 December 2017 (continued)

#### **SAFEGUARDING**

#### We continued

- to monitor the risk levels of every young person we work with; specialist staff coordinate risk management plans and implement development plans for young people to ensure high-quality, impactful and safe working.
- to regularly deliver our in-house training programme for all staff and volunteers that introduces them to our safeguarding policies and procedures, providing them with the tools required to apply this knowledge to our work.
- to strengthen our relationships with local services to ensure we are safely sharing information and joining up to ensure strong support networks around the young people we are working with.
- this year we've set up a safeguarding sub-committee, overseen by 2 Trustees to monitor processes, capacity and respond to individual cases.

#### MONITORING AND EVALUATION

We continue to track each participant through our bespoke monitoring framework and personal development plans which mean that young people are not just inspired and motivated, but have practical and realistic plans for their own development. They identify their own strengths, areas for improvement, barriers and future aspirations. This encourages them to direct their own learning, and reflect on the positive change they have made over the course of the programme. Overall progress is monitored on an ongoing basis with regular reviews to ensure outcomes are being met, the programme is delivered to a high standard and to carry out an annual impact analysis.

This monitoring is the basis for our own learning. In the last year, as a result of active, weekly evaluation and review, we have expanded and refined personal development plans; brought in specialist mentors across all programmes; started building capacity to meet mental health and emotional well-being needs better; starting working towards expanding education, training and employment support;

The success of this work has been recognised through the completion of our London Youth Silver Quality Mark.

// FUNDRAISING

In 2017 our annual turnover was £253,871 - 77% through Trust and Foundations and 23% was raised through donations and fundraising activities.

During the year, we secured a 3-year grant from Henry Smith Charity towards our VAWG Specialist / Young Persons Violence Advisor and received a significant grant from Garfield Weston Foundation towards core running costs alongside other grants towards our projects, including a grant from the Dispossessed Fund/London Community Foundation for Vales Nails. We also benefitted from the support of local funders, including Young Barnet Foundation, Finchley Charities, Jesus Hospital Charity and the Hadley Foundation. A capital grant from Percy Bilton Charity enabled us to significantly upgrade equipment for The LAB.

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Report of the Trustees for the year ended 31 December 2017 (continued)

We launched a structured regular donor scheme at our IOH events, including major donor giving, to begin growing individual giving in a sustained way. We also started the process of setting up a development board.

# // GOVERNANCE, STRUCTURE AND MANAGEMENT

#### STATEMENT OF TRUSTEES RESPONSIBILITY

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

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

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

### / APPOINTMENT OF TRUSTEES

Newly appointed Trustees must be approved by directors. The directors may refuse an application for membership if, acting reasonably and properly, they consider it to be in the best interests of the charity to refuse the application. The directors must consider any written representations the applicant may make about the decision. The directors decision following any written representations must be notified to the applicant in writing but shall be final.

#### / GOVERNING DOCUMENT

The organisation is a charitable company limited by guarantee, incorporated on 7 December 2010 and registered as a charity on 22 March 2011. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company closing members are required to contribute an amount not exceeding £3.

#### / RISK POLICY

The Trustees continue to undertake a review of the major risks to which the charity is exposed from which contribute to our organisational risk register.

(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2017 (continued)

// THE BOARD OF TRUSTEES

ROBINA BRENNAN: Growing up in a tower block, with a family of documentary filmmakers, Robina was always acutely aware of issues of injustice and inequality. Following her law degree completed whilst working weekends, she decided to move from her background in museum management to another charity to focus on partnerships, events, editorial and styling. As a former fashion magazine editor, Robina is passionate about creativity and the arts as a vehicle for, and documenter of, social change. Working closely with youth organisations and young people on a daily basis, she is passionate about empowering young people at the margins of our society.

MICHAEL CLEWLEY is the Cultural Tourism Officer at the Greater London Authority with expertise in campaigning, communications and stakeholder management. Mike is passionate about arts and culture following several years working in the tourism industry with VisitBritain both overseas and in the UK as well as in the music industry for Domino Records and AEG Europe.

JACK JOSLIN (chair) has spent the last 8 years working in the voluntary sector for organisations such as BBC Children in Need, Greenwich Action for Voluntary Service and is currently a Senior Grants Officer at the City Bridge Trust. Jack has an in depth knowledge of the youth sector and brings skills in Safeguarding, Governance, Sustainability and Fundraising. He is one of Art Against Knives longest standing volunteers having worked with the charity for over 5 years and became a Trustee in 2016.

**ALICE MILLEST** is a strategic consultant who works with philanthropists, charities and social enterprises. She is also a Trustee for the charity Clean Break.

**LIZ NOTTINGHAM** is R/GA London's Executive HR Director, responsible for developing, implementing, and leading the people strategy for all R/GA's offices outside of the US and APAC. Liz is a well-respected thought leader in the industry, having collaborated with the Institute of Practitioners in Advertising for many years, as well as being a regular contributor to industry publications such as The Huffington Post and The Financial Times. She is the face behind the highly popular 'Ask Liz' feature on the IPA's blog and has also co-written a chapter in 'Mindfulness in the Workplace' (2016) on keeping mindfulness in a media world.

**LOUISE PENROSE (treasurer)** is the Financial Controller at M&C Saatchi and previously worked in finance at Sony Music. She first established her knowledge of voluntary sector finances through her involvement in charity audits as part of her chartered accountancy training. Since qualifying in 2006, in addition to her creative industry work she has spent time as a trustee of Richmond Borough Mind and set up local projects with the Education Business Partnership in Tower Hamlets.

**PETER PTASHKO** is the Director of the Global Social Entrepreneurship Network and a freelance consultant. Peter is a social entrepreneur and supporter of social enterprises, with a passion for education and making incremental social change wherever he can.

**DONNE ROBERTSON** has pursued a 25 year career working with charities, specifically in the cultural sector. Donne believes in the potential of the arts to transform the lives of individuals and society. She has been involved in the opening of multi-million pound cultural centres throughout the UK and has worked at institutions such as The Barbican, Somerset House and the British Museum. She currently works for one of the world's largest charities, the Wellcome Trust, as Head of Operations for the Wellcome Collection with strategic responsibility for communications, business and operations.

(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2017 (continued)

**KEN ROBINSON CBE FTS** is a tourism professional and a founder member and former Chair of both the Tourism Alliance and the Tourism Society. Ken was appointed CBE for services to tourism in 1997. In 2002, Ken's son was murdered in a knife attack by car-hackers in Battersea. Ken experienced the devastating effect of this not only on his own family and friends, but also on those of the attackers and their community, as a result, he is committed to supporting initiatives to prevent knife crime.

**LUKE SOLON** is a qualified doctor and strategy consultant at KPMG where he supports clients in the healthcare and life sciences industry to address their key strategic challenges. Before this, he worked in industry with AstraZeneca, and McKinsey & Company where he started his consulting career. Prior to this he was a surgical trainee in the NHS. He has always had a strong interest in the arts and the voluntary sector, and has worked with several charities to support both strategy development and impact assessment of the interventions they deliver.

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// STAFF

In 2017, ART AGAINST KNIVES added to its staff team.

KATY DAWE - Director (full time)

**HANNAH BOWMAN -** Operations Manager/Creative Collaborations Programme Manager (full time) **ISABEL CHAPMAN -** VAWG Specialist / Young Persons Violence Advisor (full time) **ALICE COLLINS –** IOH Programme Co-ordinator (full-time, from October 2017)

We contract our project teams, including mentors/specialists and other support workers on a freelance basis. They are selected based on their expertise and experience in working with challenging young people and often have direct links with the community in which they are working. In 2017, they included:

Rickardo Stewart, Serious Youth Violence Specialist
Shakira Henry, Development Specialist
Jude Wells, The LAB Programme Manager
Farz Hakimfard, The LAB Youth Worker/Tutor
Alex Martin, The LAB Assistant Youth Worker
Sophie Bec, In Our Hands Youth Worker & Programme Support
Zakaria Pathan, Finance Management & Accounting
Ruth Tosha Mulandi, Fundraising & Development

### **VOLUNTEERS**

Volunteers make up a key part of our youth project delivery. This serves the dual purpose of helping volunteers gain experience and ensures that the young people that we work with are exposed to different people from a diverse backgrounds. All volunteers are provided with a role description outlining key responsibilities and a set term. Monthly progress meeting are held to give volunteers a chance to feedback and self-assess their development.

In 2017 over 20 volunteers supported ART AGAINST KNIVES across youth projects, events management and admin. We are incredibly grateful to everyone who donated their time and helped us to achieve so much.

ART AGAINST KNIVES (A company limited by guarantee)
Report of the Trustees for the year ended 31 December 2017 (continued)
>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>
// SPACE
Our registered office and operational address are generously donated in kind by advertising agency Leagas Delaney, 1 Alfred Place, London, WC1E 7EB. The trustees are unable to easily quantify the value of the donated facilities and as such nothing has been reflected within the financial statements in either income or expenditure in relation to this.
For our projects, based in the local communities we support, we currently hire space in community centres or professional creative spaces to provide access to environments young people would not normally experience. In 2017 we started hiring 10 Grand Arcade in North Finchley on a full-time basis.
>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>
// PLANS AND AMBITIONS FOR 2018
<ol> <li>Sustain our current programmes with the added specialist support and mentoring now offered to participants facing high and multiple risk, and embedding specialist mental health support in our projects/spaces. This includes setting up clinical supervision for project staff based on full and close collaboration with MAC-UK</li> </ol>
<ol> <li>Set up a 3<sup>rd</sup> nail bar on Grahame Park Estate</li> <li>Deliver a gang prevention programme on behalf of Barnet Council in partnership with GVA, having won our first public sector contract for it in December 2017</li> </ol>
<ol> <li>Employ a Creative Director across our projects/spaces full-time, building on the part-time work started in 2017</li> </ol>
5. Set up a dedicated education, employment and training hub in partnership with Future Paths Barnet, for which we secured funding from Barnet Council in autumn 2017, significantly increasing the support we can offer participants in this area
6. We were invited to take part in the Impact Management Programme in 2017, and received a grant towards improving our impact measuring and monitoring in partnership with Pro Bono Economics, which will take place during 2018
<ol> <li>Our development board will start its work, focusing on growing our regular donor scheme, major donors and business partnerships</li> </ol>
>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>

// FINANCIAL REVIEW

# **RESULTS FOR THE PERIOD**

These accounts represent the results of the charity for the period from the start of the financial year on 1 January to 31 December 2017. During the period the charity had total incoming resources of £253,871 and total outgoing resources of £247,129 resulting in net incoming resources for the year of £6,742.

(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2017 (continued)

#### **RESERVES POLICY**

The Trustees feel it is appropriate to have free reserves equivalent to six months of unrestricted expenditure to enable the charity to be managed efficiently to provide a buffer against unexpected shortfalls and termination costs. A strategy to achieve this level of reserves has been implemented and is reviewed by the Trustees on a quarterly basis. The charity also holds reserves in a number of restricted funds that are set aside for a particular purpose.

#### TRUSTEES' RESPONSIBILITY IN RELATION TO THE FINANCIAL STATEMENTS

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

For the financial year ended 31 December 2017, the company was entitled to exemption from audit under section 477 Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirement of the Companies Act 2006

Approved by the board of trustees on 25/9/2018 and signed on their behalf by:

Jack Joslin

**ART AGAINST KNIVES** 

(A company limited by guarantee)

(A company limited by guarantee)

#### Independent examiner's report to the Trustees of Art Against Knives (the 'charity')

I report to the charity Trustees on my examination of the accounts of the charity for the period ended 31 December 2017.

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.

# 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 all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

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 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 can 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.

Signed:

Dated:

25/9/18

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**Robert Smith ACA** 

Griffin Stone Moscrop & Co Chartered Accountants 21-27 Lamb's Conduit Street London WC1N 3GS

# **Art Against Knives**

# Statement of Financial Activities Year ended 31 December 2017

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £	Total Funds 2016 £
Income & Endowments		~	~	~	-
Donations & Legacies	2	75,637	-	75,637	55,892
Activities for generating funds Training and projects	3	4,674	173,560	178,234	191,491
Total incoming resources	_	80,311	173,560	253,871	247,383
Expenditure on:	_				
Costs of raising funds	4	24,741	-	24,741	20,532
Training and projects	6	55,275	167,113	222,388	179,885
Total resources expended	_	80,016	167,113	247,129	200,417
Net Income/(Expenditure) for the year be transfers	efore _	295	6,447	6,742	46,966
Transfers between funds	_		· ·		
Net Income/(Expenditure) for the year		295	6,447	6,742	46,966
Net movement in funds	_	295	6,447	6,742	46,966
Balances brought forward at 1st January	2017	21,276	59,180	80,456	33,490
Balances carried forward at 31st Decem	ber 2017 =	21,571	65,627	87,198	80,456

All disclosures relate only to continuing activities. All gains and losses in the year are included above.

All income in the prior year was unrestricted except for Training and Projects income of £190,799.

All expenditure in the prior year was unrestricted except for Training and Projects costs of £147,110.

**Art Against Knives** 

Company registration number: 07462800

**Balance Sheet** 

As at 31 December 2017

	Note	2017 £	2016 £
Fixed Assets Investments	12	1	1
mvestments	12	1	'
		1	1
Current Assets			
Debtors	10	-	34,729
Cash at bank and in hand		97,809	48,826
		97,809	83,555
Creditors - amounts falling			
due within one year	11	10,612	3,100
Net current assets		87,197	80,455
Total net assets		87,198	80,456
		·	
Funds			
Restricted	13	65,627	59,180
Unrestricted - General.	13	21,571	21,276
		97.109	90.450
		87,198	<u>80,456</u>

The financial statements have been prepared in accordance with provisions applicable to companies subject to the small companies regime.

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 (the 'Act') and members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Act.

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

The financial statements were approved and authorised for issue by the Trustees on 25/9/18 and signed on their behalf, by:

Name: JACK JOSLIN

Doslin

#### 1 Accounting policies

#### Charity Information

Art Against Knives is a registered charity. The principal address is 1 Alfred Place, London WC1E 7EB

#### Basis of preparation

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

Art against Knives 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 or note.

#### Going Concern

The Trustees consider that there is no material uncertainties about the charity's ability to continue as a going concern

#### Grants

Grants are recognised as income when the entitlement to the grant is certain. Grants made towards the costs of specific activities and services are classified as restricted income. Where services are not fully delivered in the period the restricted income was received, the balance of the grant is held in restricted funds. Grants towards the cost of acquiring assets are classified as restricted income when received. A transfer is then made from restricted funds to unrestricted funds to reflect the purchase of capital items. Grants that provide core funding or a general contribution to the charity are included in voluntary income

#### Voluntary income

Voluntary income includes donations from individuals, trusts and companies, unrestricted grants and legacies

#### **Donations**

Donations are recognised in the accounting period in which they are received. Donated goods, facilities or services are recognised when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services or facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services

#### Investment income

Investment income is included gross or at the amounts receivable plus the attributable tax credit.

#### Fees and sales

Fees for the supply of services are recognised when earned. Income received in advance for services to be delivered in the following year is treated as deferred income and included in creditors.

#### Fund accounting

Restricted funds are subject to restrictions imposed by the donor or by the specific terms of the charity appeal. These are accounted for separately from unrestricted funds. Details of restricted funds are shown at Note 13 Unrestricted funds are those which are not subject to restrictions. Any surpluses are available for use at the discretion of the trustees in furtherance of the objectives of the charity.

#### Expenditure

Costs apportioned to activities include costs of staff time spent on each area of activity, costs directly incurred in order to deliver the activity, and support costs apportioned according to the ratio of staff time on the area of activity to total staff time.

#### Pension costs

The charity operates a group personal pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. Payments in respect of current service contributions are charged in the accounts as they fall due.

#### Fixed assets

Tangible fixed assets costing more than £500 are capitalised and depreciated over their useful lives and shown in the balance sheet at cost less accumulated depreciation. Depreciation is provided at the following rate: Computers and other equipment - 25% per annum.

#### Cash and cash equivalents

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

#### **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.

#### VAT

Expenditure includes VAT which cannot be fully recovered from HM Revenue and Customs.

#### Liabilities

The accruals concept is applied. Liabilities are recognised as soon as a legal or constructive obligation arises.

#### Tax status

The company is a registered charity and is not liable to Corporation Tax on its current activities.

#### Critical estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods

#### Measurement of financial assets and financial liabilities

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers.

Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2	Donations & Legacies	Unrestricted	Restricted		
	-			2017	2016
				£	£
	Grants and donations	75,637	-	75,637	55,892
		75,637		75,637	55,892
3	Training and projects	Unrestricted	Restricted	2017	2016
		£	£	£	3
	In Our Hands	** • •	111,418	111,418	80,055
	Creative Collaborations	•	62,142	62,142	110,744
	IOH Trading	4,674	-	4,674	692
		4,674	173,560	178,234	191,491
		Unrestricted	Restricted	2017	2016
4	Cost of raising funds			2	3
	Staff costs	9,149	-	9,149	8,523
	Fundraising cost	12,033	-	12,033	9,964
	Support costs	3,560	-	3,560	2,046
		24,741		24,741	20,532

#### 5 Independent examination fees

Included within governance cost is £2160 (2016:£360) in respect of independent examination fees.

6	Training and projects	Direct of Unrestricted			Suppor Unrestricted	t costs Restricted	2017 £	2016 £
٠	Training and projects	Officsificied	riesincied		Onrestricted	rtestricted	-	•
	In Our Hands	-	87,873		19062		106,935	79,213
	Creative Collaborations	-	79,240		12708		91,948	83,749
	IOH Trading	2,282	•		-		2,282	750
		2,282	167,113		31,771		201,167	163,712
		2,202	107,113	,			201,107	100,712
	Admin and support				12708		12,708	10,568
	Governance cost	8,514	-		-		8,514	5,604
		10,797	167,113		44,479		222,388	179,885
			_					
		g	Creative Collaboration	In Our Hand				
		Admin and support	a e	۳				
		를 <b>&amp;</b>	ati lab	Ž				
7	Analysis of support costs	Admin a support	55	=				
	, ,,						2017	2016
	Ch-#	3	0.450	10.700			00.000	40045
	Staff	9,153 269	9,153 269	13,730 404			32,036 943	42615 426
	Insurance Office expenditure	2,219	2,219	3,328			7,765	5091
	Bank charges	2,219	44	5,326			153	347
	Storage	636	636	954			2,226	3316
	Marketing	94	94	141			329	738
	IT Expenses	293	293	440			1,026	309
		12,708	12,708	19,062			44,479	52,842
	Support costs have been apportion	ned using the ra	tio of time s	oent for e	ach employee			
•	Chaff anala						2017	2016
8	Staff costs Wages and salaries						109,337	£ 81,344
	Pension costs						555	
						•	109,892	81,344
	Allocated as follows:							
	Fundraising						9,149	8,523
	Training and projects						91,590	64,299
	Administration and support					-	9,153	8,523
							109,892	81,344
							2017	2016
	Average number of employees and	d average numb	er of full tim	e equival	ent employees	was	4	4

No employee received emoluments in excess of £60,000 per annum.

#### 9 Board of Trustee expenses

No expenses were paid to Trustees.. No remuneration was paid to any Trustee

10	Debtors	2017 £	<b>2016</b> £
	Accrued income Other debtors	:	34,729
		<del></del>	34,729
	All debtors are recoverable within one year.		· · · · · · · · · · · · · · · · · · ·
11	Creditors - amounts falling due within one year	2017 £	2016 £
	Trade creditors Taxation and social security Accruals	4,958 3,495 2,160	398 2,342 360
	, residue	10,612	3,100
12	Fixed Asset Investments	2017 £	2016 £
	Investments Value at 1 January 2017	1	1
	Additions	·	•
	Increase/(decrease) in market value		-
	Value at 31 December 2017	1	1

Art Against Knives has a subsidiary undertaking called Art Against Knives Trading Ltd (registered in England and Wales with company no. 07785806).

The subsidiary, Art Against Knives Trading Ltd, is controlled by Art Against Knives (the holding company), by virtue of being its sole member, and the power to appoint directors to the board of the subsidiary.

The net profit of the subsidiary was £1100 and net assets amounted to £1216 as at 31 December 2017

13 Summary of funds	Movement in Resources				
·	Balance				Balance
	1st January	Incoming	Outgoing	Transfer	31st December
	2017				2017
Restricted	· £	£		£	£
In Our Hands	27,957	111,418	87,873	-	51,502
Creative Collaborations	31,223	62,142	79,240	-	14,125
	•				-
	59,180	173,560	167,113	-	65,627
Unrestricted	·			· · · · · ·	
Unrestricted funds	21,276	80,311	80,016		21,571
	21,276	80,311	80,016		21,571

Restricted	Balance 1st January 2016 £	Incoming £	Outgoing	Transfer	Balance 31st December 2016 £
In Our Hands	-	-	67 500	_	
	15,490	80,055	67,588	•	27,957
Creative Collaborations	<u>-</u>	110,744	79,522	•	31,223
Unrestricted	15,490	190,799	147,110	<u>-</u>	59,180
Unrestricted funds	18,000	56,584	53,308	-	21.276
	18,000	56,584	53,308	•	21,276

In Our Hands: Our IN OUR HANDS programme delivers free community Nail Bars for young women aged 12-30 in London. We provide them with the opportunity to learn new skills, get their nails painted for free, socialise in a safe place and develop vital personal skills. We currently host two weekly pop-up community nail bars and an accredited training programme

Creative Colloborations: Our CREATIVE COLLABORATIONS programme continues to go from strength to strength. Each project has a unique purpose, and is co-designed with groups of young people from the local community. Delivered by creative professionals, these projects offer exciting and relevant creative opportunities that continue to attract the interest of local young people.

#### 14 Analysis of net charity assets between funds

4 Analysis of the charity assets between funds	Unrestricted funds	Restricted funds	Total funds 2017
	£	£	£
Tangible fixed assets	1		1
Current assets	28,584.77	69,225	97,810
Current liabilities	(7,015)	(3,598)	(10,612)
Total net assets	21,571	65,627	87,198
	Unrestricted funds	Restricted funds	Total funds
			2016
	£	£	3
Tangible fixed assets	1.	•	1
Current assets	21,635	61,919	83,554
Current liabilities	(360)	(2,740)	(3,100)
	21,276	59,179	80,456

#### 15 Related party transactions

Art Against Knives owns 100% of the shares of Art Against Knives Trading Limited. At the end of each financial year, Art Against Knives Trading Limited covenants its profits to Art Against Knives. During the year to 31 December 2017, the charity received £0 (2016 - £0) from the company.