



The Mentoring Resource Pool

2017-2018 Annual Report

To help children and young people between the ages of 10-18 years, in south east London, to reach their full potential and empower them to take responsibility for their lives. At the same time raise their aspirations, improve their social skills, keep them in education and prepare them for the world of work. This in turn helps to deliver a diverse talent pipeline.



Message from the Founder & Managing Director of Urban Synergy



It gives me great pleasure to introduce Urban Synergy's Annual Report, which sets out our achievements over the last year and our future plans for our supporters and potential friends.

Your donations are providing young people with the life chances they need to succeed. Thanks to your generosity, Urban Synergy continues to reach hundreds of young people between 10-18 years of age, and enables them to be enthusiastic about their future by broadening career horizons to reach their full potential.

We do this by delivering our comprehensive outcome focused mentoring support, building life skills activities, inspirational seminars and work experience opportunities.

This is only possible with the huge volunteer network we have built up, with each of our Mentors, Role Models and Supporters providing essential time and guidance to all the young people we meet.

Some notable highlights from 2017/18 are, one of our Urban Synergy Alumni co-chairs, **reverse mentored a board member of Capgemini**, who are a global consulting technology services and digital transformation organisation.

Urban Synergy also **won the Lewisham Mayor's Award for Corporate Social Responsibility** delivering local recognition for the work we do.



The main objectives of our 1-2-1 mentoring programme are to:

- Increase mentees' self-confidence
- Improve their academic performance

- Raise their aspirations
- Gain experience of the working world through professional mentor

We are always looking for more Role Models including those who work in the STEM industry and partner organisations who can help us continue to deliver the high quality mentoring and work experience programmes to young people.

Thank you to every single mentor, donor, board member, advocate, supporter, student, family, friend, administrator, and teacher. You are the reason our program exists, and continues to change the lives of our young people. As the founder it has been exciting to see the growth in the program this year, reaching nearly 1000 young people seeing the change in them over 2017/18, and to feel the love and support from all of you.

Urban Synergy's Mentoring programme has ambitious expansion plans for 2018/ 2019 and intend to grow our Role Model pool as well as our network of Schools.

Hope you enjoy reading our 2017/18 Annual Report to learn more about the ways your donations are enhancing the lives of the next generation.

Leila Thomas - Founder & Trustee, Urban Synergy

Message from the Chair



The motivation behind the creation of Urban Synergy (US), has always been that disadvantage is something to be challenged not accepted. It stems from a recognition that if you are young and lack privilege, there are a number of factors that might decrease your likelihood of engaging constructively with the society in which you live.

Your postcode, race, sexuality, gender or disability; the language spoken at home, your immigration status; the housing bracket you live in; the security of your parents' jobs, all play a part in building invisible barriers

to personal development and achievement.

Then there is the absence of the “right sort of people” to give you a leg up. That is the point at which Urban Synergy intervenes. Through the generous and voluntary contributions of its mentors, Role Models, Trustees and the continued enthusiasm of its mentees and despite limited funding when compared to its achievements, Urban Synergy can once again look back at 2017 to 2018 with pride.

With reference to the Executive Summary detailed below. We are proud of these achievements, however we are not complacent. We know that if you are a young black man, you are more likely to be in a prison cell than studying at a top university and also white British men from poor backgrounds are five times less likely to go into higher education than others. That is the reality of the communities in which we seek to raise hope, for our motto remains: “Where you begin does not have to dictate where you end up, only if you let it”.

We will strive to grow our network of mentors, role models, corporate partners and school relationships in the coming year, and will not give up on the opportunities we provide the young people in our communities to break down barriers and realise their full potential.

But, I cannot conclude without thanking those who have made all of these achievements possible: our trustees and mentors sacrificing time out of their busy lives to serve; our mentees who by their enthusiasm continue to make those sacrifices worthwhile, a two-way inspiration. Finally, our sponsors, both individual and corporate, whose kind assistance has helped us to continue this great endeavour.

Courtenay Griffiths Q.C.

**Chair of Trustees
Urban Synergy**

EXECUTIVE SUMMARY OF OUR ACHIEVEMENTS FOR SEPTEMBER 2017 – AUGUST 2018

May 2018 - Lewisham Mayor's Award awarded the Lewisham Mayor's Corporate Social Responsibility Award. The Mayor's award panel commented; *"We were particularly impressed with Urban Synergy's ability to work with disadvantaged young people through its various programmes, including at risk children to reduce school exclusions and at the same time develop a very impressive list of 'blue chip' corporate sponsors and partners that support Lewisham's wider community and education objectives."*



Usain Bolt meets star mentee!

Usain Bolt took time out of his busy schedule to meet with one of our mentees that had excelled his and our expectations on the 1-2-1 Mentoring Programme. Usain talked to him about how hard work and dedication can really enable you to achieve your dreams.



More highlights of the year:

- **Urban Synergy 'Top Tips to the Top' Role Model Seminar (in schools and colleges)** broadening career horizons for over 1,000 young people by hosting inspirational role model seminars primary and secondary schools mainly in the Lewisham borough and some surrounding boroughs.
- **Urban Synergy 'Top Tips to the Top' Corporate STEM Role Model Seminars hosted by Thomson Reuters** these seminars were held in Canary Wharf to raise the aspirations of young people and to introduce them to the careers available in *STEM.

(STEM - Science, Technology, Engineering and Maths)

- **1-2-1 Mentoring Programme** 24 volunteer mentors trained and matched with children, from the borough of Lewisham, referred by schools and parents. Mentees also took part in educational and fun, life skills enrichment events and workshops over an academic year.
- **Urban Synergy is an outcome focused charity** we continually monitor the outcome of mentees who embark on our programmes and document successes through case studies to show the impact that the charity has made to a young person's life.
- **Ready for Work Workshop** to prepare our mentees for the world of work prior to work placements. Mentees learned how to construct a good CV, understand workplace etiquette, interview and networking skills.
- **Career Jumpstart** mentees were placed on 1-2 week structured work placements to develop employability skills in areas such as problem-solving, teamwork, communications and time management.
- **Parent Workshop** delivered to 24 parents/guardians of children referred to the 1-2-1 mentoring programme
- **Creation of an Exclusion Action Group** in support of children affected by temporary exclusions, in some cases the result of low level classroom disruptions leading to permanent exclusions from schools.
- **Worked with Barclays on the RISE (Revealing Industry to Secondary Education) corporate mentoring programme** for 24 students from a sixth form college in the borough of Lewisham
- **Became General Data Protection Regulation compliant**

DELIVERY AND RESULTS

Summary of Role Model Seminars

Date (2017/2018)		School	Seminar Type
Thursday 7th September		Prendergast Hilly Fields	Academic
Wednesday 13 September		Addey and Stanhope	School Role Model
Tuesday 21 November		Christ the King Sixth Form College	Role Model
Wednesday 6th December		St Josephs College	STEM TR/Corporate
Tuesday 27 February		Eliot Bank Primary School, Sydenham	School Role Model
Wednesday 14 March		St Matthews Academy, Blackheath	School Role Model
Tuesday 24 April		Prendergast Ladywell, Lewisham	School Role Model
Wednesday 9 May		Conisborough College	STEM TR/Corporate
Tuesday 22 May		Myatt Garden Primary School, Brockley	School Role Model
Thursday 7th June		Holbeach Primary School	School Role Model
Wednesday 27 June		Haberdashers Askes Knights Academy	STEM TR/Corporate
Thursday 28th June		Prendergast Hillyfields, Lewisham	School Role Model
Thursday 5th July		Conisborough College	School Role Model
Wednesday 11th July		Baring Primary School	School Role Model

What do all these life skill activities mean to the young people in our programmes?

We have had so much positive feedback from the young people this year, some of which is below:

- *'I learned that I need to persevere and be resilient. I should always believe that I can do any challenge. I also learned that I should take as many opportunities as possible.'*
- *'I learned that if someone tells you that you can't do something don't give up, you try harder. Take every opportunity that life gives you and you will succeed. Also be the best you can be.'*
- *'I enjoyed getting to know other people and how they got their jobs, also finding out what the role models wanted to be when they were little.'*
- *'I learned that this seminar can be the start of an illustrious career and future.'*
- *'I learned that I should socialise more with different groups of people and meet deadlines. Also focus more on studies and be the best I can be because challenges and mistakes make you learn and*

be stronger. I will always work hard, accept challenges and overcome them.'

- *'I learned I must work hard and work for my success, if I don't who will? I will do the best I can and always look for advice. I enjoyed the panel, looking at the journey to where they are now.'*
- *'I enjoyed listening to the role models and their diverse backgrounds. We were taught to have ambition and integrity.'*
- *'I learned that having a vision will make all the difference and be true to yourself.'*

Why do Mentors and Role Models sign up?

We have had overwhelming support and feedback from our mentors with many coming back to mentor year after year. This is because we have an established program, with a clear process that makes it easy for them to work in their local communities and give back. Many of our Role Models are introduced by other role models and tell us, they enjoy using their spare time for a greater good.

When we talk to our volunteers they tell us, they wish that Urban Synergy had been around to help them when they were young. Through the Urban Synergy network, they have also found new connections, helping them to advance their own careers as well as make new friends.

Peter Granger, Datacentre Manager, CBRE said *"We have to help the next generation, especially those that are impacted by inequality, as you can have aspirations, but if you lack the network, you'll always struggle to achieve your full potential. By connecting to these young people through Urban Synergy, we can redress the imbalance and realise positive change."*

Why do Corporate partners get involved?

In essence, it feels good! They tell us repeatedly the benefits to the staff in developing their coaching and communications skills, as well as the team building opportunities it brings. They have seen improved staff morale and it helps them to reach their own Diversity & Inclusion and Sustainability goals.

Many of our partners give their staff 1 or 2 volunteering days a year, and Urban Synergy provides an easy way of using the days to work directly with their local communities to positively influence young people.

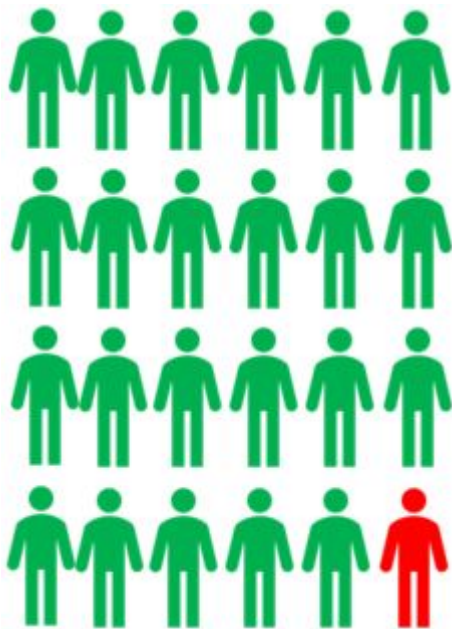
Angela Jones, Director of Network Operations, Thomson Reuters, said: *"I encourage my whole team to sign up to Urban Synergy Role Model Seminars, both within the office and in local schools. The network that Urban Synergy has, not only give us the chance to meet like minded role models, but also is helping us to attract black and ethnic minority young talent."*





1-2-1 Mentoring Programme

Provided trained volunteer mentors to 24 mentees for mentoring over a 12 month period, young people referred from schools and also by parents within the Lewisham borough. 23 out of 24 mentees successfully completed the mentoring program and the outcome was a positive one, improved attendance, reduced exclusions, improved behaviour at home, school and to people within their local community and improved self-esteem. They demonstrated confidence after completing workshops to assist them with managing difficult situations, focusing on the subject and became more career focused after completing our goal-setting workshop. Mentees also became confident applying for jobs after completing our ready for work workshop and attending work experience in Law, Technology and Engineering firms.



OUR SUPPORTERS

We are so lucky to have dedicated volunteer supporters. This year we have built new corporate partnerships including Capgemini, in Holborn. Who not only have helped us to launch a Career Jumpstart program with them, but also took it upon themselves to have an evening fundraising event, with their clients and partners. This enabled us to gain more role models, supporters, essential funds and ultimately help more young people. Many of our supporters and role models, not only donate, but fundraise for us, but we are always in need of further fundraising.

Financials

Profit and loss account for the year ended Aug 2018:

Incoming Resources	£
Grants	16,000
Other Donations	41,349
Total	57,349
Resources Expended	
Direct Charitable Expenditure	59,180
Governance Costs	546
Total	59,726
Net Income/(Expenditure) for the year	(2,377)

Our future:

2017 to 2018 has been a busy year. We have had many challenges, but with these challenges we have had many successes and also identified new programmes to support our young people, parents and the local community.

Urban Synergy continues to be successful and intends to expand the model, working in partnership with more corporates, gaining more role models, reaching more young people and ensuring more positive outcomes.

Within the next three years we plan to:

- Expand our Role Model Seminars to other neighbouring boroughs
- Expand our mentee activities to include additional workshops
- Improve volunteer management and communications
- Streamline our information management system

Within the next five years we plan to:

- Expand our program to other schools in neighbouring boroughs
- Create a Fundraising and PR Team – promote raising of funds and awareness of our success and ongoing funding purposes

Thank You

Donors

Sponsors

Partners

Volunteers

Role Models

Mentors

Board of Trustees

Leila Thomas – Founder
Charmaine Charles
Trevor Cole
Donovan Davidson
Courtney Griffiths
Paul Lawrence
Eddie Nestor
Michael Isola
Garry Green
Keith Davidson
Patrick Clarke

Team

Dianne Johnson
Nigel Williams

Charity number: 1138802
Company number: 07358294
(England and Wales)

URBAN SYNERGY

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 August 2018

URBAN SYNERGY
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For the year ended 31 August 2018

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URBAN SYNERGY
Report of the Trustees
For the year ended 31 August 2018

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 August 2018. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objects of the Company, principal activities and organisation of our work

The principal activity of the company is that of providing youth mentoring services in addition to holding seminars and workshops related to this.

Directors and Trustees

All Directors of the Company are also Trustees of the Charity, and there are no other Trustees. All of the Directors are named on page 3. The Board of Directors has the power to appoint additional Directors as it considers fit to do so.

Business Review

The Statement of Financial Activities (SOFA) is set out on page 6, and shows income of £57,349 and a deficit of £2,377.

In terms of activities for the period, there were a number of ways Urban Synergy operated in order to impact young people in a meaningful way.

A number of Role Model seminars, utilising role models from all walks of life, were carried out at schools in South East London, such as Prendergast Hilly Fields, Addey & Stanhope, Christ the King Sixth Form, Eliot Bank, Holbeach, Myatt Garden and Conisborough College, reaching over 1,000 students in the 2017/18 financial year.

Additionally, the Mentees undertook a visit to Goldsmith's University, and we also carried out a Mentee & Parent Q&A session in the year, facilitated by experienced education professionals, with aims to increase knowledge and improve parents & mentees dialogue.

There was a Swar Bar fundraiser event held in the spring of 2018, which proved to be a successful event. Other activities involved a mentor Q&A session at JP Morgan, a CV & Interview workshop & work experience event, a RISE mentoring programme undertaken in partnership with Barclays, and an Institute of Leadership & Management course for students in effective team member skills amongst other activities.

Investment Power and Policies

The directors have the power to make any investments which they think fit.

Risk Management

It is the Directors' responsibility to examine the major strategic business and operational risks which the charity faces. Action must be taken immediately in the event of any perceived risk.

Current Status of Urban Synergy

The Company is active and being examined on a going concern basis.

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	URBAN SYNERGY
Charity registration number	1138802
Company registration number	07358294
Principal address	2 Lewisham Hill London SE13 7EJ

URBAN SYNERGY
Report of the Trustees Continued
For the year ended 31 August 2018

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Keith Davidson
Trevor Cole
Dianne Johnson
(Resigned: 09 February 2018)
Patrick Clarke
Courtney Griffiths
Leila Thomas
Donovan Davidson
Charmaine Charles
Michael Isola
Eddie Nestor
Paul Lawrence
Garry Green

Independent examiners

Emmanuel Mensah FMAAT MBA (Finance)
1st Floor Office Suite 2
5 Lumina Way
London
EN1 1FS

Approved by the Board of Trustees and signed on its behalf by



Donovan Davidson

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2018

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2018.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, 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 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 examiners statement

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

1. accounting records were not kept in respect of the 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 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.



Emmanuel Mensah FMAAT MBA (Finance)
1st Floor Office Suite 2
5 Lumina Way
London
EN1 1FS

25 June 2019

URBAN SYNERGY
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 August 2018

	Notes	Unrestricted funds £	2017 £
Income and endowments from:			
Donations and legacies	2	16,000	24,200
Other income	3	41,349	42,219
Total		57,349	66,419
Expenditure on:			
Charitable activities	4/5	(59,726)	(70,939)
Total		(59,726)	(70,939)
Net expenditure		(2,377)	(4,520)
Reconciliation of funds			
Total funds brought forward		22,133	26,653
Total funds carried forward		19,756	22,133

URBAN SYNERGY
Statement of Financial Position
As at 31 August 2018

	Notes	2018 £	2017 £
Current assets			
Debtors	9	4,630	-
Cash at bank and in hand		16,961	23,968
		21,591	23,968
Creditors: amounts falling due within one year	10	(1,835)	(1,835)
Net current assets		19,756	22,133
Total assets less current liabilities		19,756	22,133
Net assets		19,756	22,133
The funds of the charity			
Unrestricted income funds	11	19,756	22,133
Total funds		19,756	22,133

For the year ended 31 August 2018 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statement were approved and authorised for issue by the Board and signed on its behalf by:



25 JUNE 2019

.....
Donovan Davidson
Trustee

URBAN SYNERGY
Notes to the Financial Statements
For the year ended 31 August 2018

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

URBAN SYNERGY meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

2. Income from donations and legacies

	2018	2017
	£	£
Unrestricted funds		
Grants received	16,000	24,200
	16,000	24,200

3. Other income

	2018	2017
	£	£
Unrestricted funds		
Other Income	41,349	42,219
	41,349	42,219

4. Costs of charitable activities by fund type

	2018	2017
	£	£
Unrestricted funds		
Youth Mentoring, Seminars & Workshops	11,222	16,659
Support costs	48,504	54,280
	59,726	70,939

URBAN SYNERGY
Notes to the Financial Statements Continued
For the year ended 31 August 2018

5. Costs of charitable activities by activity type

	Activities undertaken directly £	Support costs £	2018 £	2017 £
Support costs				
Youth Mentoring, Seminars & Workshops	11,222	48,504	59,726	70,939

6. Analysis of support costs

	2018 £	2017 £
Youth Mentoring, Seminars & Workshops		
Support & Other Office Costs	47,958	53,734
Governance costs	546	546
	48,504	54,280

7. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2018 £	2017 £
Examiner's fees	546	546

8. Comparative for the Statement of Financial Activities

The comparative year values on the Statement of Financial Activities are for unrestricted funds.

9. Debtors

	2018 £	2017 £
Amounts due within one year:		
Trade debtors	4,630	-
	4,630	-

URBAN SYNERGY
Notes to the Financial Statements Continued
For the year ended 31 August 2018

10. Creditors: amounts falling due within one year

	2018	2017
	£	£
Trade creditors	1,289	1,289
Accruals and deferred income	546	546
	1,835	1,835

11. Movement in funds

Unrestricted Funds

	Balance at 01/09/2017	Incoming resources	Outgoing resources	Balance at 31/08/2018
	£	£	£	£
<i>General</i>				
General	22,133	57,349	(59,726)	19,756
	22,133	57,349	(59,726)	19,756

Unrestricted Funds - Previous year

	Balance at 01/09/2016	Incoming resources	Outgoing resources	Balance at 31/08/2017
	£	£	£	£
<i>General</i>				
General	26,653	66,419	(70,939)	22,133
	26,653	66,419	(70,939)	22,133

12. Analysis of net assets between funds

	Net current assets / (liabilities)	Net Assets
	£	£
Unrestricted funds		
<i>General</i>		
General	19,756	19,756
	19,756	19,756

URBAN SYNERGY
Notes to the Financial Statements Continued
For the year ended 31 August 2018

Previous year

	Net current assets / (liabilities) £	Net Assets £
Unrestricted funds		
<i>General</i>		
General	22,133	22,133
	22,133	22,133

URBAN SYNERGY
Detailed Statement of Financial Activities
For the year ended 31 August 2018

	2018 £	2017 £
INCOME AND ENDOWMENT		
Donations and legacies		
Reuters Ltd UK Donation	16,000	4,200
LB Lewisham	-	7,500
Ford Britain Trust	-	3,000
Royal Air Force	-	9,500
	16,000	24,200
Other income		
Other Income	41,349	42,219
	41,349	42,219
Total incoming resources	57,349	66,419
EXPENDITURE		
Charitable activities		
Direct Charitable Costs	(11,222)	(16,659)
	(11,222)	(16,659)
SUPPORT COSTS		
Support & Other Office Costs		
Support & Other Office Costs	(47,958)	(53,734)
	(47,958)	(53,734)
Governance costs		
Independent Examiner's fees	(546)	(546)
	(546)	(546)
Total resources expended	(59,726)	(70,939)
Net Expenditure	(2,377)	(4,520)

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2018

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Emmanuel Mensah FMAAT MBA (Finance)
1st Floor Office Suite 2
5 Lumina Way
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EN1 1FS

25 June 2019