



SPARK2LIFE

Annual Report & Accounts

Year ended 31 March 2024



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Who we are

All young people deserve to feel safe, nurtured and empowered. But not all young people are as lucky to grow up within caring, supportive and safe communities. In the UK, lots of children are raised in poor households, experience trauma, get excluded from school and witness crime and violence in their neighborhoods almost daily.

Every year, thousands of vulnerable young people are recruited by gangs or are harmed through serious violent incidents, such as knife crime. Last year **13,743 children were cautioned or sentenced**. Instead of enjoying life, many young people can end up losing their lives or becoming physically and emotionally scarred for life. Families are also impacted, feeling powerless and traumatized.

But it doesn't have to be this way. Spark2Life strives to keep young people safe and help them live happier lives. We are a black-led charity, well embedded in the communities that we serve. We exist to Prevent Harm & Promote Life. We do this by forming trusted relationships with young people and we are successful in doing so because:

- we use **culturally competent** workers with many having lived experience: young people and parents feel understood and listened to when they are connected with someone who has similar life experiences. Our Founder and CEO is a reformed offender who leads a passionate team, the majority of whom have personal experience of the criminal justice system.
- we are **flexible** and **patient**: we work with young people for as long as they need us. We know that long-term changes take time.
- We are **compassionate** and **passionate**: young people feel listened to and supported by us, because we apply a person-centered approach, stay present and support them no matter what they go through.
- We are the **young person's voice**: we advocate for young people and specifically those from Black and mixed heritage backgrounds, so they are treated fairly and equally both in and out of the criminal justice system.



Vision

Spark2Life strive for a world in which young people and those who face injustice are empowered and equipped to make positive, productive life choices that enable personal and community growth.

Mission

Spark2Life exists to **Prevent Harm & Promote Life.**

- We work to reduce the risk of children & young adults entering the cycles of offending.
- We empower people through holistic therapeutic support to overcome adversity and promote wellbeing.
- We advocate for equitable systems across the communities we serve.





Values

Hope:

Through working together we aim to present SMART goals so those we support can reach and achieve what they do not have but need to become their best selves.

Transformation:

Offer new perspectives of thinking that influences a person's behaviour.

Love:

To offer unconditional positive regard and to show the outworking of our love through acts of service especially for those deemed less deserving due to their offending history.

Justice:

A wholistic person centred approach to justice. People may be dually convicted, but we need to make sure they are not un-fairly treated and sentenced.

Integrity:

Our action must match our words and we must speak from a place of truth and honesty seasoned with love and compassion.

Forgiveness:

Forgiveness can be hard to give and at times receive but carries so much power that when processed can lead to true freedom. If we want to receive forgiveness, we must learn to offer forgiveness.

Well-being:

Looking after oneself is important and rest is a necessity. Self-awareness and finding a healthy life rhythm is key to physical, emotional, and mental well-being. We seek to foster an environment that is supportive, accountable, and honest with ourselves and one another. We can only give out of what we have.

Advocacy:

We are committed to speaking up and standing up for those we represent and advocate for and with. We are passionate when it comes to fighting for racial and social justice to address issues of inequality and equity.

Message from the Chair

I am grateful to God for allowing us to see His mighty hand at work on Spark2Life. The work that Spark2Life continues to do is outstanding and I am both humbled and honoured to be serving as Chair of the Board of Directors.

Spark2Life's spark is the phenomenal life changing work that they continue to do with young people, supporting their reintegration journey into society after spending time in the Criminal Justice System or being steered away from choices that would not serve them well. The prevention, intervention and support work that the staff provide continues to be of paramount importance to Spark2Life.

I extend my thanks and gratitude to the vision of Dez Brown. His leadership, his honesty, and his authenticity gave me a real insight to the man behind the vision and strategic direction and development of Spark2Life. The cohesive work ethic of the senior leadership team, and the supporting staff demonstrates what can be achieved when vision, mission and values are shared, and everyone is on the same page.

As a Board, we have witnessed the value of sabbaticals, taking time to rest, reflect and reset. The importance of promotion of staff in allowing others to step into the roles of leadership.

I could not have served in this position without the rest of the board to support me, so I extend my gratitude and thanks to the Spark2Life Board.



Achievements

Last year, Spark2Life's programs expanded their reach in supporting more young people than the previous year and I am sure that those numbers will continue to increase as the impact of the work of Spark2Life continues to grow. It can only be imagined, the potential of growth and expansion for Spark2Life nationally and possibly internationally! Just a thought that lies in MY head!

Financial Success & Strategic Direction

Spark2Life has been successful in maintaining a healthy financial position. This success has been the result of careful financial planning, reporting and funding. My thanks to all those who played a part in providing clear and comprehensive reports for the Board. Your contribution has not gone without notice and appreciation.

Spark2Life were successful in their bid for the Youth Endowment Fund which was a phenomenal achievement.

As a Board, it is important that we continue to diversify the funding and examine our revenue streams of income to ensure long-term financial sustainability. One of the key strategic shifts we will be focusing on this year is transitioning from reliance on traditional grant funding to building long-term, sustainable trust partnerships. This approach will allow us to secure consistent funding while also fostering deeper, more impactful relationships with Corporates, Foundations, Financial Institutions and Trusts. These new relationships will enable Spark2Life to scale their programs and increase their impact.

Board Development

While we have made great progress in fulfilling our mission, we acknowledge the feedback received and observations given from our Away Day last year, and we recognise there are areas where Spark2Life needs to grow. One of the most pressing needs is the expansion of the Board. We also need to consider succession planning for the future of the Board.

In order to navigate the challenges and opportunities ahead, we need to increase the size and diversity of our Board to bring in new perspectives, expertise, and a broader network. This will be a priority this year as we seek individuals who are passionate about our cause and can help us in achieving our goals. The aim is to be intentional with our Board recruitment and we will be launching a recruitment campaign to attract new members, focusing on individuals with experience in fundraising, governance, and strategic partnerships, as well as those with a deep understanding of the issues faced by young people in the criminal justice system.

Looking Forward

This year is full of promise, and while we may face some challenges, I am confident that with the right governance, financial strategy, and strong partnerships, Spark2Life will continue to have a lasting, positive impact on the lives of the young people that they serve.

This year, Dez will be embarking on a journey of attending more networking events and forging new relationships.

Last Thoughts

I am sure that Spark2Life, will remain committed to ensuring that every young person that they work with will have the opportunity to thrive, make positive choices, and build a future free from the cycle of reoffending. With the support of Board, I am confident that they will achieve even greater things this year.

As Spark2Life continue to support individuals transitioning from the Criminal Justice system by helping them to enter back into society, providing them with the necessary skills, mentorship, and resources to build positive futures; we as a Board remain committed to guide and support Spark2Life

I would like to take this opportunity to thank Spark2Life and the Board members for their ongoing commitment. Your hard work, passion, dedication and willingness to serve makes the difference in taking that extra step or walking the extra mile. Together, we can continue to trust the path that God has chosen for Spark2Life as we collectively continue to provide Positive Keys for Life for the young people who need us the most.

Christine Giscombe

Chair of the Board for Spark2Life



Message from the CEO

The inception and growth of Spark2Life from 2006 until the present day has been unique. It began as a project forming part of my youth work while I was a youth minister. In 2014 I became the full-time Director of Spark2Life while it was incubated in the then legal charity of The Greenleaf Trust. Due to its growth, reach and influence within the criminal justice system (CJS) it became it 's own Charity on 26th September 2022.

As the founder and CEO of this great charity we have found ourselves as one of the third sectors leading voices in the CJS when it comes to disproportionality and racial discrimination for black African and Afro-Caribbean males within the sector, this has allowed us to also contribute to the ongoing discussions when it comes to stop and search, school exclusion and mental ill health for our demographic. We see ourselves as a critical friend to the statutory services and an advocate for all our service users making sure the standards of social and racial justice are upheld and fought for.

Sadly, we are one of few black led charities that have an annual turnover upwards of £1.3 million working in the CJS delivering culturally competent and sensitive therapeutic mentoring. We contribute to discussions around policy and seek to educate and support communities and schools incorporating about prevention at all stages of a young person/ adult's life – to 'Prevent Harm & Promote Life'.

As we entered the end of March 2024 reflecting on the new financial year we began to plan and discuss what the next phase of Spark2Life will look like. We Step changed into building a more robust charity model looking at Infostructure. For the first time we recruited a Director of Business Development who planned to help the charity better position itself to diversify its funding streams. Feeling confident that our theory of change and service delivery models are strong we acknowledged we need to amplify our work in a way that is contextually relevant to the sector but doesn't compromise our values or exploit our service users.



With this mandate we look back over 2023-24 fondly, knowing we have consolidated ourselves as a third sector delivery service specializing in those that are racially minoritised in the CJS we now plan to build on this going forward so we remain consistently healthy and grow organically chasing vision not money.

I close with a heartfelt appreciation to my board of trustees, SLT and all Spark2Life staff and volunteers that over this year has made the dream possible to – Share Positive And Relevant Keys to Life.

Dez Brown
Chief Executive Officer for Spark2Life



Board members & professional advisors

Trustees

Christine Giscombe, Chair
Marjorie Price, Vice Chair
Fitzroy Andrews, Treasurer
Emmanuel Gotorá

Chief Executive Officer

Desmond Brown

Company Secretary

Desmond Brown

Registered Office

2a Grange Road
The Outset Centre
London E17 8AH

Charity number

1121557

Company number

05895562

Bankers

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill,
West Malling,
Kent ME19 4JQ

External Auditors

Leroy Reid & Co
Chartered Certified Accountants and
Registered Auditors
299 Northborough Road
Norbury
London SW16 4TR

Leadership Team

Jamela Ricketts, Managing Director
Despina Bardosi, Business Development
Director
Arnold Maleco, Manager
John Apena, Manager



Organisation

Spark2Life has a diverse Board of Trustees who bring a variety of expertise and lived-experience to their voluntary role as Board members. Trustees are appointed for a 3-year term with a limit of 3 consecutive terms served.



As of March 31, 2024, Spark2Life had a dedicated team of 31 staff members (full and part-time) based in London and Buckinghamshire, supported by a pool of approximately 8 freelance sessional workers. This year, we strengthened our leadership by appointing a new Business Development Director to the Executive Team, bringing valuable expertise to our strategic direction.

All delivery staff and freelancers are comprehensively trained in Spark2Life's AQA Accredited Wholistic Mentoring Programme methodology and have completed Trauma Training. Each team member's qualifications and experience are rigorously assessed during recruitment, which also includes enhanced DBS checks, ensuring the highest standards of service delivery.



Governing Document

Spark2Life was established under a Memorandum of Association which establishes the objects and powers of the Company and is governed under its Articles of Association. In overseeing Spark2Life's day-to-day activities, the trustees are satisfied that they have had regard to the guidance issued by the Charity Commission on public benefit.



Recruitment, appointment and inductions of Trustees

Trustees are recruited through an open and transparent process, utilising social media, staff & Board networks and our website to spread the word of new opportunities. Applicants are required to submit a CV and cover letter. Suitable candidates are then interviewed by the Chair who will then make any other introductions as necessary. For example, prospective candidates may be introduced to other Board members, the CEO or members of the Senior Leadership Team. Successful candidates can then be elected by a majority vote of the Trustees at any regular meeting. Inductions for new Trustees includes pairing them with a 'buddy' from the existing Board membership, guiding them through various legal and strategic information, independent safeguarding training and having introductory conversations with various Trustees, the CEO and the Senior Leadership Team.

Risk management

Risk management planning is part of Trustees annual planning cycle in collaboration with the Leadership Team who form a risk management plan on which they report quarterly to the Board. Internal controls manage key risks such as financial management and these are periodically reviewed by Trustees, or reviewed when changes in risk or legislation occur. The key risks for Spark2Life are:

Safeguarding

Spark2Life works with some of the most vulnerable young people and young adults in the communities in which we operate. Thus the highest priority is given to minimising the risk of harm through our engagement with clients; to preserving the confidentiality of the information we receive about clients; and to providing safe and secure systems of work for the benefit of our clients and our staff.

Our engagement with the local authorities and schools we work with necessitates ongoing engagement with the relevant structures operating within specific institutions (e.g., school safeguarding leads) and at borough-wide level (e.g., Local Children's Safeguarding Boards).

A nominated safeguarding lead has been identified at staff team level and at Board level, and we have invested in the necessary training for staff, Trustees, and volunteers. We keep our own policy framework under annual review to ensure that we keep abreast of best practice.

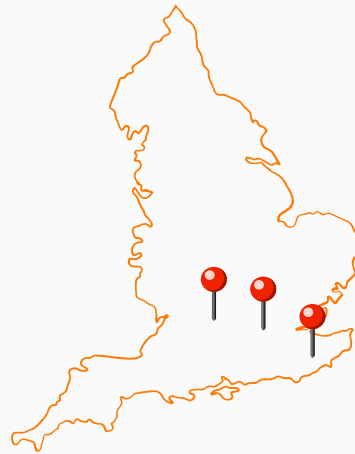
Pay policy



Salaries for new Senior Leadership hires are made through Board consultation. Specific salaries at all other levels are set by the CEO and Senior Leadership Team. Spark2Life leads a performance management process annually; based on performance and the financial health of the organisation, salary recommendations are made to the board (with a requirement that 50% of the board are present to approve).

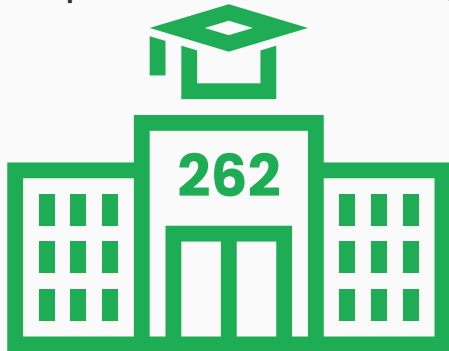
Our impact: the year in numbers

5,503 young people were reached



We reached young people in three regions:
London, Kent & Buckinghamshire

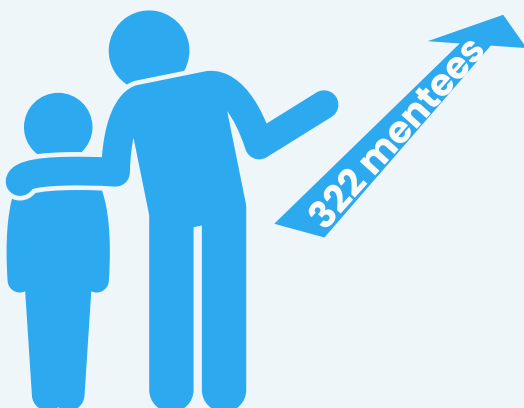
262 Young people were mentored in schools through group and 1:1 mentoring.



4,659 Young people attended our awareness sessions in schools.



322 Young people received our one-to-one mentoring, casework and advocacy support.



313 young people received one-to-one casework and advocacy support in the community.





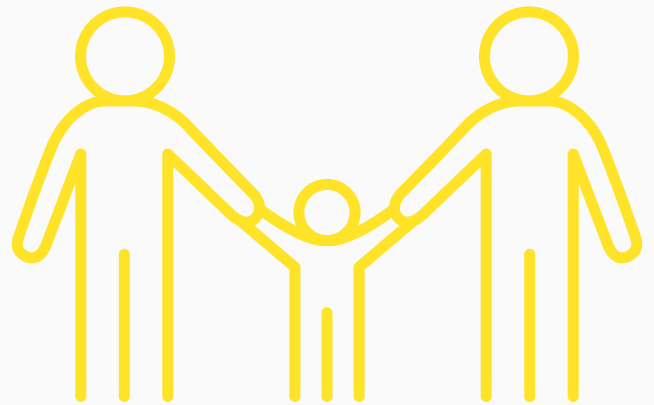
260 Young people were reached on the streets through our Detached programme.

We trained **64** professionals and volunteers in AQA Wholistic Mentoring



125 Police Recruits completed our Stop & Search training

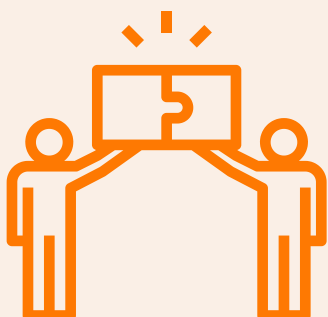
We worked with **20** parents



We were involved in **53** system influencing activities



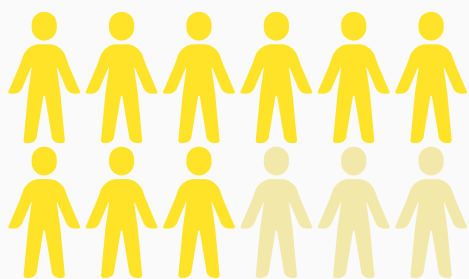
We delivered our 1:1 mentoring and casework services in the community within **7** London boroughs



We worked with **61** unique partners. This was made up of **49** mainstream schools and PRUs, **7** Youth Offending Services and **5** Probation Services.

Our impact: our outcomes for young people

75% improved their well-being



60% improved their relationships with family & professionals



92% did not reoffend



60% achieved engagement in Education, Training and Employment



Meet Jay.

Jay was one of our young people who was referred after enduring violence for a number of years.



Jay had suffered numerous traumatic experiences since the age of 15 years, when he was criminally exploited. For years he was affected by violence and he repeatedly became a victim of serious physical assaults. Jay's relationships with his family were not good, as his mother and sister did not know how to best support him.

At the age of 17, he was referred for support to Spark2Life where he got to meet his caseworker: a young man who has lived experience and according to Jay "he could understand what I was going through; it was easy to trust him". The caseworker was there to create a safe space and help Jay find ways to practically keep himself safe. They worked together for nearly one year, during which Jay was guided to choose a life free from crime.

It was not an easy journey: during the first few months he was hospitalized after a life-threatening knife attack. His caseworker was by his side during his recovery and while Jay was navigating through the criminal justice system. Jay was supported to desist from avenging. With time, his caseworker helped Jay to feel nurtured and want to explore the impact that trauma had on his emotional wellbeing.

The caseworker offered advice and consultations to Jay's mother, who reported: "Spark2Life had a positive impact on my son, especially because the caseworker was at his side during the tough times in court and hospital." Jay enjoys spending time with his mom and his sister and he found ways to feel have quality time with them.

Jay is now attending Spark2Life's counselling support while he is getting trained to become a mechanic for cars. His caseworker is helping him to increase his employability skills and find a suitable role.

"My Spark2Life caseworker helped me feel happier, and motivated. He was there for me, no matter what. He trusted me and that I can do better, and this helped me trust myself."



Hear from our partners



"I absolutely love working with Spark2Life and think that you are incredible organisation who does fantastic work, which has a huge impact on our young people.

I am Emily Sayer, and I am Head of Personal Development and PSHE at HolyFamily, Walthamstow.

As part of my role, I work closely with Spark2Life, and have worked with the team particularly closely this year. The team has delivered assemblies to our young people concerning topics such as stop & search, avoiding violence on the streets and their rights and responsibilities as citizens. In addition, the team has delivered workshops to groups of our Y10 and Y11 students who are vulnerable to making the wrong choices in the community, as well as bespoke mentoring to a select few students who have struggled with particular issues (including racism and subsequent anger, support with turning away from gang involvement following a student being stabbed, and lack of interest in school with repeated exclusions and anti-social behaviour in the community).

Firstly, I would like to say that Spark2Life's interventions have been invaluable. Every member of the team who I have encountered is not only passionate, but is also talented in building the rapport needed to effectively communicate and guide our young people. Whilst our pastoral team at Holy Family is both strong and effective, Spark2Life is able to offer students something which we as teachers cannot.

As you can imagine, in a diverse school such as ours, and in the current climate of a cost of living crisis, the prevalence of gang activity in Walthamstow and a general lack of resources in schools, Spark2Life's interventions are more important to us than ever.

I have been working with the team for a long time now and am extremely grateful for all their work they do. I wanted to write to you at this stage of the academic year to ask that the funding provided by the borough which has allowed Spark2Life to work at Holy Family in this way this year is renewed, so that the team can continue to deliver their vital services at our school.

It is integral that Spark2Life are able to continue their work at Holy Family as the impact is so clear."



Future Plans

During the new year we will work on a new strategy for 2025-28, accompanied by a new business development plan. We aim to deepen our impact and broaden our reach, embedding our holistic prevention model in London boroughs with the highest levels of need. This model will support young people at every risk level through early prevention, therapeutic mentoring, counseling, and detached outreach in crime hotspot areas, while working with their parents and communities. To sustain and amplify our growth, we will focus on three key areas:

1. We will empower young people for sustainable futures

At Spark2Life our work begins with young people and particularly those who face barriers to stability, opportunity, and safety. Many are at risk of being drawn into cycles of exclusion, violence, or disadvantage. We believe in the power of trusted relationships, tailored support, and purposeful opportunities to break these cycles.

By walking alongside young people through their most vulnerable moments, we help them build the confidence, skills, and networks they need to thrive. This aim focuses on providing the right interventions at the right time, ensuring each young person we support can transition toward a sustainable and fulfilling future.

2. We will contribute to creating safer and more resilient communities

Communities play a vital role in shaping the lives of young people. We understand that resilience is built not only through individual change but also through collective strength. By equipping families, professionals, and community leaders with the tools and voice to support young people, we can create safer environments where positive choices are more accessible and harm is reduced. This aim centres on empowering the adults around young people while ensuring that community responses are collaborative, culturally competent, and grounded in lived experience. Stronger communities mean safer young people, and we are committed to investing in both.

3. We will influence policy and systemic change

Real lasting change requires systems to evolve in response to the realities faced by the people they serve. This aim is about amplifying the voices of young people and their communities to shape policies, frameworks, and services that affect their lives. By sharing evidence, forming strategic alliances, and advocating for reform, we seek to address the structural issues that perpetuate inequality and exclusion. Our vision is one where policy is informed by practice, and where the insights gained on the ground lead to better outcomes at scale.



Statement of Trustees' Responsibilities

The trustees (who are also directors of Spark2Life for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- [Back to contents](#) 10 Structure, Governance and Management Spark2Life
- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006.

They 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

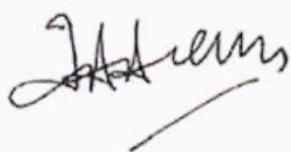
Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



Auditors

The auditors, Leroy Reid & Co, will be proposed for reappointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a Strategic report, approved by order of the board of trustees, as the company directors, on 20/12/2024 and signed on the board's behalf by:



FA Andrew
Trustee



Related parties and cooperation with partners

Our Trustees conduct their role without any remuneration nor benefit from the charity. Any reasonable expenses that they incur while performing their role as a Trustee are reimbursed, provided they fall within the expense policy. Funding opportunities have allowed us to reach young people, parents & carers and professionals who are most in need of our programmes, we work in partnership with schools and local authorities in London, Buckinghamshire and Kent.



Income & Financial Report

Spark2Life was supported by 18 funders in the reporting year and we are thankful for each and every grant, donation and commissioner of our work.

We are also grateful to be receiving pro-bono support from the Charities Aid Foundation, Lloyds Bank Foundation, and Action for Race Equality, focusing on corporate partnerships, fundraising, and digital marketing.

It's thanks to our supporters and funders that as we publish this report we are ready to deepen the impact of our work even further in the years to come.



This year we became registered with the Fundraising Regulator. In all our fundraising, we adhere fully to the Fundraising Code of Practice, in respect of both the legal rules that apply to fundraising and the standards designed to ensure that fundraising is open, honest and respectful.

Supporters & Donors



Brook Sixth Form College

Buckinghamshire Youth Offending Service

Burnside School

Chingford Foundation School

Davenant Foundation School

Drapers Academy

Drapers' Pyrgo Priory School

Greater London Authority

London Borough of Barking and Dagenham

London Borough of Enfield

London Borough of Lewisham

London Borough of Redbridge

Mayesbrook Park School

Mayor's Office for Policing And Crime

Ministry of Justice

Nexus Enfield

Virtual School East Kent Area

Youth Endowment Fund

Financial Review

Financial Position

Total incoming resources for the twelve months under review was £1,322,705 (2023: £1,523,935) whilst expenditures for the year amounted £1,284,620 (2023: £1,374,040).

Net income over expenditures for the year is a surplus of £38,085 (2023: 149,895) and total reserves were £946,830 (2023: £908,745). Restricted reserves were £565,734 (2023: £563,745) and unrestricted reserves £381,096 (2023: £345,000).

The Charity has implemented robust budgetary controls and continue to monitor costs in an effort to maintain its financial stability.

Reserves policy

The trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets should be retained to cover 3 months of operational annual expenditure. The trustees are of the opinion that this provision would enable the charity to continue and meet the working capital requirements based on the Councils' fee payment cycle.

Independent Auditor's Report to the members of: Spark2Life

Opinion

We have audited the financial statements of Spark2Life (the 'charitable company') for the year ended 31st March 2024 which comprise the Statement of financial activities, the Statement of financial position, the Statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report.

We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Report of the independent auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the independent auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Report of the independent auditors to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Report of the independent auditors. However, future events or conditions may cause the charitable company's to cease to continue as a going concern. Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Ebenezer Okai (BSc), FCCA (Senior Statutory Auditor) for and on behalf of Leroy Reid & Co
Chartered Certified Accountants
and Statutory Auditors
299 Northborough Road
Norbury
London
SW16 4TR

Statement of Financial Activities

For the year ended 31 March 2024 (Incorporating Income and Expenditure Account)

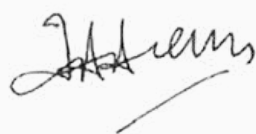
INCOME AND ENDOWMENTS FROM		Unrestricted funds	Restricted fund	2024 Total funds	2023 Total funds
	Notes	£	£	£	£
Donations and legacies	2	206,345	1,115,258	1,321,603	1,520,161
Other trading activities	3				3,774
Investment income	4	1,102		1,102	
Total		207,447	1,115,258	1,322,705	1,523,935
EXPENDITURE ON Charitable activities					
Charitable activities	5	171,351	1,113,269	1,284,620	1,374,040
NET INCOME		36,096	1,989	38,085	149,895
RECONCILIATION OF FUNDS					
Total funds brought forward		345,000	563,745	908,745	758,850
TOTAL FUNDS CARRIED FORWARD		381,096	565,734	946,830	908,745

Statement of Financial Position

For the year ended 31 March 2024

		2024	2023
	Notes	£	£
FIXED ASSETS			
Tangible assets	12	18,946	25,843
CURRENT ASSETS			
Debtors	13	228,771	348,335
Cash at bank		709,005	565,928
		937,776	914,263
CREDITORS			
Amounts falling due within one year	14	(9,892)	(31,361)
NET CURRENT ASSETS		927,884	882,902
TOTAL ASSETS LESS CURRENT			
LIABILITIES		946,830	908,745
NET ASSETS		946,830	908,745
FUNDS	16		
Unrestricted funds:			
General fund		319,096	283,000
Designated Fund		62,000	62,000
		381,096	345,000
Restricted funds:			
Restricted funds		565,734	563,745
TOTAL FUNDS		946,830	908,745

The financial statements were approved by the Board of Trustees and authorised for issue on 20 December 2024 and were signed on its behalf by:



.....
F A Andrew
Trustee

Cash Flow Statement

For the year ended 31 March 2024

	Notes	2024	2023
		£	£
Cash flows from operating activities			
Cash generated from operations	1	148,634	93,481
Net cash provided by operating activities		148,634	93,481
Cash flows from investing activities			
Purchase of tangible fixed assets		(8,071)	(14,532)
Sale of tangible fixed assets		1,412	-
Interest received		1,102	-
Net cash used in investing activities		(5,557)	(14,532)
Change in cash and cash equivalents in the reporting period		143,077	78,949
Cash and cash equivalents at the beginning of the reporting period		565,928	486,979
Cash and cash equivalents at the end of the reporting period		709,005	565,928

Notes to the statement of Cash Flows

For the year ended 31 March 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of financial activities)	38,085	149,895
Adjustments for:		
Depreciation charges	16,380	16,773
Profit on disposal of fixed assets	(2,824)	-
Interest received	(1,102)	-
Decrease/(increase) in debtors	119,564	(16,358)
Decrease in creditors	(21,469)	(56,829)
Net cash provided by operations	148,634	93,481

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net Cash			
Cash at bank	565,928	143,077	709,005
	565,928	143,077	709,005
Total	565,928	143,077	709,005

Notes to the Financial Statements

For the year ended 31 March 2024

1. ACCOUNTING POLICIES

a) Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

b) Income

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

c) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources

d) Governance Costs

Governance costs are costs associated with the strategic direction of the organisation and meeting regulatory responsibilities.

e) Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of each asset over its estimated useful life:

Furniture and fixtures	- 25% straight line method
Motor vehicles	- 25% straight line method

f) Taxation

The charity is exempt from corporation tax on its charitable activities.

g) Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

h) Pension Costs

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

2. DONATIONS & LEGACIES

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
Donations	-	-	-	3,884
Contract and SLA fees	201,012	1,055,179	1,256,191	1,459,434
Grants	-	60,079	60,079	56,843
Youth work	5,333	-	5,333	-
	206,345	1,115,258	1,321,603	1,520,161

Grants received, included in the above, are as follows:

	2024	2023
	£	£
LB Lewisham Council MIH/Resilience	-	12,125
Citi Foundation	-	10,000
A & B Charitable Trust	-	20,000
LB Walthamforest -VRU/BMFC	-	6,000
Crest-Marksgate	-	8,718
HMPPS - MOJ	55,079	-
YEF Trusted Adult	5,000	-
	60,079	56,843

3. OTHER TRADING ACTIVITIES

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
Fundraising events	-	-	-	3,774

4. INVESTMENT INCOME

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
Deposit account interest	1,102	-	1,102	-

5. CHARITABLE ACTIVITIES COST

	Direct Costs (see note 6)	Support Costs (see note 7)	Totals
	£	£	£
Charitable activities	1,145,599	139,021	1,284,620

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	884,890	914,076
Volunteers and support cost	57,565	50,918
Hospitality and welfare	10,362	6,459
Charitable donations	924	896
Travel, subsistence and accommodation	26,347	25,471
Training	19,024	36,628
Rental cost	23,177	29,621
Project partnership	118,678	152,361
Sundries	380	-
Client services expenses	4,252	-
	1,145,599	1,216,430

7. SUPPORT COSTS

	Management	Governance Costs	Totals
	£	£	£
Charitable activities	70,567	68,454	139,021

Support costs, included in the above, are as follows:

	2024 Charitable Activities	2023 Total Activities
	£	£
Insurance	6,070	5,141
Telephone	13,524	8,489
Printing, postage and stationery	265	2,823
Advertising	2,527	2,146
Office and administrative expenses	8,248	9,407
Repairs, maintenance and cleaning	2,065	9,019
Licence and subscription	3,744	2,026
Computer and IT expenses	19,076	15,096
Bank charges	80	73
Depreciation of tangible and heritage assets	16,380	16,773
Loss on sale of tangible fixed assets	(1,412)	-
Auditors' remuneration	6,200	5,400
Legal and professional fees	62,254	81,217
	139,021	157,610

8. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Audit fees	6,200	5,400
Depreciation - owned assets	16,380	16,773
Depreciation - owned assets	(1,412)	-

9. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

TRUSTEE'S EXPENSES

There were no trustees' expenses paid for the year ended 31st March 2024 nor for the year ended 31st March 2023.

10. STAFF COSTS

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

	2024	2023
	£	£
Wages and salaries	801,297	822,677
Social security costs	69,715	74,699
Other pension costs	13,878	16,700
	884,890	914,076

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

	2024	2023
employees	31	30

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-
	1	1

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	149,889	1,370,272	1,520,161
Other trading activities	3,774	-	3,774
Total	153,663	1,370,272	1,523,935
EXPENDITURE ON			
Charitable activities			
Charitable activities	157,610	1,216,430	1,374,040
NET INCOME/(EXPENDITURE)	(3,947)	153,842	149,895
RECONCILIATION OF FUNDS			
Total funds brought forward	318,917	409,903	758,850
TOTAL FUNDS CARRIED FORWARD	345,000	563,745	908,745

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Motor vehicles	Totals
	£	£	£
COST			
At 1st April 2023	67,854	6,628	74,482
Additions	8,071	-	8,071
Reclassification	(1,353)	-	(1,353)
At 31st March 2024	74,572	6,628	81,200
DEPRECIATION			
At 1st April 2023	43,668	4,971	48,639
Charge for year	14,723	1,657	16,380
Reclassification/transfer	(2,765)	-	(2,765)
At 31st March 2024	55,626	6,628	62,254
NET BOOK VALUE			
At 31st March 2024	18,946	-	18,946
At 31st March 2024	24,186	1,657	25,843

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Other debtors	228,771	348,335

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	2,112	22,188
Accruals and deferred income	5,800	5,399
Accrued expenses	1,980	3,774
	9,892	31,361

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted fund	2024 Total funds	2023 Total funds
	£	£	£	£
Fixed assets	18,946	-	18,946	25,843
Current assets	372,042	565,734	937,776	914,263
Current liabilities	(9,892)	-	(9,892)	(31,361)
	381,096	565,734	946,830	908,745

16. MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	Transfer between funds	At 31.3.24
	£	£	£	£
Unrestricted funds				
General fund	345,000	36,096	(62,000)	319,096
Designated fund	-	-	62,000	62,000
	345,000	36,096	-	381,096
Restricted funds				
Restricted funds	563,745	1,989	-	565,734
TOTAL FUNDS	908,745	38,085	-	946,830

16. MOVEMENTS IN FUNDS - continued

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	207,447	(171,351)	36,096
Restricted funds			
Restricted funds	1,115,258	(1,113,269)	1,989
TOTAL FUNDS	1,322,705	(1,284,620)	38,085

Comparatives for movement in funds

	At 1.4.22	Net movement in funds	Transfer between funds	At 31.3.23
	£	£	£	£
Unrestricted funds				
General fund	348,947	(3,947)	(62,000)	283,000
Designated fund	-	-	62,000	62,000
	348,947	(3,947)	-	345,000
Restricted funds				
Restricted funds	409,903	153,842	-	563,745
TOTAL FUNDS	758,850	149,895	-	908,745

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	153,663	(157,610)	(3,947)
Restricted funds			
Restricted funds	1,370,272	(1,216,430)	153,842
TOTAL FUNDS	1,523,935	(1,374,040)	149,895

16. MOVEMENT IN FUNDS – continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22	Net movement in funds	Transfer between funds	At 31.3.24
	£	£	£	£
Unrestricted funds				
General fund	348,947	32,149	(124,000)	257,096
Designated fund	-	-	124,000	124,000
	348,947	32,149	-	381,096
Restricted funds				
Restricted funds	409,903	155,831	-	565,734
TOTAL FUNDS	758,850	187,980	-	946,830

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	361,110	(328,961)	32,149
Restricted funds			
Restricted funds	2,485,530	(2,329,699)	155,831
TOTAL FUNDS	2,846,640	(2,658,660)	187,980

Restricted fund balance comprises of the following funders

Funder	2024	2023
	£	£
Buckinghamshire Council - YOS	16,250	24,500
Childview	10,000	-
WF Community Mentoring	18,750	18,750
Barking & Dagenham YLF - Detached	25,582	32,166
P4C	63,750	146,054
New Deal for Young People (NDYP)	59,575	59,575
New Deal for Young People (NDYP) Scale Up	118,500	59,250
Barking & Dagenham EGYV	9,513	10,000
Barking & Dagenham HLM YOS	9,513	10,000
WF Detached L4	20,000	10,000
WF Parent Champion	7,813	-
Newham Transition to adulthood	63,750	65,000
Lewisham YOS	25,555	-
YLF Trusted Adults	2,500	-
HMPPS - MOJ	55,079	-
Others	59,604	-

16. MOVEMENT IN FUNDS - continued

Lewisham MIH/Resilience	-	12,125
The London Community Foundation - Childview		10,000
A&B Charitable Trust	-	20,000
WF - VRU BMFC/Change 21	-	6,000
CREST - Marksgate (Youth work)	-	8,366
Redbridge YOS	-	40,027
B&D Detached Robbery Fund	-	31,932
	£565,734	£563,745

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the ended 31st March 2024

18. DESIGNATED FUNDS

The trustees have decided to designate funds (note 15) to support the following charities:

Name of charity	£
Greenleaf Trust	50,000
Operation Christian School	10,000
HMP Feltham Chaplaincy	2,000
	62,000

Detailed statement of financial activities

For the year ended 31 March 2024

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	-	-	-	3,884
Contract and SLA fees	201,012	1,055,179	1,256,191	1,459,434
Grants	-	60,079	60,079	56,843
Youth work	5,333	-	5,333	-
	206,345	1,115,258	1,321,603	1,520,161
Other trading activities				
Fundraising events	-	-	-	3,774
Investment income				
Deposit account interest	1,102	-	1,102	-
Total incoming resources	207,447	1,115,258	1,322,705	1,523,935

EXPENDITURE

Charitable activities				
Wages	-	801,297	801,297	822,677
Social security	69,715	-	69,715	74,699
Pensions	13,878	-	13,878	16,700
Volunteers and support cost	3,140	54,425	57,565	50,918
Hospitality and welfare	-	10,362	10,362	6,459
Charitable donations	924	-	924	896
Travel, subsistence and accommodation	2,295	24,052	26,347	25,471
Training	-	19,024	19,024	36,628
Rental cost	-	23,177	23,177	29,621
Project partnership	-	118,678	118,678	152,361
Sundries	380	-	380	-
Client services expenses	4,252	-	4,252	-
	94,584	1,051,015	1,145,599	1,216,430

Support costs

Management				
Insurance	6,070	-	6,070	5,141
Telephone	13,524	-	13,524	8,489
Printing, Postage and stationery	265	-	265	2,823
Advertising	2,527	-	2,527	2,146
Office and administrative expenses	8,248	-	8,248	9,407
Repairs, maintenance and cleaning	2,065	-	2,065	9,019
Licence and subscription	3,744	-	3,744	2,026
Carried forward	36,443	-	36,443	39,051

This page does not form part of the statutory financial statements

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
Management				
Brought forward	36,443	-	36,443	39,051
Computer and IT expenses	19,076	-	19,076	15,096
Bank charges	80	-	80	73
Depreciation of tangible and heritage assets	16,380	-	16,380	16,773
Loss on sale of tangible fixed assets	(1,412)	-	(1,412)	-
	70,567	-	70,567	70,993
Governance costs				
Auditors' remuneration	6,200	-	6,200	5,400
Legal and professional fees	-	62,254	62,254	81,217
	6,200	62,254	68,454	86,617
Total resources expended	171,351	1,113,269	1,284,620	1,374,040
Net income	36,096	1,989	38,085	149,895

This page does not form part of the statutory financial statements