



Khulisa
Report and Financial Statements
For the year ended
31 March 2022

Charity number
England: 1120562
Company number: 6210432

KHULISA
(A company limited by guarantee)

Report and Financial Statements
For the year ended 31 March 2022

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Reference and Administrative Information

Charity registration number: England and Wales: 1120562
Company registration number: 6210432
Registered office address: 17th Floor, Millbank Tower, 21-24 Millbank, SW1P 4QP

Board of Trustees

Jean-Marc Morel (Treasurer and Chair)
Dami Solebo
Philippa Frankl
Sharon Kalsy
Rob Dickinson
James Fornara
Adrienne Sanders
Daniel Morris
Shivonne Graham - resigned 23 March 2022
Jonathan D Bines - resigned 15 December 2021

Company Secretary

Alessia Abbate
Iman Haji – changed role 16 September 2021

Leadership Team

Cara Cinnamon	Chief Executive Officer
Ellie Johnson	Chief Operating Officer (Interim CEO April 2021 to Feb 2022)
Jodie Wickers	Director of Programmes & Partnerships
Tara Bashir	Director of Finance & Operations
Lisa Rowles	Director of Design & Innovation - resigned 31 July 2021
Annie Barber 2021)	Director of Evidence and Programme Design (from August 2021)

Auditors

Myrus Smith Chartered Accountants, Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW

Bankers

Lloyds TSB PLC, 19-21 The Quadrant, Richmond, TW9 1BP

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Structure & Governance

Khulisa is a limited company by guarantee, a registered charity in England and Wales and is governed by its Memorandum and Articles of Association. We were incorporated in 2007, having originated in South Africa. Khulisa's delivery model is unique, blending therapeutic principles with creative arts in group settings. We work predominantly in the education and social justice sectors, providing innovative and effective solutions to close the trauma gap; so that young people affected by trauma and adversity have the social skills, emotional support and nurturing relationships to transform their life chances and fulfil their potential.

Khulisa has a Board of Trustees with 8 current members: Jean-Marc Morel, Dr Sharon Kalsy, James Fornara, Dami Solebo, Philippa Frankl, Daniel Morris, Adrienne Sanders and Rob Dickinson. Trustees are recruited through an open and transparent process and can be elected by a majority vote of the Trustees at any regular meeting. Trustees are appointed for a 3-year term with a limit of 2 consecutive terms served. Trustees receive a full-induction with the Chair, Deputy-Chair, CEO and other members of the leadership team to include a background to organisation, programmes and impact alongside their legal financial responsibilities as trustees.

All decisions pertaining to budget approval, salaries and new senior hires (at leadership level) are made through board consultation and other operational decision-making is made by the CEO and leadership team. Khulisa 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). These salary increase levels are based on Khulisa's Pay & Remuneration Policy which sets out salary banding for different levels of seniority (bench-marked to equivalent-sized charities) and increases based on performance rating (under-performance, meets, exceeds or significantly exceeds expectations).

Khulisa has historically had a membership base of 30 members who are invited to attend our AGM, usually held in December each year. During the pandemic, a renewal process of our membership showed 13 reconfirmed members. Khulisa is revising its membership offer, and current levels are enough to meet quorum.

As of March 31, 2022, Khulisa had 16 staff members (full and part-time) based in London and Manchester. Programme delivery is managed by staff and supported by circa 15 free-lance facilitators who are trained in our programme methodologies and curriculum and live close to our delivery locations.

Meeting the Public Benefits Requirements of the Charities Act 2011

Our Mission is to support excluded or marginalised young people whose behaviour is deemed challenging or antisocial, and the professionals, peers and carers who support them.

Our Vision is a society where young people have the social and emotional skills and nurturing environments they need to thrive.

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Our Values are:

- We Guide: by restoring empathy, self-belief and self-worth
- We Nurture: by believing all people can grow
- We Restore: by enabling people to have an equal voice and building trust and aspiration
- We Empower: by enabling confidence, self-belief and ownership

We believe that the public benefits we deliver are:

- Providing young people at risk of exclusion and involvement in crime or violence with social and emotional well-being programmes and support that helps them to self-regulate, relate and reason.
- Improving the life chances of young people at risk of exclusion and violence.
- Improve attendance, attainment and behaviour in school
- More nurturing communities for all young people

In reviewing Khulisa's aims and objectives as outlined in our 2021-2024 Strategic Plan, the Trustees paid due regard to the Charity Commission's guidance on public benefit to inform what activities the charity should undertake.

Objectives & Activities

We deliver intensive, therapeutically-led programmes and support in schools, prisons and the community, enabling children and young adults (aged 11-25) to make more positive life choices, re-engage with education and divert away from criminal activity. These programmes have a strong emphasis on developing emotional resilience, improving wellbeing and raising aspirations, and are proven to reduce violence, offending and support young people to thrive.

To make meaningful and lasting change we also deliver trauma-informed training for adults (professionals and parents/carers) so that young people are supported by adults who are trauma-informed and by systems that are responsive to their social and emotional needs.

Our objectives are outlined in full in the CEO report.

Financial Review

Income fell from £900,692 in 2020-21 to £739,173 in 2021-22. This was an 18% decrease on the previous financial year and was due to a reduction in core support grants and donations. Conversely, expenditure increased from £599,347 to £844,853 as charitable activities recovered after the Covid pandemic and demand for Khulisa's services increased.

Restricted income for the year was £434,528 (2021: £425,742) and unrestricted income was £304,645 (2021: £474,950). The charity received unrestricted grants and donations totalling £225,670 (2021: £432,759).

The total net deficit for the year of £105,680 consisted of a £2,617 deficit on unrestricted funds and a £103,063 deficit on restricted funds.

The Balance Sheet as at 31st March 2022 showed cash balances of £310,271 (2021: £484,929) and net assets of £414,498 (2021: £520,178). This is represented by unrestricted funds amounting to £330,870 (2021: £333,487) and restricted funds of £83,628 (2021: £186,691).

Unrestricted reserves as at 31st March 2022 were £330,870 which exceeded Khulisa's reserves target of 3 months future running costs.

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Khulisa Risk Management Framework

Khulisa's risk assessment process requires a subjective judgement to be made on the potential impact and likelihood of the risks by the Khulisa Board and Senior Management TEAM (SMT). The framework includes both operational (programme delivery) and organisational (strategic) risks. Once completed the likelihood is multiplied by the impact to provide a rating for each risk:

	Impact		
Likelihood	Significant (3)	Some (2)	Limited (1)
High (4) (certain)			
High (3) (probable)			
Medium (2) (possible)			
Low (1) (unlikely)			



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Category	Risk #	Risk description	Likelihood	Impact	Rating	Contingency / actions	Who?	Review date
Financial	1	Risk to positive cashflow during the year	1	3	3	<ul style="list-style-type: none"> New tools developed to monitor rolling cash flow and delivery/spend. Increased resources are being brought in to support fundraising in 22/23. 	CEO / Director of Finance and Ops	Monthly
	2	Risk of not raising sufficient unrestricted funding to meet our reserves policy	1	3	3	<ul style="list-style-type: none"> There is a strong reserves position in line with the budget. The FR strategy reflects the importance of having capacity to build in opportunities to secure UR funding. 		Monthly
	3	Risk of not being able to forecast and reconcile financial information accurately	1	3	3	<ul style="list-style-type: none"> New accounting system in place. Monthly reporting processes to continue. Appropriate budget and resources allocated for finance to continue. 		Monthly
Operational	4	Risk of exploitation of Khulisa's IP, due to our AF model and now, our digital programmes.	3	2	5	<ul style="list-style-type: none"> Licensing and digital sign ups are being reviewed for digital products Legal support work resuming in Q1. 	Director of Evidence and Programme Design	Monthly

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	5	Risk of breaches to data protection regulations.	1	2	2	<ul style="list-style-type: none"> GDPR plan in place but needs prioritising in Q1. DPO is still not secured. Reverting to board and priority for Q1. 	Director of Finance & Operations	Quarterly
People and Culture	6	Risk of high staff turnover	1	2	2	<ul style="list-style-type: none"> People and Performance Working Group ongoing. KPI and operational plan to track performance in place (monthly) Permanent office plan agreed for next FY. 	CEO	Monthly
	7	Risk of poor staff performance and/or ineffective management of poor performance	1	2	2	<ul style="list-style-type: none"> People and Performance WG ongoing New Associate Facilitator training programme in place. Increased team collaboration and training in place. KPI and operational plan continues to track performance (monthly) 		Monthly
	8	Risk of poor staff wellbeing and burnout	1	2	2	<ul style="list-style-type: none"> Improved delivery planning and new capacity framework in place. New line management structure and process. Wellbeing initiatives continued to be deployed. Hybrid office working in place. 		Monthly
Impact	9	Risk of not meeting output targets	2	2	4	<ul style="list-style-type: none"> New resources brought into the PP team to drive greater impact. Best Practice Associate Facilitator model created to improve retention. Incentives in place to reduce cancellations. Programmes, Partnerships and Innovation Committee set up. 	Director of Partnerships and Programmes	Monthly

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	10	Risk of not meeting outcomes targets	1	3	3	<ul style="list-style-type: none"> Outcomes remain consistent throughout our core programmes. New programmes being piloted are being regularly reviewed. Programmes, Partnerships and Innovation Committee set up. 		Quarterly
Safeguarding	11	Risk of participant, facilitator, volunteer or member of the public being harmed during (or as a result of) engaging in our programmes.	1	2	2	<ul style="list-style-type: none"> Safeguarding audit carried out and action plan in place. Safeguarding policy has been updated and is monitored by safeguarding lead at board level. Line management and clinical supervision process in place for delivery staff members. 	Director of Partnerships and Programmes	Monthly
	12	Risk of corruption or misconduct - between participants and/or between staff and participants.	1	3	3	<ul style="list-style-type: none"> DBS checks up to date. Safeguarding training up to date. New training matrix in place. Thorough recruitment of all team members. 		Monthly

Reserves Policy

The Trustees have decided on the level of reserves that the charity ought to have. Unrestricted funds are needed to:

- Provide funds which can be designated to specific projects to enable these projects to be undertaken at short notice and
- To cover administration, fundraising and support costs without which the charity could not function

The Trustees consider that, as a medium term goal, it would be prudent that unrestricted funds should be sufficient to cover:

- 3 months administration, fundraising and support costs
- Provide a pool equal to 10% of the average charitable expenditure over the preceding years from which funds can be designated to specific projects and meet our contractual obligations

The organisation's 2022 target was to create a reserve fund of £164,556, based on average annual expenditure over the preceding five years (less non-cash adjustments). Unrestricted general funds at 31 March 2022 were £330,870.

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Statement of Trustees' Responsibilities

The trustees (who are also directors of Khulisa 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:

- 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 operation.

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.

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Chief Executive's Report for Year Ending 2021 - 22

Introduction

Khulisa is an award-winning youth wellbeing charity that aims to close the skills gap in young people affected by trauma and adversity. It does this by helping young people to develop the social and emotional skills and the positive relationships needed to thrive. This year we launched our 2021-2024 strategy, *Closing the Trauma Gap*. This recognises that in order to create meaningful and lasting change, we need to also ensure that all young people are cared for by adults who are trauma-informed, including their parents/carers, and systems that are responsive to their social and emotional needs.

Due to Covid-19 and the various lockdowns, April 2021 to March 2022 was immensely challenging for the charity. However, it was also a period of urgent need and increased demand, across all areas of our new strategic plan, where demand from schools who sought to provide their community with mental health and wellbeing support increased rapidly.

As such, between this period, Khulisa supported **92% more young people and adults** with their mental health and wellbeing (an increase from 4,252 to 8,181). This was achieved despite an 18% fall in income (£901k in 2021 to £739k in 2022) and training six new staff (12 to 18 FTE). Khulisa thrived against all the odds during the Covid-19 pandemic. Our agility and commitment was recognised by the 2022 Charity Governance Awards, where we were shortlisted in the "[Response to Covid-19](#)" category. We were also winners of The Fair Education Alliance Award 2021, and nominees for Children and Young People Now 2021 Awards.

The unwavering support we've received from our partners and supporters has meant that we've been able to exceed our original targets, despite the various challenges we've experienced. During this time, our proudest achievements across delivery and policy were:

Delivery Achievements

- **Supporting over 2,000 young people** to improve their social and emotional skills. 61% improved wellbeing; 61% improved emotional regulation; 72% increased resilience and 72% improved social skills. Attendance for young people who had participated in 'Face It' also dropped by less than 1% compared to 6.7% attendance figures nationally. These results were particularly notable as many of our participants are at risk of disengagement from school.
- **We delivered a successful Social and Emotional Learning Curriculum.** This was to 501 pupils. We also trained the 15 teachers who co-facilitated these sessions. The pilot showed evidence that the programme helped to:
 1. Improve young people's resilience. We observed the most significant increase in children with SEND (67% of whom reported increases in resilience)
 2. Improve teachers' understanding of the needs and behaviours of their students
 3. Build trust and improve relationships between young people, their peers and teachers.
- **Launching our Whole School Approach and Training over 1,000 professionals** to become more aware of trauma and the impact it has on children's development and behaviour. This included teachers, prison officers, police officers, social workers and youth workers. 86% found the training useful, 88% plan to do something differently as a result of the training.
- **Reaching 1186 parents.** 94% reported improved confidence in their parenting skills and 94% plan to do something differently as a result of the training.
- **Doubling our school partners.** We delivered more programmes per partner and exceeded our partnerships target, partnering with 52 organisations overall.
- **Launching a Radio Wellbeing Programme** reaching 38,000 prisoners.

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Policy Achievements

As a small charity, we recognise that we can only help so many young people directly. That's why we continue to build on, leverage and share evidence of 'what works' in improving outcomes for young people so we can improve the lives of thousands more young people and the professionals who work with them.

Over the course of the financial year, our contributions at a policy level include the following:

Policy responses

- A written response to the government's Autumn Budget (October 2021)
- Consultation response to The Ministry of Justice's Prisons Strategy White Paper (January 2022).
- A position paper on the Police Crime, Sentencing and Courts Act (May 2022)
- We also shared our 3 key policy asks on the Policy Mogul Website, which is widely used by policy influencers and makers (March 2022).
- We worked closely with The Criminal Justice Alliance in drafting their Response to the Victim's Bill (January 2022).

We also joined 2 academic research steering groups and contributed to roundtable discussions.

Learnings

During this period, we learned the following about our work and the needs of our target cohort of young people:

- 1. Young People's needs have changed dramatically since the pandemic.** Compared with the 19/20 academic year, we have seen increases in the number of young people who are disadvantaged and at risk of school exclusion. Of the young people we supported; 57% are registered for pupil premium - an increase in the vulnerabilities of the young people; 79% are 14 years old or older - an increase in the average age (from 13); 52% are boys (a significant increase in the numbers of girls referred to the programme), 44% have previously been excluded from school and 81% have at least one marker of disadvantage
- 2. Gender Disparity in performance.** Girls are typically starting our programme reporting lower levels of wellbeing, resilience and emotional regulation skills than boys. This is in line with national data which shows girls tend to have lower social and emotional wellbeing than other groups (ImpactEd, 2021).
- 3. Young People in Key Stage 4 are in increasing need of wellbeing support:** As mentioned above, the average age of our participants has increased, with schools referring more key stage 4 participants than ever before. The impact of the Covid-19 pandemic on young people's wellbeing, coupled with exam pressure has meant a sharp decline in the wellbeing of these pupils.

Our Plans (April 2022 onwards)

As we look to the year ahead, we will be:

- **Refining and streamlining our programmes.** We will complete the design and pilot of two new programmes (one for the whole-school curriculum, and one for parents/carers) and we are in the

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- process of accrediting our training for professionals. Our intensive young people's programme, 'Face It' remains our flagship programme.
- **Increasing the capacity of the delivery team in London and Manchester.** We have recruited 4 new Programme Managers and plan to increase our pool of associate facilitators, ensuring robust quality assurance processes are in place to maintain the quality and consistency of our programmes.
- **Building and diversifying our income pipeline.** We will be diversifying by charging for some of our services, tendering for local authority contracts and pursuing funding from corporates and High Net Worth Individuals.
- **Strengthening our evidence base.** We have commissioned 2 milestone evaluations. The first proves the significant difference our programme makes to the wellbeing of young people, the second proves the link between wellbeing and educational outcomes (e.g. improved attendance and attainment, reduced exclusions)
- **Be more targeted with growth plans.** We will work in collaboration with schools, peer charities and Local Authorities to expand our work to targeted communities within London and Manchester.
- **Increase meaningful youth engagement.** We will be utilising the results from our Youth-led evaluation, continuing to build upon this and making steps to build our Youth Ambassador Programme.
- **Focus further on Diversity, Equity, Inclusion and Belonging.** We will be launching our DEIB Committee and making steps both internally and across all of our programmes to ensure we are inclusive and equitable in all that we do.

Final Reflections

The impact of Covid-19, the new strain of Omicron and further lockdowns fell within this reporting period. It was also during this timeframe that we transitioned to a 'new normal'. We started to process the impacts of the pandemic on the economy, on the health system, education system and ourselves. Given that Khulisa supports those affected by trauma and adversity - we would be remiss in not mentioning the collective trauma of Covid-19 and impact of this on our participants and work. We have seen this year, more than ever, how this collective trauma has been felt by the partners, young people, professionals, parents and caregivers that we have worked with. Risks have increased across all areas and providers across sectors are struggling to meet essential needs.

Khulisa has worked tirelessly to continue supporting young people and those around them to manage in this climate, delivering our programmes to those who need them most. We have adapted and reduced the number of young people on our programmes to ensure they remain safe and of the highest possible quality, whilst in parallel delivering more programmes so we can continue to reach more young people than ever who are in need of our support.

Through this period of complex trauma and challenge, we increased our reach by 92% - reaching a total of 8181 young people and adults who care for them - whilst retaining high quality outcomes. We are committed more than ever to our strategy of focusing on long-term systemic change. The last year has affirmed to us the importance and impact of this approach.

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We have also witnessed a change in discourse with an increased focus on social and emotional wellbeing and trauma-informed work. This is very welcome and we will continue to deliver our programmes and contribute to policy discussions to ensure that our expertise and experiences, and the expertise and experiences of the young people, professionals and parents/carers that we work with are heard.

A message of thanks

We would like to give our heartfelt thanks to our valued donors, partners and commissioners — we hope you see us continuing to realise our shared objectives with passion, positivity and integrity. We would like to recognise our long-standing partnerships with: AB Charitable Trust, BBC Children in Need, The Big Ask Foundation, The Constable Education Charity, Esmee Fairbairn Foundation, Garfield Weston Foundation, The Henry Smith Charity, Lloyds Banking Foundation, The Monument Trust, Sandy and Sue Arbuthnot, The Rank Foundation, WISE Philanthropies and The Vintners' Company. We hope you continue to feel that the growth of our impact, evidence and influence in the sector is our shared success.

Thank you also to our outstanding team of staff, trustees, volunteers and ambassadors – your commitment to our participants, vision and values is the cornerstone of our success and we should all feel so proud of another impactful year of work.

And finally, thank you to all of the young people who have participated and engaged in Khulisa's programmes in the last year. They inspire us everyday. They are our future, and we are incredibly privileged to be a part of their journey.

Jodie Wickers
Interim Chief Executive

Chair's Note

Khulisa has taken great strides this financial year. We continued to champion high quality evidence-led interventions, always putting children and young people at the centre of everything we do. Our commitment to creating systemic change has intensified and we are beginning to affect real change to make systems work for young people with experiences of adversity.

This year has seen many highlights. Khulisa launched an innovative youth-led film evaluation where young people told us directly what they want and value in terms of support. We designed and delivered new high quality interventions to support parents, launched our Trauma-informed Whole School Approach to create systems-changes within the education system, and designed and delivered a comprehensive Social and Emotional Learning (SEL) Curriculum for schools. Khulisa is only as strong as the partnerships and coalitions we build and this year we have built an incredible 52 partnerships.

As the UK's education and criminal justice systems grappled with the many impacts of Covid-19, Khulisa continued to provide expert trauma-informed wellbeing support for students, parents and professionals. This support was more crucial than ever. We know that the disadvantage gap has remained stubborn, especially in areas of high deprivation – and following the Covid-19 crisis, for the poorest families it is widening again.

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Reaching 92% more people has been a huge achievement for Khulisa during this time of rapid external change and challenge. This number includes direct delivery to young people, as well as supporting the adults and institutions who care for them. Khulisa has successfully focused our resources on reaching those most in need - 57% of our participants are in receipt of the Pupil Premium with the majority of our school partners located in the top 10% most deprived areas of England. Alongside this, Khulisa has maintained high quality outcomes for young people and those who care for them - with 61% of our young people reporting improved levels of wellbeing.

To respond to this great need and ensure that we were able to provide expert and crucial support, we invested heavily in our team and our services. We brought on additional delivery resources, increasing our team of skilled practitioners and investing in a best practice training programme to ensure we maintain high quality, therapeutic and ethical delivery. We also invested in our infrastructure, preparing us to continue growing and delivering our services.

Looking forward, our priorities for the next financial year are to:

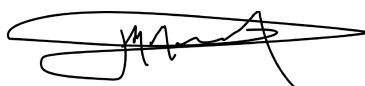
- Continue to put children and young people at the front and centre of everything we do. We will make a strong commitment to listen to what they want and need the most and ensure that we champion their voices in all of the conversations we have.
- Grow our reach even further, with a focus on reaching young people and the adults who care for them in the most deprived areas of England
- Continue to expand our evidence base, with rigorous evaluations of our core services in schools which will directly inform our future strategy
- Deliver our systemic strategy, piloting our parenting projects, releasing our new trauma training awards and launching our whole school approaches.

Khulisa exists to support young people living in the most disadvantaged areas to develop nurturing relationships with themselves, with others and the world around them. We know that we cannot achieve this alone and are immensely grateful to our valued donors, partners and commissioners for their belief in our vision and their continued support to make this a reality.

Thank you also to our outstanding team of staff, trustees, volunteers and ambassadors – your commitment to our beneficiaries, vision and values is the cornerstone of our success and we should all feel justly proud of another impactful year of work.

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

Approved by the Board of Trustees on **9th December 2022** and signed by:



Jean-Marc Morel
Chair

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF: KHULISA
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**

Opinion

We have audited the financial statements of Khulisa (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities (incorporating Income and Expenditure Account), the Balance Sheet, the Cash Flow Statement 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for 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 Auditor's 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 trustees' annual report, other than the financial statements and our auditor's report 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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF: KHULISA (A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)

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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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 directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF: KHULISA
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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 auditor's 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.

Kevin Fisher BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditor
2022

Norman House
8 Burnell Road
Sutton, Surrey
SM1 4BW

KHULISA

STATEMENT OF FINANCIAL ACTIVITIES For the year ended 31 March 2022 (Incorporating Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income and endowments from:					
Donations and legacies	2	255,670	-	255,670	481,309
Charitable activities	3	47,214	434,528	481,742	418,826
Investments	4	32	-	32	57
Other income		1,729	-	1,729	500
		304,645	434,528	739,173	900,692
Expenditure on:					
Raising Funds	5	133,100	-	133,100	112,866
Charitable Activities	6	135,094	576,659	711,753	486,481
		268,194	576,659	844,853	599,347
Net income / (expenditure)	7	36,451	(142,131)	(105,680)	301,345
Transfers between funds	14	(39,068)	39,068	-	-
Net movement in funds		(2,617)	(103,063)	(105,680)	301,345
Total funds brought forward	14	333,487	186,691	520,178	218,833
Total funds carried forward	14	330,870	83,628	414,498	520,178

All income and expenditure is derived from continuing activities.

The Statement of Financial Activities includes all recognised gains and losses.

The notes form part of these Financial Statements

KHULISA
(Company no. 06210432)

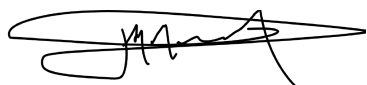
BALANCE SHEET
As at 31 March 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		11,718		10,434
CURRENT ASSETS					
Debtors	10	176,162		62,108	
Cash at bank		<u>310,271</u>		<u>484,929</u>	
		486,433		547,037	
CREDITORS					
Amounts falling due within one year	11	<u>83,653</u>		<u>37,293</u>	
NET CURRENT ASSETS			<u>402,780</u>		<u>509,744</u>
NET ASSETS	15		<u>414,498</u>		<u>520,178</u>
Represented by:					
Unrestricted Funds	14		330,870		333,487
Restricted Funds	14		83,628		186,691
TOTAL FUNDS			<u>414,498</u>		<u>520,178</u>

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

The accompanying notes form part of these Financial Statements.

Approved by the Board of Trustees on **9th December 2022** and signed by:



Jean-Marc Morel
Chair

KHULISA

CASH FLOW STATEMENT

For the year ending 31 March 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net movement in funds per Statement of Financial Activities	(105,680)	301,345
Adjustments for:		
Depreciation	2,971	544
Loss/(profit) on disposal of tangible fixed assets	-	344
Interest receivable	(32)	(57)
(Increase) / decrease in debtors	(114,054)	53,755
Increase / (decrease) in creditors	<u>46,360</u>	<u>(2,393)</u>
Net cash (used in) / provided by operating activities	(170,435)	353,538
Cash flows from investing activities		
Interest received	32	57
Purchase of tangible fixed assets	(4,255)	(9,591)
Proceeds from disposal of tangible fixed assets	<u>-</u>	<u>146</u>
Net cash provided by / (used in) investing activities	(4,223)	(9,388)
Change in cash and cash equivalents	(174,658)	344,150
Cash and cash equivalents brought forward	484,929	140,779
Cash and cash equivalents carried forward	<u>310,271</u>	<u>484,929</u>
Analysis of cash and cash equivalents	2022	2021
	£	£
Cash at bank	<u>310,271</u>	<u>484,929</u>

KHULISA

NOTES TO THE FINANCIAL STATEMENTS For the year ending 31 March 2022

1 ACCOUNTING POLICIES

a) Basis of accounting

The charity constitutes a public benefit entity as defined by FRS 102. The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006, the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The Financial Statements are prepared on a going concern basis and under the historical cost convention. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) Company status

Khulisa is a private company, registered in England and Wales, limited by guarantee, has no share capital and is also a registered charity. In the event of the Company being wound up, each member is liable to contribute an amount not exceeding £1. The address of the registered office is given in the Reference and Administrative Information on page 2.

c) Capital items & depreciation

Office equipment and fixtures and fittings are depreciated using the straight line method over four years. Other Project assets are depreciated over the life of the project, (normally three years) apart from project assets that are fully grant funded, which are written off in the year of purchase. Capital items have a minimum purchase cost of £500.

d) Income

Items of income are recognised in the Statement of Financial Activities (SOFA) when all of the following criteria are met:

- The charity is entitled to the funds;
- any performance conditions have been met;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

The company received government support through the Coronavirus Job Retention Scheme which is accounted for on the accruals basis.

e) Expenditure

Expenditure is recognised on an accruals basis as soon as there is a legal or constructive obligation committing the charity. Expenditure includes any VAT which cannot be recovered.

Expenditure on raising funds includes those costs incurred on attracting donations and grant funding.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Expenditure is allocated under the principal categories of the SOFA on a basis designed to reflect the use of the resource. Direct costs relating to a particular activity are allocated directly, support costs are allocated on an appropriate basis, e.g. floor areas, per capita or estimated usage.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity. In addition to ongoing

KHULISA
NOTES TO THE FINANCIAL STATEMENTS
For the year ending 31 March 2022

Governance costs, one-off costs incurred in connection with building governance capacity are included within Charitable Activities and are in part matched by specific funding.

f) Fund accounting

Restricted funds are funds subject to specific conditions imposed by the donors, or by appeals for specific projects, and the purpose and use of restricted funds is set out in the notes to the financial statements. Designated funds are unrestricted funds which are set aside for specific purposes at the discretion of the Trustees.

The general fund comprises the accumulated surpluses on the SOFA less any funds designated for specific purposes by the Trustees.

g) Pension costs

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

2 INCOME FROM DONATIONS AND LEGACIES	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Core support grants	235,615	-	235,615	448,783
Donations	20,055	-	20,055	32,526
	255,670	-	255,670	481,309

Of the £481,309 recognised in 2021, £432,759 related to unrestricted funds and £48,550 related to restricted funds.

3 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Sales of Training	47,214	-	47,214	41,634
Grants				
Face It	-	343,981	343,981	296,132
Community	-	-	-	63,060
Silence The Violence	-	30,060	30,060	18,000
Other Funded Projects	-	60,487	60,487	-
	47,214	434,528	481,742	418,826

Of the £418,826 recognised in 2021, £41,634 related to unrestricted funds and £377,192 related to restricted funds.

4 INCOME FROM INVESTMENTS	2022	2021
	£	£
Bank interest	32	57
	32	57

All the income is unrestricted for both years.

KHULISA

NOTES TO THE FINANCIAL STATEMENTS For the year ending 31 March 2022

5 EXPENDITURE RAISING FUNDS

	Direct Costs £	Support Costs £	2022 Total £	2021 Total £
Fundraising costs	94,559	38,541	133,100	112,866
	94,559	38,541	133,100	112,866

Expenditure on raising funds was entirely unrestricted in both years.

6 EXPENDITURE ON CHARITABLE ACTIVITIES

	2022 Direct Costs £	2022 Support Costs £	2022 Total £	2021 Total £
<u>Analysed by activity:</u>				
Face It	318,813	189,198	508,011	220,097
Community	19,801	8,869	28,670	111,263
Silence the Violence	11,898	5,856	17,754	98,230
Trauma	76,582	58,511	135,093	56,891
Other Projects	22,225	-	22,225	-
	449,319	262,434	711,753	486,481

Analysed by nature:

	2022 £	2021 £
Direct Costs		
Delivery staff salaries	317,642	232,727
Facilitator costs	48,872	9,670
Other direct programme costs	27,168	12,993
Assessment and evaluation	43,365	18,460
Staff training	3,992	3,367
HR & recruitment	8,280	5,671
	449,319	282,888
Support Costs		
Core Staff salaries	195,631	148,446
Accounting & payroll	1,720	2,661
Office & IT(Business Admin Costs)	22,286	21,348
Premises costs (Rent)	17,374	9,374
Governance: Staff Salaries	14,683	15,704
Governance: Audit Fees	4,740	5,760
Governance: Trustee Expenses and Strategy	6,000	300
	262,434	203,593
	711,753	486,481

Of the £711,753 expenditure recognised in 2022 (2021: 486,481), £135,094 (2021: £161,722) was charged to unrestricted funds and £576,659 (2021: £324,759) was charged to restricted funds.

KHULISA

NOTES TO THE FINANCIAL STATEMENTS For the year ending 31 March 2022

7 NET INCOME / (EXPENDITURE)

2022 **2021**
£ **£**

This is stated after charging/(crediting):

Depreciation	2,971	544
Loss/(Profit) on disposal of tangible fixed assets	-	344
Operating lease rentals	13,096	6,721
Auditor's remuneration – Audit services	4,740	3,060
Auditor's remuneration – Non-Audit Services	-	2,700
	20,747	12,369

8 STAFF COSTS

2022 **2021**
£ **£**

Salaries	552,119	426,493
Employer's National Insurance	40,790	35,337
Employer's Pension Costs	31,901	30,556
Redundancy costs	-	6,998
	624,810	499,384

Details of employees who received total employee benefits (excluding employer pension costs) in excess of £60,000 were as follows:

£60,000 - £70,000

2022 **2021**
No. **No.**

1 1

Total employee benefits of key management personnel

2022 **2021**
£ **£**

250,786	251,178
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Under FRS 102, employee benefits includes gross salary, employer's NIC and employer's pension contributions

2022 **2021**
No. **No.**

Average number of staff based on full-time equivalents

13 11

Average monthly number of staff

15 12

KHULISA

NOTES TO THE FINANCIAL STATEMENTS For the year ending 31 March 2022

9 FIXED ASSETS

	2022 £	2021 £
Cost		
At 1 April 2021	11,767	3,156
Additions in year	4,255	9,591
Disposals in year	-	(980)
At 31 March 2022	<u>16,022</u>	<u>11,767</u>
Depreciation		
At 1 April 2021	1,333	1,279
Charge for the year	2,971	544
Eliminated on disposal	-	(490)
At 31 March 2022	<u>4,304</u>	<u>1,333</u>
Net book value		
At 31 March 2022	<u>11,718</u>	<u>10,434</u>

10 DEBTORS

	2022 £	2021 £
Trade debtors	33,930	7,968
Other debtors	7,600	500
Prepayments and accrued income	134,632	53,640
	<u>176,162</u>	<u>62,108</u>

11 CREDITORS

	2022 £	2021 £
Amounts falling due within one year		
Trade creditors	33,995	21,067
Social security and other taxes	5,534	3,614
Accrued expenses	11,624	9,932
Deferred income (see below)	32,500	2,680
	<u>83,653</u>	<u>37,293</u>

Deferred Income

	Balance 1 Apr 2021 £	Additions In year £	Released to income £	Balance 31 Mar 2022 £
Grants and donations	2,680	32,500	2,680	32,500

Deferred income relates to contracts for which the income is received in advance of the services to be provided.

KHULISA

NOTES TO THE FINANCIAL STATEMENTS For the year ending 31 March 2022

12 RELATED PARTY TRANSACTIONS

No trustee received remuneration in 2021-22 or 2020-21. The total cost of Board activity in 2021-22 was £6,000 (£299 in 2020-21). No trustee expenses were reimbursed in 2021-22 (£Nil in 2020-21).

Unrestricted donations from related parties	2022 £5,000	2021 £Nil
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A fee of £5,000 was paid to DNA Elite Soccer, a company of which one of the Trustees, Jonathon Bines, is a related party. Mr Bines subsequently made a donation of £5,000 as part of the Big Give Campaign.

13 TAXATION

No Corporation tax has been provided in these financial statements because the company, a registered charity, is within the exemption granted by Part 11 of the Corporation Tax Act, 2010.

14 MOVEMENT IN FUNDS

	Opening Balance 1 Apr 2021 £	Income £	Expenditure £	Transfers between funds £	Closing Balance 31 Mar 2022 £
RESTRICTED FUNDS					
Face It	124,563	330,981	484,551	29,007	-
Community	18,611	-	28,672	10,061	-
Silence The Violence	33,060	30,060	17,755	-	45,365
Barrow Cadbury – Face It	10,457	13,000	23,457	-	-
Other Funded Projects	-	60,487	22,224	-	38,263
Total Restricted Funds	186,691	434,528	576,659	39,068	83,628
UNRESTRICTED FUNDS					
General fund	333,487	304,645	268,194	(39,068)	330,870
Total Unrestricted Funds	333,487	304,645	268,194	(39,068)	330,870
Total Funds	520,178	739,173	844,853	-	414,498

KHULISA

NOTES TO THE FINANCIAL STATEMENTS

For the year ending 31 March 2022

14 MOVEMENT IN FUNDS / Cont.

Comparative information for the movement in funds is as follows:

	Opening Balance 1 Apr 2020 £	Income £	Expenditure £	Transfers between funds £	Closing Balance 31 Mar 2021 £
RESTRICTED FUNDS					
Face It	37,764	284,132	197,333	-	124,563
Community	19,307	30,000	30,696	-	18,611
Silence The Violence	13,838	51,060	46,637	14,799	33,060
Barrow Cadbury – Face It	-	12,000	1,543	-	10,457
Matrix Chambers	-	550	550	-	-
Henry Smith	-	40,000	40,000	-	-
Young Harrow Foundation	-	8,000	8,000	-	-
Total Restricted Funds	70,909	425,742	324,759	14,799	186,691
UNRESTRICTED FUNDS					
General fund	147,924	474,950	274,588	(14,799)	333,487
Total Unrestricted Funds	147,924	474,950	274,588	(14,799)	333,487
Total Funds	218,833	900,692	599,347	-	520,178

Face It (formerly Early Intervention Pathway) – Funds provided to Khulisa are committed to delivering Silence the Violence/Face It programmes in schools and community settings for 11-18 year olds at risk of gang violence and school exclusion who may or may not already be in contact with the police and youth offending services.

Community and Silence The Violence (formerly Resettlement and Rehabilitation Pathways) – Funds provided to Khulisa to provide services for those recently released back into the community after prison.

Trauma – Funds from Matrix Chambers for the delivery of trauma training.

Leigh Trust – Funds to support the delivery of our prisoner rehabilitation programme and our through-the-gate mentoring programme.

Henry Smith – Funds provided to support the expansion of our prison delivery and mentoring of people who are preparing to be released from prison

BSBT (Building a Stronger Britain Together) – Funds provided to deliver programmes to support young people who are vulnerable to extremism.

Barrow Cadbury Face It - Funding covered the research and scoping of potential work in Birmingham with 18-25 year olds. This included competitor reviews, interviews across the sector, research into the specific needs of young people in the area and the barriers to integration.

Young Harrow Foundation – funded our work in Harrow schools, including running Face It and supporting staff with trauma-informed training. Including costs associated with our communications, including Kapwing, social media subscriptions and website updates.

Other Funded Projects includes the following funds:

Charity Works – Kickstart scheme for the placement of a Youth Engagement and Communications Assistant offered to a young person at risk of long term employment.

The Big Ask Foundation – supporting a participatory film project for a minimum of 16 young people from two different schools.

Jack Petchy Foundation – Part-funding for a full time intern at the Real Living Wage rate.

KHULISA

NOTES TO THE FINANCIAL STATEMENTS For the year ending 31 March 2022

15 ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

	2022 Unrestricted £	2022 Restricted £	2022 Total £
Fixed assets			
Tangible fixed assets	11,718	-	11,718
Current assets			
Debtors	92,745	83,417	176,162
Cash at bank	264,552	45,719	310,271
	357,297	129,136	486,433
Liabilities			
Creditors falling due within one year	(38,145)	(45,508)	(83,653)
	(38,145)	(45,508)	(83,653)
Net Assets	330,870	83,628	414,498

Comparative information for the net assets between funds is as follows:

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Fixed assets			
Tangible fixed assets	10,434	-	10,434
Current assets			
Debtors	8,468	53,640	62,108
Cash at bank	329,363	155,566	484,929
	337,831	209,206	547,037
Liabilities			
Creditors falling due within one year	(14,778)	(22,515)	(37,293)
	(14,778)	(22,515)	(37,293)
Net Assets	333,487	186,691	520,178

KHULISA

NOTES TO THE FINANCIAL STATEMENTS **For the year ending 31 March 2022**

16 CONTINGENT ASSETS

The total grant funding awarded to the charity in respect of multi-year grants but not recognised as income amounts to £463,102 as at 31 March 2022 (2021: £496,470). These funds will be recognised in accordance with agreed budgets and specified or implied timeframes.

17 OPERATING LEASE COMMITMENTS

At 31 March 2022, the total minimum payments due under non-cancellable operating lease agreements amounted to £Nil (2021: £Nil). These payments fall due within one year.

18 SUPPORTERS AND DONORS

Everyone involved in all of Khulisa's projects would like to thank all those who have supported our work over the past year.

AB Charitable Trust
Arnold Clark Community Fund
Barnet Local Authority
Barrow Cadbury Trust
Berkeley Foundation
Charity Works
Chesterhill Charitable Trust
Charles Russell Speechlys Foundation
BBC Children in Need
Esmee Fairbairn
Fair Education Alliance
Jack Petchey Foundation
John Lyon's Charity
The Leathersellers' Company
Lloyds Banking Foundation
Mayor's Office for Policing And Crime
Monument Trust
National Lottery Awards for All
Rank Foundation
Sandy and Sue Arbuthnot
The Big Ask Foundation
The Big Give and Sir Alec Reed
The Constable Education Trust
The Childhood Trust
The Henry Smith Charity
The Vintners' Company
WISE Philanthropy
Young Harrow Foundation`

