



# TRUSTEES ANNUAL REPORT

For the financial year **January - December 2022**

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# EXECUTIVE SUMMARY

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**The Kids Network, founded in 2016 with a clear purpose: to help children live the lives they deserve. We exist because children's mental health is at crisis point due to inequality, minoritisation and isolation.**

We are committed to providing tailored, early intervention for London's children aged 8-11-years who face the most pervasive barriers to accessing the support they urgently need in school, at home and from other services. We reach them before they reach crisis through partnerships with primary schools with high-need in areas of high-disadvantage.

We achieve this innovatively by tapping into the time, needs and skills of adults from the child's local community and mobilising, training and extensively supporting them to be committed high-quality volunteer mentors for one year.

Our proven transformational impact, uniquely child-led, community-based model and the intensified needs and vulnerability of children has led to a 245% increase in demand for our service since 2019, which we have continued to meet.

Looking back across the final year of our three-year COVID-19 response strategy, we are proud to report that we have supported over 450 children across seven London boroughs while consolidating our learnings and creating a three-year strategy for sustainable expansion which has been led by our children, volunteer mentors, school partners, community partners, whole staff team and board of trustees.

Operating in time of financial crisis, that will impact London's children who experience poverty the most, our mission to protect their wellbeing and futures has never been more vital, and together we can protect thousands of little Londoners when they have never needed us more.

**Simon Lucey**  
**Interim Chair of Trustees**

# STRUCTURE, GOVERNANCE AND MANAGEMENT

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The Kids Network CIO, registered charity number 1167178.

Principle operating address: Hoxton Mix Ltd, 86-90 Paul Street, London, EC2A 4NE.

The Kids Network has been governed by a small group of Trustees to support the growth of our organisation. As a CIO, the organisation is governed by our constitution. The process of electing new trustee members is through a vote as outlined in our constitution.

Trustees who governed and were appointed in 2023 are as follows:

- **Nigel Phan**, Chair
- **Simon Lucey**, Interim Chair from April 2023
- **Luke Hollander**, Treasurer
- **Charlotte Foster**, Deputy Chair
- **Janet Ayoola**, Safeguarding Trustee
- **Naa Acquah**, Trustee
- **Natasha Friend**, Trustee
- **Andin Fonyonga**, Trustee
- **Lucy Halton**, Trustee
- **Kary van Der Horst**, Trustee
- **Sam Stamp**, Trustee

Over this period, we said goodbye to Nigel Phan and Natasha Friend who made an incredible contribution to The Kids Network.



# OBJECTIVES AND ACTIVITIES

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## Charity purposes as set out in our governing document:

*‘To help children and young people to advance through life providing mentoring support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals. The secondary objective, running parallel to the first will create a volunteer hub, encouraging peer to peer support, maximum engagement and community activity.’*

Our trustees are aware of the commission’s public benefit guidance and take it into account when making a decision, to which the guidance is relevant.

## Our activities, projects and services:

**We believe that every child should get to live the life that they deserve.**

**Our mission is to create meaningful connections in our communities, supporting children through mentoring to feel happy and confident about themselves and their futures.**

The Kids Network supports children aged 8-11 at a crucial time in their lives - in the lead up to and often during the transition from primary into secondary school.

Our programme provides children who have adverse childhood experiences (ACE) with a volunteer mentor, who collaborate in delivering weekly child-led, trauma informed sessions.

Through our programme, children build confidence and resilience and develop the tools to manage feelings for a positive future.

Our unique mentoring model is built around:

- **Children and families** in London who have been affected by systems of oppression, living in cyclical poverty and inequality. They may distrust the other formal sources of support due to bad experiences in the past.
- **Schools and communities** who often are over burdened with the overwhelming needs of their communities, and under resourced to provide one to one holistic support vital to children’s development.
- **Adults** in a disconnected London who may be lacking purpose and meaningful connection in their lives but with the time and motivation to give back and become a volunteer mentor.

Our aim is to support children early, before crisis point, working with those who could most benefit from a trusted adult in their lives. We do this in partnership with over 50 partner primary schools, local councils, social workers, Family Early Help Teams and local charities.

The Kids Network programme has now been established across the following seven London boroughs experiencing high need: Hammersmith and Fulham, Brent, Camden, Islington, Hackney, Southwark and Lambeth where we deliver our activities and services.

## **Our programme objectives:**

### **1. Increase Wellbeing**

Through harnessing existing strengths within communities, we provide support for children before they reach crisis point. For many reasons, the children we support are often struggling socially, emotionally and academically. Our child-led, trauma informed mentoring model provides the protective factors and fun required for a happy childhood and bright future.

### **2. Develop tools for the future**

We provide individualised support to empower children to develop tools to tackle present and future challenges. Our volunteer mentors are equipped with best in class training, a bank of resources, a peer community and ongoing support from our team so that they are able to support their mentee exactly where they are at.

### **3. Create connections**

Through new mentoring relationships between people whose paths would not normally cross, we are building more inclusive, equal and just communities for children to flourish. Having a strong community connections allows us to understand the context for children better and create sustainable support in the long term.



# ACHIEVEMENTS AND PERFORMANCE

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## 2022 Highlights:

2022 saw both an increase in demand for our services and a higher level of need for children. Coming out of the pandemic and into a deepening cost of living crisis has exacerbated the concerns for our children and communities.

Despite this, The Kids Network managed to achieve some magnificent things for children across London which we are proud to share.

### Key achievements of 2022:

- Reaching 456 children from 53 partner schools living in extremely challenging circumstances
- Providing almost 9,000 hours of delivery including mentoring sessions, mentor training, workshops, mentor meet ups, and mentor reviews
- Our mentors and mentees holding 5,203 sessions, over the course of the year, with cohorts starting at various points
- Working in partnership with the NSPCC to continue to strengthen and prioritise safeguarding for children
- Joni Warner, our Southwark Programme Manager winning 'Volunteer Coordinator of the Year Award' from Community Southwark
- Bucking trends, we generated almost 800 applications from prospective volunteer mentors who wanted to join our network
- Launching our first ever child panel, naming themselves the 'Secret Seven', feeding into our strategy
- Working in consortium to deliver a capacity building to grassroots organisations in Hammersmith & Fulham in 'mentoring best practice'
- Developed an organisational 'Shared Language' in our approach to anti-oppression

- Securing multi-year funding from reputable and diverse grant makers
- Successfully growing our school's contribution model resulting in 10% of our income generated from our services
- Gaining media traction, featuring on prime time BBC One on a 'cost of living' segment, as well as 'Reasons to be Cheerful' podcast with Ed Miliband, BBC London radio and many other profile raising panel

**Learnings:**

- Team capacity is critical to what we can achieve - we need more of it to be sustainable
- Children's voices are crucial to how and why we grow
- We need to revisit our impact strategy to ensure our outcomes align with our strategic goals as we look forward
- Our programme model numbers needed to reduce, given the external pressures and growing safeguarding demands

**What we must continue:**

- Utilising Salesforce to work more effectively
- Our top rate 1:1 support of mentors
- Building on networks and communities to support our work
- Our strong culture of safeguarding and anti-oppression



## Achievement against objectives

2022 saw London’s children’s quality of life diminish. With the ramifications of the pandemic, compounded by the cost of living crisis, the need for our work has never been more urgent. Safeguarding cases on the rise saw our team working tirelessly to navigate their complexity as we continued to prioritise children’s wellbeing and safety above all else.

Our commitment to our mission has been driving force of the three pillars of our 2020-2022 strategy:

- 1. Child-centred mentoring**
- 2. Amplifying unheard voices**
- 3. Sustainability as an organisation**

Below outlines some of our achievements against the objectives we set ourselves, and some of the learnings too.

The Kids Network could not do this without strong foundations, and that begins by putting children at the heart of our decision making, as the decision makers.

That is why we not only provided vital one-to-one mentoring for these children in a community setting, but also created a platform for their voices to be heard, built an extensive network of strategic partnerships, diversified our income.

### Key 2022 aims

- Grow our reach and support 600 children across London
- Invest in our staff team to maintain our high quality of service
- Double our income to meet the growing needs of our children

High Level KPIs	2021 Actual	2022 Actual	2023 Target
Children Supported	393	456	650
Staff	10	12	26
London Boroughs	5	7	9

Our performance against our aims was a brilliant success in the face of multiple challenges. Firstly, 2022 proved to be a year of challenging staff recruitment, with the ‘Great Resignation’ to contend with, the market for recruiting qualified staff members has never been more tough. This meant that we were operating at 60% capacity throughout the year.

Despite this gap in resource, we managed to achieve almost 75% of our targets, which is testament to the hard work, passion and planning of the brilliant team who make #MentorMagic happen.

## 2022 Impact

The Kids Network is proud to have produced our 2022 impact report which sits alongside our 2022 Annual Report. You can view this [here](#) to see the full extent of our work.

Supporting children who needed us most was a priority for The Kids Network.

- **68%** were on free school meals, an increase of 8% from the year before, meaning they are growing up in London in households where the total income is less than £7,400. (Nationwide, 21% of children are eligible for FSM).
- **54%** of children had Adverse Childhood Experiences.
- **23%** had special educational needs.
- **45%** of our children had negative school experiences including low attainment, risk of gang grooming and bullying.

Despite facing complex challenges that had significantly impacted their social and emotional wellbeing, **54%** of the children we worked with had no other services involved in their lives.

Their high-level of need was reflected in the increase in number and severity of safeguarding concerns amongst the children we worked with; managing 62 serious concerns in 2022. Additionally in 2022, we managed and where necessary, acted upon over 269 concerns.

Despite the backgrounds and circumstances of our mentees, they were able to move through coping, to adapting, to thriving in their young lives, prepared to transition into secondary school.

Some of our key impact statistics as told by children:

- **83%** reported positive wellbeing
- **87%** reported feeling calm
- **87%** reported being in a good mood
- **83%** get on well with people
- **86%** reported they are good at some things
- **64%** make choices more easily
- **77%** knew what to do when sad
- **61%** felt prepared for SATs

*“My mentee was excited that we both wore glasses and got excited about it, and I asked her why did that make you excited? She said seeing someone who looks like me being successful makes me happier.”*

Read the full report on [our website](#).

## Looking to the future

Looking to 2023 and beyond, we are so proud of what we have achieved, but know that there is more to do. We spent much of 2022 co-creating a new three year strategy which would set out our vision and growth plans for the next chapter of our work.

Our hope is this will be published and be made publicly available on our website. For 2023, our key aims are as below.



This new vision will see us make changes to our delivery model, set out a new Theory of Change for our programme, but also for our mentors as volunteers, and introduce a new Volunteering Team into the organisation to lay the foundations for our growth plans.

Some of our key strategic objectives are to:

- Develop a three year Impact Strategy to sit alongside our organisational strategy
- Using the GLAs 'Mentoring Best Practice Framework' to develop internal quality benchmarking for our programmes
- Continue to grow and build our excellent track record of partnership working
- Capacity build 10 grassroots organisations and establish a community network of mentoring best practice
- Pilot a 'behaviour change' campaign to change the face of volunteering in London
- To reimagine our mentoring training programme to track a strong outcomes framework for our volunteers

## Contribution from volunteers

Without our volunteers, The Kids Network simply could not exist. We want to recognise just a few of local heroes who make our work and the incredible impact possible.

### Jahira

In 2022, Jahira was an accountant by day and a champion of children's voices for an hour a week, each week. Jahira's love for numbers, cooking and cycling meant she was a perfect match for an 11-year-old with similar interests. Over the year, Jahira supported him with moving from Year 6 to Year 7 as well as changes in his family dynamic at home.

She always ensured and her mentee bonded over a shared love for cycling and they would spend many sessions riding about, exploring familiar spaces alongside discovering new routes around London. Jahira often encouraged her mentee to lead the adventures in his local park – a great example of being child-led! She ensured sessions were geared towards her mentee's interests and researched amazing activity ideas;

Jahira introduced her mentee to VR, ice-skating and squash! She encouraged her mentee to persevere; though he really enjoyed squash, at first he was frustrated that he wasn't as skilled as he would have liked to be immediately. They visited the squash court often, and her mentee only got better and better, even hoping to join the squash team at secondary school.

After volunteering 60 hours over a year, she supported her mentee's skills of patience, perseverance and instilled the confidence to give something new a go, setting him up in the best way to start the next chapter of his schooling.



## **Koby**

Koby grew up in Southeast London and has a background in marketing and advertising. He is very creative and has a great passion for music, as well as various sports. Koby decided to be a mentor, after he reflected on his own personal experience growing up and understood the challenges children face at this age. He wanted to be that positive role model for a young person, supporting them to feel confident and provide a listening ear through times of change in their life.

Koby was matched with Isaiah, and they completed an incredible 88 hours of mentoring time together! During this time, Koby was an integral part of Isaiah's life, as he navigated the difficult transition from primary school to secondary school. He was a really fun, creative and patient mentor, who introduced Isaiah to new and exciting activities in his local community. As the year went by, Koby built a strong and trusting relationship with Isaiah and he started to open up more about his feelings and challenges he was facing. He gave Isaiah an outlet, someone to talk to every week and not only validate his emotions, but also learn to channel these into something positive. Isaiah expressed that Koby made him feel happier every time he went out with him!

The impact Koby made on Isaiah was also noticed by his caregiver. They said ***"Isaiah has really enjoyed his time with Koby. They have built such a great bond during their sessions. Thank you for giving my son this opportunity and Koby has been fantastic with supporting Isaiah in his transition into secondary this year and giving him advice and support"***.

Koby has also been a great advocate for The Kids Network, going above and beyond by talking about his experience as a mentor to help us spread our name across London. He even mentioned us on some of his TV appearances. Thank you Koby for being such an incredible advocate for our work and ambassador.



**Jess**

At the time of being a mentor, Jess was part of the civil service fast stream. She came to TKN with a lot of experience of working with children from different backgrounds and is passionate about helping young people in her local community.

Jess and her mentee had 38 sessions, totalling 67 hours of 1:1 mentoring support. Not only did Jess give time to her mentee, she encouraged a friend to become a mentor and created an opportunity for TKN to present at her workplace about volunteering and social mobility. Jess facilitated numerous new opportunities for her mentee, including cinema trips, sight-seeing in Central London, gaming at a virtual reality centre and visiting a fun fair.

By having regular sessions and providing a safe space to chat, usually over a game of table tennis, Jess had an incredible impact on J. Her mentee was referred due to high levels of anxiety about attending school. By talking through his concerns and fears about school and celebrating the times that he did attend, over the year J's attendance rose from approximately 1 day per week, to attending nearly every day. His school described him as a "different child", with the most notable change being his increase in confidence.



# FINANCIAL REVIEW

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## Charity position

The year has seen a healthy financial performance.

During 2022, income increased to £641,590 (2021: £446,940). This reflects The Kids Network's success in securing much needed income for our important work.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

## Reserves Policy

Reserves are defined as unrestricted funds that are freely available to spend for any of TKN's obligations. It excludes restricted income funds, tangible fixed assets and any investment funds. Reserves should be held to service an unexpected need for funds, covering unforeseen day-to-day operational costs, a shortfall in income or to fulfil other obligations.

Reserves are set bi-annually, according to our budgeted income and against our obligations for continuous funding of all costs associated with the ongoing operations of TKN. Reserves are intended to retain sufficient funds to support the core activities of the organization if a significant drop in funding were to materialize, as well as ensure an orderly closure of the charity in the event of unplanned insolvency.

TKN's target reserves is a minimum of three months operating costs, defined as staff expenses associated with running the charity. This has been calculated based on staff notice periods which range in duration from 4 to 12 weeks. This is currently estimated to be a minimum of £174,000 based on the 2023 budget.

In the instance that the reserves position falls below our stated policy, we will consider taking appropriate action to improve TKN's position. We will also take into consideration that TKN may on occasion fall below target due to fluctuating income cycles throughout the year, timing differences to expected grant bids, as well as other temporary factors that may not need further action.

Reserves are held openly and presented in a transparent way. Reserve levels will be evaluated at least quarterly by the Funding and Finance Committee and reported on to the Trustees at least bi-annually each year. The committee is obligated to raise any issues in relation to excessive or depleted reserves directly with the Trustees. The policy will be reviewed at least once each year when budgets and activity for the year is planned.

# FINANCIAL REVIEW

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## Risk Management

The Kids Network has a number of risks identified by the board of trustees which are monitored on a monthly basis. Ending 2022, we had identified eight key areas of focus for us to be monitoring and taking actions towards as outlined below.

Risk Area	Risk Score Category	Mitigations
Ineffective governance or organisational structure	Low	Clear conflict of interest policy in place. Board completes an annual risk register deep dive. A new risk review policy in place. Annual skills matrix, trustee cycle process doc and annual training in place.
Financial Risk	Low	Annual budget setting with trustee sign off. Quarterly trustee review of diversity and stability of fundraising. Ensure we have mechanisms to reduce expenditures if needed (e.g. reshaping the organisation). Close financial controls and reserves policy in place.
Low / no impact for mentees or mentors	Moderate	Impact strategy in development. Hiring of Impact Manager in 2023. Restructure in the team and focus on a new quality framework to ensure consistent delivery and tracking. Some capacity gaps in 2022.

Risk Area	Risk Score Category	Mitigations
Employment Issues (HR/Legal/Compliance)	Moderate	18 policies developed in 2022 and working towards London Youth Bronze Quality Mark. Annual training in place for GDPR, Health and Safety and Safeguarding. New induction process launched.
Poor Leadership and Communication with and from Key Staff	Low	Clear reporting structure in place through papers and robust questions. Clear mission in TKN constitution, clear 3-year strategy (2023-25), ensuring Board understanding at Trustee away day and approval of TKN strategy
Safeguarding handled poorly / inadequately	Moderate	Robust safeguarding policies and processes are in place and reviewed annually, including safe recruitment practises and guidelines on reporting mechanisms. Partnership with NSPCC for a direct line and 24 hour advice.
Staff Wellbeing	Moderate	Wellbeing champions group established across the organisation. Have reviewed team days together with lots of time for socialising/ getting to know each other in an inclusive way. Longer notice periods in place so not a gap in capacity if any leavers. 2k uplift given to all officer or manager roles to help with cost of living and staff retention.
Sustainable Growth	Low	New 3 year strategy launched to full team for mission/ vision alignment. Developing new ways to reduce admin time spent when recruiting (Salesforce developments and integrations with apps)

# THE KIDS NETWORK

## CIO

### Statement of financial activities

(Incorporating an income and expenditure account)

For the year ended 31 December 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total restated £
<b>Income from:</b>							
Donations and grants	2	80,905	-	<b>80,905</b>	7,185	-	7,185
Charitable Activities	3	284,192	275,378	<b>559,570</b>	188,417	250,422	438,839
Investment income	4	1,115	-	<b>1,115</b>	916	-	916
<b>Total income</b>		<b>336,212</b>	<b>275,378</b>	<b>641,590</b>	<b>196,518</b>	<b>250,422</b>	<b>446,960</b>
<b>Expenditure on:</b>							
Raising funds	5	21,031	-	<b>21,031</b>	31,025	-	31,025
Charitable activities	5	291,252	347,430	<b>638,682</b>	131,533	246,690	378,225
<b>Total expenditure</b>		<b>312,283</b>	<b>347,430</b>	<b>659,713</b>	<b>162,558</b>	<b>246,690</b>	<b>409,248</b>
<b>Net income</b>		<b>53,929</b>	<b>(72,052)</b>	<b>(18,123)</b>	<b>33,960</b>	<b>3,732</b>	<b>37,692</b>
<b>Net movement in funds</b>		<b>53,929</b>	<b>(72,052)</b>	<b>(18,123)</b>	<b>33,960</b>	<b>3,732</b>	<b>37,692</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward at 1 January		112,673	137,504	<b>250,177</b>	78,713	133,772	212,485
<b>Total funds carried forward at 31 December</b>		<b>166,602</b>	<b>65,452</b>	<b>232,054</b>	<b>112,673</b>	<b>137,504</b>	<b>250,177</b>

The results shown above have been derived wholly from continuing activities. There were no recognised gains or losses other than those stated above.

## Balance sheet

As at 31 December 2022

	Note	2022 £	2021 £
<b>Fixed assets:</b>			
Tangible assets	8	1,712	762
<b>Current assets:</b>			
Debtors	9	8,812	11,656
Cash at bank		241,631	250,047
<b>Total current assets</b>		<b>250,443</b>	<b>261,703</b>
Creditors: amounts falling due within one year	10	(20,101)	(12,288)
<b>Net current assets</b>		<b>230,342</b>	<b>249,415</b>
<b>Net assets</b>		<b>232,054</b>	<b>250,177</b>
<b>Funds</b>			
Restricted funds	11	65,452	137,504
Unrestricted funds	11	166,602	112,673
<b>Total funds</b>		<b>232,054</b>	<b>250,177</b>

Approved by the trustees on **29th March 2022**  
and signed on their behalf by:



Simon Lucey, Chair

## Statement of Cash Flow

### January - December 2022

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	Total £
<b>Operating activities:</b>	
Net Income	(18,123)
<b>Adjustments to reconcile Net Income to Net Cash provided by operations:</b>	
Debtors	5,500
Prepayments	(2,655)
Creditors	5,091
Accrued Expenses	101
HMRC PAYE Accrual	2,620
<b>Total Adjustments to reconcile Net Income to Net Cash provided by operations:</b>	<b>10,657</b>
<b>Net cash provided by operating activities</b>	<b>(7,466)</b>
<b>Investing activities:</b>	
Additions - Computer & Equipment	(2,430)
Depreciation - Computer & Equipment	1,480
<b>Net cash provided by investing activities</b>	<b>(950)</b>
<b>Net cash increase for period</b>	<b>(8,416)</b>
Cash at beginning of period	250,047
<b>Net cash increase for period</b>	<b>241,631</b>

# Notes to the financial statements

## For the year ended 31 December 2022

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### 1. Accounting policies

#### Statutory information

The Kids Network CIO is a charity registered in England and Wales. The registered office is Hoxton Mix, 86-90 Paul Street, London, EC2A 4NE.

#### Basis of preparation

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

The Charity's financial statements for the year ended 31st December 2021 were prepared using the cash basis of accounting. The comparative figures shown in these financial statements have been restated to conform with the current year's presentation.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

#### Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

#### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

#### Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

#### Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

#### Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

#### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs

The charity is not VAT registered, and as such cannot recover VAT incurred on purchases.

#### Allocation of support costs

Support costs are allocated to the charitable activities of the organisation.

#### Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computers and IT equipment

straight line over 3 years

#### Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### 1. Accounting policies (continued)

#### Cash at bank and in hand

Cash at bank and cash in hand represents cash held in the charity's bank accounts.

#### Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

#### Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

### 2. Income from donations and grants

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Donations	80,905	-	<b>80,905</b>	7,185	-	7,185
Total	80,905	-	<b>80,905</b>	7,185	-	7,185

### 3. Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
01 General Core	<b>248,192</b>	-	<b>284,192</b>	<b>188,417</b>	-	<b>188,417</b>
01 General Core:Foux Foundation	-	<b>39,000</b>	<b>39,000</b>	-	-	-
01 General Core:Criserion	-	<b>8,000</b>	<b>8,000</b>	-	-	-
120 Camden:Betsy	-	<b>15,000</b>	<b>15,000</b>	-	-	-
120 Camden:London Borough of Camden	-	<b>10,000</b>	<b>10,000</b>	-	-	-
120 Camden:M&S Fund	-	<b>1,000</b>	<b>1,000</b>	-	-	-
120 Camden:Shaftesbury	-	<b>10,000</b>	<b>10,000</b>	-	-	-
Founder salary	-	-	-	-	<b>52,206</b>	<b>52,206</b>
130 Hackney:National Lottery	-	<b>50,292</b>	<b>50,292</b>	-	-	-
130 Hackney	-	-	-	-	<b>60,716</b>	<b>60,716</b>
140 Southwark:Awards for All	-	<b>10,000</b>	<b>10,000</b>	-	<b>70,000</b>	<b>70,000</b>
140 Southwark:London & Quadrant	-	<b>12,500</b>	<b>12,500</b>	-	-	-
150 H&F:Adison Youth	-	<b>8,586</b>	<b>8,586</b>	-	-	-
150 H&F:John Lyons Charity	-	<b>15,000</b>	<b>15,000</b>	-	-	-
150 H&F:The Daisy Trust	-	<b>3,000</b>	<b>3,000</b>	-	-	-
150 Hammersmith & Fulham	-	-	-	-	<b>47,500</b>	<b>47,500</b>
160 Brent:John Lyons Charity	-	<b>15,000</b>	<b>15,000</b>	-	-	-
160 Brent:NCIL	-	<b>25,000</b>	<b>25,000</b>	-	-	-
160 Brent	-	-	-	-	<b>20,000</b>	<b>20,000</b>
190 Lambeth:Walcott Foundation	-	<b>23,000</b>	<b>23,000</b>	-	-	-
190 Lambeth:Guinness	-	<b>15,000</b>	<b>15,000</b>	-	-	-
200 Islington:Betsy	-	<b>15,000</b>	<b>15,000</b>	-	-	-
	<b>284,192</b>	<b>275,378</b>	<b>559,570</b>	<b>188,417</b>	<b>250,422</b>	<b>438,839</b>

#### 4. Income from investments

	Unrestricted	Restricted	2022 Total	Unrestricted	Restricted	2021 Total
	£	£	£	£	£	£
Bank interest	1,115	-	1,115	916	-	916
	<b>1,115</b>	<b>-</b>	<b>1,115</b>	<b>916</b>	<b>-</b>	<b>916</b>

#### 5. Charitable activities

	Cost of raising funds £	Charitable activities		Support costs £	2022 Total £
		Unrestricted £	Restricted £		
Staff costs (note 7)	3,677	202,210	300,277	-	506,164
Other staff related costs	-	39,433	10,189	-	49,622
Project costs	-	11,037	36,964	-	48,001
Fundraising costs	17,354	-	-	-	17,354
Premises costs	-	-	-	-	-
Office costs	-	-	-	4,849	8,845
IT costs	-	-	-	10,418	15,208
Independent examination fee	-	-	-	1,000	1,101
Accountancy and payroll costs	-	-	-	7,206	11,938
Depreciation	-	-	-	1,886	1,480
	21,031	252,680	347,430	38,572	659,713
Support costs allocation	-	38,572	-	(38,572)	-
<b>Total expenditure 2022</b>	<b>21,031</b>	<b>291,252</b>	<b>347,430</b>	<b>-</b>	<b>659,713</b>

#### Analysis of comparative year expenditure

	Cost of raising funds £	Charitable activities		Support costs £	2021 Total £
		Unrestricted £	Restricted £		
Staff costs (note 7)	29,430	85,655	198,540	-	227,970
Other staff related costs	-	13,025	-	-	13,025
Project costs	-	25,911	29,685	-	55,596
Fundraising costs	1,595	-	39	-	1,634
Premises costs	-	-	-	-	-
Office costs	-	-	-	4,849	4,849
IT costs	-	-	-	10,418	10,418
Independent examination fee	-	-	-	1,000	1,000
Accountancy and payroll costs	-	-	-	7,206	7,206
Depreciation	-	-	-	1,886	1,886
	31,025	124,601	228,264	25,358	409,248
Support costs allocation	-	25,358	-	(25,358)	-
<b>Total expenditure 2021</b>	<b>31,025</b>	<b>149,959</b>	<b>228,264</b>	<b>-</b>	<b>409,248</b>

All costs that can be directly attributable to charitable activities are allocated on this basis. Support costs are therefore all other costs which cannot be attributed to charitable activities.

## 6. Net income for the year

	2022	2021
	£	£
This is stated after charging:		
Depreciation	1,480	1,886
Independent examiner's fee (excluding VAT):	800	800

## 7. Analysis of staff costs and trustee remuneration and expenses,

	2022	2021
	£	£
Staff costs:		
Salaries and wages	456,156	285,305
Social security costs	41,722	22,799
Pension costs	8,286	5,531
	<b>506,164</b>	313,635

No employee earned over £60,000 during the year or the prior year.

The total employee benefits including pension contributions for key management personnel were £44,423 (2021: £39,582).

The Trustees did not receive any remuneration or expenses from the charity during the year (2021: £nil).

### Staff numbers

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

	2022	2021
	No.	No.
Raising funds	0,7	0,9
Charitable activities	12,8	6,8
Support	1,3	1,4
	<b>14,8</b>	9,1

**8. Tangible fixed assets**

	Computers and IT Equipment £	Total £
<b>Cost</b>		
At the start of the year	5,658	5,658
Additions	-	-
At the end of the year	5,658	5,658
<b>Depreciation</b>		
At the start of the year	4,896	4,896
Charge for the year	1,480	1,480
At the end of the year	6,376	6,376
<b>Net book value</b>		
At the end of the year	1,712	1,712
At the start of the year	762	762

All tangible fixed assets are used for charitable purposes.

**9. Debtors**

	2022 £	2021 £
Trade debtors	5,000	10,500
Prepayments	3,812	1,156
	<b>8,812</b>	11,656

**10. Creditors**

	2022	2021
	£	£
Trade creditors	8,352	3,260
Accruals	1,101	1,000
Taxation and social security	10,648	8,028
	20,101	12,288

**11. Analysis of net assets between funds**

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	1,712	-	-	1,712
Net current assets	114,890	50,000	65,452	230,342
<b>Net assets at the end of the year</b>	<b>116,602</b>	<b>50,000</b>	<b>65,452</b>	<b>232,054</b>

**Analysis of net assets between funds (prior year)**

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	762	-	-	762
Net current assets	61,911	50,000	137,504	249,415
<b>Net assets at the end of the year</b>	<b>62,673</b>	<b>50,000</b>	<b>137,504</b>	<b>250,177</b>

**12. Movements in funds (current year)**

	At 1 January 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
<b>Restricted funds:</b>					
Founder Salary	11,856	39,000	(50,711)	-	154
Criserion	-	8,000	(8,000)	-	-
Camden	-	36,000	(36,000)	-	-
Hackney	9,668	50,292	(32,832)	-	27,128
Southwark	62,934	22,500	(85,434)	-	-
Hammersmith & Fulham	40,000	26,586	(50,167)	-	16,419
Brent	13,037	40,000	(43,957)	-	9,080
Lambeth	-	38,000	(38,000)	-	-
Islington	-	15,000	(2,329)	-	12,671
<b>Total restricted funds</b>	<b>137,504</b>	<b>275,378</b>	<b>(347,430)</b>	<b>-</b>	<b>65,452</b>

	At 1 January 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
<b>Unrestricted funds:</b>					
Designated funds:					
Development Fund	50,000	-	-	-	50,000
Total designated funds	50,000	-	-	-	50,000
01 General Core	62,637	366,212	(312,283)	-	116,602
<b>Total unrestricted funds</b>	<b>112,673</b>	<b>366,212</b>	<b>(312,283)</b>	-	<b>166,602</b>
<b>Total funds</b>	<b>250,177</b>	<b>641,590</b>	<b>(659,713)</b>	-	<b>232,054</b>

#### Movements in funds (prior year)

	At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
<b>Restricted funds:</b>					
Camden Project	26,143	-	(26,143)	-	-
Founder Salary	17,523	52,206	(57,864)	-	11,865
Southwark Project	62,204	70,000	(69,270)	-	62,934
Brent Project	17,816	20,000	(24,779)	-	13,037
Hackney Project	-	60,716	(51,048)	-	9,668
Impact Project	4,999	-	(4,999)	-	-
Hammersmith & Fulham Project	5,087	47,500	(12,587)	-	40,000
<b>Total restricted funds</b>	<b>133,772</b>	<b>250,422</b>	<b>(246,690)</b>	-	<b>137,504</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Hackney Project	7,678	-	(7,678)	-	-
Development Fund	50,000	-	-	-	50,000
Total designated funds	57,678	-	(7,678)	-	50,000
General funds	21,035	196,518	(154,880)	-	62,673
<b>Total unrestricted funds</b>	<b>78,713</b>	<b>196,518</b>	<b>(162,558)</b>	-	<b>112,673</b>
<b>Total funds</b>	<b>212,485</b>	<b>446,940</b>	<b>(409,248)</b>	-	<b>250,177</b>

#### 13. Related Party Transactions

There are no related party transactions.

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