



Equipping the Community for Success

St Clement & St James
Community Development Project
(A company limited by guarantee and a registered charity)

**REPORT AND FINANCIAL
STATEMENTS**

For the year ended
31 AUGUST 2024

Company number: 2677427
Charity number: 1009253

95 Sirdar Road • London • W11 4EQ • 020 7221 8810

Letter from the Chair

Dear friends and supporters of ClementJames,

As we reflect on the past year, I would like to express my gratitude for the support and dedication of all those in the ClementJames community. Our services providing educational, employment and wellbeing support to young people and adults in the community, continue to impact the lives of many individuals and families.

We have achieved strong results across our programmes, with approximately 2,500 people accessing our services. Notably within our IntoUniversity service, we engaged with over 1300 young people, highlighting the reach and impact of our efforts. Additionally, our advice and guidance strand has once again exceeded targets, demonstrating our commitment to meeting the needs of those we serve, and doing all we can to make sure that they can access required services.

A real strength this year has been our partnerships with organisations such as Shelter and Nucleus, which provide invaluable housing and debt advice, and Coram, which supports our youth services. These collaborations have established us as a trusted partner, fostering meaningful relationships within our community and enhancing the support we can offer as the issues faced in many cases become more complex.

One of the highlights of the year was the Leighton House event, which raised over £50,000. It was inspiring to hear from our clients, sharing their experiences and how our programmes have made a difference in their lives and the lives of their families. Events like these remind us of the profound impact we can have together.

The backdrop for charities such as ours remains demanding: the significant increase in the cost-of-living continues to be difficult, with both fundraising and operating environments harder, which all contribute to more challenging circumstances for our staff. I would like to recognise their resilience in so many situations, continuing to put clients' interests and ClementJames' mission first. In particular, I would like to thank Damir Solebo, Chief Executive Officer, Esther Pickering, Chief Programmes Officer, and Leo Reid, Chief Operating Officer, who together as the Senior Management Team have led the charity so well this year. I would also like to thank the board for all their contributions and welcome our new board members—Helen Anthony, Johanna Weston and Neil Wilson — who bring their unique respective specialisms in HR, safeguarding and site development to our organisation. Their insights and expertise will undoubtedly strengthen our work. We are also grateful to Sophie Lewisohn, Adekunle Awodele, Manuel de Souza Girão, Symone Williams and Richard Ryan for their valuable contributions during their time with us.

I also want to thank the people and organisations outside of ClementJames who do so much to support us in achieving our ambitions. This includes our donors, funders and partners, and our volunteers who are an integral part of our service.

As we close this chapter and prepare for the next, I encourage you to stay connected with us. Your ideas, involvement and support are invaluable to our mission. Together we can continue to equip our clients for success, and work towards our vision of a community achieving its full potential, because everyone gets the opportunity to realise their ambitions.

Simon Glucina

Chair of Trustees

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Year ended 31 August 2024



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Introduction

The trustees present their report and audited financial statements for the year ended 31 August 2024.

- **Reference and Administrative Information**
- **Charity Name:** St Clement & St James Community Development Project
- **Working Name:** The ClementJames Centre (hereafter referred to as 'the charity')
- **Governing Document:** The company was established under Memorandum and Articles which established the objects and powers of the charitable company on 30.05.1985, as amended by Special Resolution on 27.09.2005.
- **Charity Number:** 1009253
- **Company Number:** 2677427
- **Registered Office and Operational Address:** 95 Sirdar Road, London W11 4EQ

Board and Committees

Trustees	
Adekunle Awodele	Resigned 04/03/2024
Vanessa Casey	
Saqlain Choudhary	
Manuel de Souza Girão	Resigned 07/12/2023
Simon Glucina (Chair)	
Setor Lassey	
Sophia Lewisohn (Chair)	Resigned 07/12/2023
Richard Ryan	Resigned 01/11/2024
Katherine Soanes	
Rev'd Gareth Wardell	
Symone Williams	Resigned 15/05/2024
Helen Anthony	Appointed on 12/03/2024
Neil Wilson	Appointed on 12/03/2024
Johanna Weston	Appointed on 08/07/2024
Audit and Risk Committee	
Setor Lassey (Chair)	
Richard Ryan	
Simon Glucina	
Helen Anthony	
Capital Development Committee	
Neil Wilson (Chair)	
Simon Glucina	
Katherine Soanes	
Rev'd Gareth Wardell	
Fundraising & Development Committee	
Katherine Soanes (Chair)	

Saqlain Choudhary	
Johanna Weston	
Nominations & Remuneration Committee	
Vanessa Casey (Chair)	
Katherine Soanes	
Investment Committee	
Richard Ryan (Chair)	
Setor Lassey	
People and Culture Committee	
Helen Anthony (Chair)	
Saqlain Choudhary	
Simon Glucina	
Senior Leadership Team	
Joss Cullen (Hub Manager)	Resigned 04/10/2024
Jill Watson (Hub Manager)	
Alice Kilpatrick (IUNK Centre Leader)	Resigned 31/08/2024
Charlotte Devitt (Ops Manager)	
Gigi Jones (Adult Learning)	Appointed on 03/01/2024
Senior Management Team	
Dami Solebo (Chief Executive Officer)	
Leo Reid (Chief Operations Officer)	
Esther Pickering (Chief Programmes Officer)	

Bankers

- CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
- CCLA Investment Management Limited, The CBF Church of England Funds, 80 Cheapside, London EC2V 6DZ
- Lloyds, 25 Gresham Street, London, EC2V 7HN

Auditors

- HaysMac LLP, 10 Queen Street Place, London EC4R 1AG

Structure, Governance and Management

Governing Document

The charity is a company limited by guarantee, incorporated on 14 January 1992 and registered as a charity on 13 March 1992. The company is established under a Memorandum of Association which sets out the objects and powers of the charitable company and is governed under its Articles of Association. The charity operates under the working name of The ClementJames Centre.

Recruitment and Appointment of Trustees

The directors of the company are also charity trustees for the purposes of charity law. The trustees who served up to the date of this report are set out on page 4. The Report of the Trustees is the Directors' Report in accordance with s.415 of the Companies Act 2006. The trustees are the only members of the company, and are each liable for a maximum of £1 in the event of the winding up of the charity.

The board of trustees consists of the incumbent of the Parish of St Clement Notting Dale and St James Norland; not more than four persons appointed by the Parochial Church Council; and such other person/s as the trustees may appoint by ordinary resolution. The board aims to be representative of the community as a whole and to ensure that it has available a broad range of skills and expertise amongst its trustees.

The board carries out an annual review of the trustees to ensure a broad range of skills and that members of the local community and users of the charity are represented, and to identify the need for new trustees (due to vacancies or having decided that one or more new trustees with specific skills are needed to help run the charity more effectively). Once they have agreed the skills and experience needed, the trustees consider the best method of attracting desirable candidates and agree a process for recruitment that complies with the governing document. The Nominations Committee receives CVs, shortlists candidates and conducts interviews. Successful candidates are invited to join the trustees, subject to references, background / DBS checks and approval by the full trustee board.

Trustee Induction and Training

An information pack about the organisation is sent to new trustees, including their duties and the organisation's expectations of them, and a full induction process is arranged. New trustees meet existing trustees, key members of staff and volunteers and are introduced to the charity's work and programmes. All trustees are offered training to develop their abilities and competence. Staff and trustees (where possible) attend an annual Strategy Day to evaluate existing services, set targets for future provision and develop strategic objectives.

Risk Management

During the year the trustees have reviewed the significant risks to which the charity is exposed and the means by which these risks are either removed, managed or controlled.

Trustees have identified risks ranging from internal operational risks (e.g. staff and governance, safeguarding, financial risks) to external risk (e.g. macroeconomic, political, reputational.). The trustees are satisfied that all major risks have been identified, that awareness of these risks is the single most effective way to manage them, and that appropriate internal controls are in place to manage the charity's exposure.

The charity faces risks across data protection, financial stability, staff wellbeing, and cybersecurity. To mitigate these, it ensures compliance with data regulations through designated leadership, regular training, and secure systems. Financial risks from major expenditures or funding loss are managed by diversifying income, maintaining reserves, and obtaining Trustee approval for critical spending. For capital projects, adequate funding is secured prior to work, with ongoing oversight to prevent disruptions. Staff wellbeing is supported through counselling, monitoring, and dedicated roles, while cybersecurity is strengthened via robust policies, training, and multi-factor authentication. Regular reviews and prudent planning underpin the charity's approach to managing these risks effectively.

Organisational Structure

During the year the board met five times; these meetings also included members of the charity's staff as appropriate. The role of the board is to provide oversight of the charity's activities, including planning, approval of annual budgets, review of results and provision of general support to the chief executive and staff. The day-to-day running of the charity is carried out by the permanent staff, with support from volunteers and under the leadership of the chief executive, Dami Solebo, who reports directly to the Chair and the board.

Relationship with the IntoUniversity charity

The **IntoUniversity** charity ('**IntoUni**') started its first year of independent operation in 2007. The new charity grew out of the **IntoUniversity** work of The ClementJames Centre and was established by two of its trustees. **IntoUni** Head Office is based in offices rented from the Parish at 95 Sirdar Road, London, W11. **IntoUni** contributed £190,000 towards the **IntoUniversity** programme at The ClementJames Centre from 1 September 2023 to 31 August 2024. The **IntoUniversity** work of The ClementJames Centre is therefore affiliated to, and receives grants from **IntoUni**, but remains under the governance of The ClementJames Centre and the management of The ClementJames Centre's chief executive. **IntoUni** refers to the **IntoUni** programme at The ClementJames Centre as "**IntoUniversity North Kensington**" ("**IUNK**").

Relationship to the Church

The ClementJames Centre was established by the Parochial Church Council of the Parish of St Clement and St James to provide support in the wider community. The Centre benefits from extensive premises that are leased from the diocese and the Parochial Church Council of the Parish of St Clement and St James. The Incumbent of the Parish of St Clement and St James is a member of the Board of Trustees.

Management

Salaries for key management personnel are set by the Remunerations Committee, a subcommittee of the trustee board. The Committee reviews other local and national organisations to ensure that salaries are appropriate (taking benchmarking with other charities of a similar size into consideration). Salaries are reviewed annually.

Staff

The trustees would like to thank The ClementJames Centre's amazing staff, without whom none of the charity's achievements would be possible. Their dedication, commitment and determination has ensured that the charity has remained a positive and crucial resource for the people of North Kensington and the wider community.

Volunteers

In addition, the trustees would like to thank the dedicated volunteers, of whom there are over 100. These volunteers provide a vital service in a range of activities from regularly assisting students during Academic Support sessions to mentoring our adult clients and helping at our gardening club.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's General Guidance on Public Benefit when reviewing the charity's aims and objectives and in planning future activities.

Objectives and Activities

The objectives of The ClementJames Centre, as stated in the Memorandum and Articles are:

- a) To advance the education of the inhabitants and in particular of children and young people within the parish of St Clements Notting Dale St James Norland or any united parish comprising St Clements Notting Dale St James Norland and any other ecclesiastical parish associated with or added to them (hereinafter called “the parish”);
- b) To relieve poverty among the inhabitants and in particular among the children and young people within the parish;
- c) To relieve the needs of the elderly within the parish;
- d) To provide or assist in the provision of facilities for the recreation and other leisure time occupation of the inhabitants of the parish and in particular of those who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty, or social and economic circumstances in the interests of social welfare and with the object of improving their conditions in life.

The Main Activities of The ClementJames Centre

The ClementJames Centre is an award-winning charity that empowers the community to release its potential through education, employment and wellbeing support in one of London’s most disadvantaged areas in North Kensington. It targets children, young people and adults most at risk of failing to meet their potential to go onto higher education or employment, and helps them to achieve more by improving their use of English, helping them to learn and providing them with personalised guidance and support. The charity aims to reduce isolation, poverty and unemployment through three aligned programmes and the provision of a community hub and garden:

1. Adult Learning

We support adults to improve their English, Maths and ICT skills. This gives our students the confidence and knowledge to help them succeed and strengthens their place in the community. We offer a wide range of Functional Skills and Community Learning courses.

The challenges our Adult Learning programme addresses:

- According to the 2021 Census, over 3,400 residents of Kensington & Chelsea do not speak English at all or cannot speak the language well;
- Many local English for Speakers of Other Languages (ESOL) adult learners have had negative learning experiences in the past;
- Many local ESOL adult learners are struggling to interact with their community, their children’s school, the doctor, etc.;
- Many local ESOL adult learners are intimidated by formal learning environments
- Over 12,000 people are digitally excluded in RBKC

In addition, recent research has highlighted the uneven distribution of English skills and proficiency in the borough, with residents in the northern wards of the borough, where our centre is located, having lower levels of English proficiency and being more likely to have no qualifications. RBKC also has a high number of households where English is not spoken as a first language. Low levels of English at home mean that many parents and guardians may find it challenging to provide their children with support for their school work at home, making it even more difficult for young people to catch up. Digital inclusion is also a considerable issue in RBKC, with estimates of over 12,000 people having unequal access and capacity to technologies to fully participate in society.

What our Adult Learning programme offers:

- **Functional Skills English classes** Accredited Functional Skills English (“FSE”) courses enable and encourage progression and lead to a recognised language qualification. Classes maintain a high staff to student ratio to cater for individual needs. The focus of FSE classes is to provide individuals with the English language skills necessary to integrate fully into their workplace and community and to fulfil their potential. All classes take place in a friendly and welcoming environment to ensure students feel comfortable;
- **Functional Skills Maths classes** Accredited Functional Skills Maths courses enable learners to gain a recognised Maths qualification and often support learners who did not gain these qualifications when in mainstream education;
- **Functional Skills ICT classes** Accredited Functional Skills ICT courses support learners to develop their ICT skills and help improve learners’ employability;
- **Community Learning Classes** A wide range of courses offer several preparation options to get learners ready for Functional Skills qualifications; and
- **Advice and Guidance** Students can drop in to ask for advice and assistance, for example regarding further education options.

2. Children & Young People’s Education

We help children and young people to learn, flourish and achieve their full potential. This allows them to feel fulfilled and have the opportunities to build the future that they choose. We provide academic support, mentoring, intensive literacy and numeracy support and aspirational activities.

The challenges our Children & Young People’s Education programme addresses:

Young people from Britain’s most marginalised backgrounds face considerable educational disadvantage:

- They do far less well at school;
- Are less likely to go to university; and
- Have worse prospects in the labour market.

These young people lack the educational support and aspiration that is often taken for granted in other homes. In addition, a lack of capacity in local schools for 1:1 support means many young people risk falling further behind and as a result disengaging from education.

What our Children & Young People’s Education programme offers:

We provide sustained academic support, motivation and encouragement to give disadvantaged young people a fair chance of realising their full potential. We provide children aged 7 to 18 with a combination of:

- **Academic Support** School children receive help with homework, coursework, literacy and numeracy from trained tutors. We also offer one-to-one support with GCSE, AS Level, A2 Level and degree options, coursework, revision, exam techniques, UCAS forms, interview techniques and gap years. Academic support raises levels of achievement, increases confidence and motivation, and helps young people re-engage with learning outside school hours;
- **Primary and Secondary provision:** Children are given the opportunity to experience the pleasure of learning through an educational activity lasting between a day and a week. The charity takes children on visits to universities thereby introducing them to the idea that university is something to which they might aspire. The Careers in FOCUS and Business in FOCUS programmes give the students the chance to experience a diverse range of careers and skills through workshops led by professionals.
- **Mentoring:** The charity works with the University of London and a range of other universities to provide mentors to The ClementJames Centre. Mentors help the young people with their education as well as their social skills, introducing them to their campus and acting as positive

role models, and encouraging the young people to think about their futures and raise their aspirations. Some Year 13 students are paired with a mentor from one of our corporate partners. On the mini-mentoring programme known as the Buddy Scheme, trained undergraduates work with Year 8 students, providing hands-on workshops and an insider's view of their campus. The Futures Fast Track scheme runs in conjunction with UBS and provides a group of Year 12 students with personal support with their employment skills, through a combination of face-to-face and email support;

- **One-to-one literacy and numeracy support** Children and young people can benefit from intensive one-to-one Maths and English support by trained staff or volunteers to help them catch up with their academic skills, build their confidence and ultimately improve their grades; and
- **Summer Carnival Arts** Throughout the summer the charity runs a Carnival Arts Programme where children and young people work in partnership with artists, choreographers, musicians, staff and volunteers to design and create their own carnival costumes and performance pieces celebrating the Notting Hill Carnival

3. Early intervention

We provide a range of services and programmes to young people with behavioural, emotional and learning challenges, making them more likely to have their education significantly disrupted.

The challenges our Early Intervention programme addresses:

- RBKC has one of the highest suspension rates in London, causing significant disruption and social exclusion
- Schools are supporting growing numbers of young people with special educational needs
- North Kensington and in particular Notting Dale has a high proportion of parents who have language barriers and/or may feel intimidated in school settings, making it difficult to understand school guidance and decisions

What our Early Intervention programme offers:

- A dedicated information and support service for young people and their families facing school exclusions offered on a 1-2-1 basis. We provide legal support and guidance with identifying mental health and developmental issues through a partnership with Coram.
- Group mentoring programmes supporting young people to build confidence, self-awareness and improve peer relationships
- Career workshops giving young people the skills to be connected with training and employment opportunities
- Residentials helping young people discover new interests and talents in creative environments
- 1:1 counselling sessions for young people to help them manage trauma, low self-esteem and emotional regulation

4. Employment Support

We help people to gain meaningful and sustainable employment. This enables our clients to improve their quality of life, security and independence. We do this through tailored advice and support, mentoring and work skills activities.

The challenges our Employment Support programme addresses:

- There has been an increase in the number of unemployed adults and young people in the area surrounding the centre. The unemployment rate in RBKC is 5.9% as of December 2023, more than 2 percentage points higher than the 2022 figure
- Unemployment rates are higher in Kensington & Chelsea than across London, and the percentage of people in Notting Dale who have never worked is almost 10 percentage points higher than the London average

- Growing numbers of people are facing complex issues that need resolving before they are ready for the labour market

What the Employment Support programme offers:

- **A needs assessment** Identifying transferable skills and training needs;
- **Benefit & work advice** including addressing potential challenges to work, e.g. low confidence, lack of interview knowledge, etc;
- **Job & training search** Identifying long-term job opportunities and sectors where there are job opportunities;
- **Interview, CV and application preparation;** and
- **Development of personal skills** Including effective timekeeping, communication, presentation (clothing and etiquette), self-confidence, motivation, self-esteem, teamwork, leadership, flexibility & ability to adapt, self-awareness and commitment;
- **Outreach** Involving employment/training support offered at other local community organisations;
- **Interview Skills Days** Corporate volunteering days where staff from business work with clients to increase their confidence, presentation and interview skills;
- **Youth Employment Programme** For 16-24 year olds including one-to-one support and coaching;
- **School's provision** To develop workplace skills and confidence for young people seeking work after leaving school.

5. Support & Wellbeing

We empower people to overcome barriers and challenges and to engage with their own wellbeing. This enables our clients to pursue their goals. We do this through the provision of Information, Advice and Guidance, and wellbeing support and activities.

The challenge our Wellbeing & Support programme addresses:

- Our staff have seen a large increase in demand for our Information, Advice & Guidance services as a result of the pandemic and the more recent cost of living crisis, with many people seeking help with rising energy bills, housing issues and benefit claims. The number of clients accessing emergency support from ClementJames, e.g. foodbank vouchers, has more than doubled since 2022.
- As many clients face a range of barriers affecting their ability to progress, it is not enough for us to provide education and employment support. Some children and adults are facing personal problems that affect their ability to study or find employment, for example problems at school, debt or inadequate housing. Some of our users, children as well as adults, also suffer from low-level mental health problems, most commonly anxiety and depression.

What our Wellbeing & Support programme offers:

- **Advice and Guidance** Support is provided on a wide range of issues such as housing, benefits, education, finance and debt;
- **Health and Wellbeing** Services at the centre include activities such as gardening, creative sessions and a weekly Wellbeing Group. With the support of other organisations we also provide spotlights on different wellbeing topics such as yoga, and run our Nature Wellbeing Group; and
- **Women's Confidence Programme** The Women's Confidence Programme is a six-week course which gives local women the opportunity to focus on themselves: their needs, aspirations, and ways in which they can successfully achieve their goals in life.

5. Grenfell Tower fire response

The ClementJames Centre is keenly aware that the Grenfell Tower fire has had a lasting impact on the local community. It is with this in mind that we continue to provide support for those affected through our regular provision and have provided more intensive support wherever possible. ClementJames is committed to support this community for as long as needed and we will remain a place of care and service.

6. Related activities

The charity works closely in conjunction with other institutions including primary and secondary schools, universities, cultural institutions, other voluntary sector organisations and companies. Other activities that the charity provides for the local community include:

- **Community Garden** Providing an outdoor recreational space and classroom;
- **Support, Guidance & Training** Services for local organisations and individuals; and
- **Premises** Our location is made available for the use of other community groups.

What distinguishes The ClementJames Centre from the work of many other organisations is that we provide services for the whole family, welcoming every client as an individual and nurturing their potential to achieve and contribute more. We tailor our approach to meet each client's needs – building a package of support that has measurable impact.

Achievements and Performance

In the academic year 2023-2024, the charity supported **1,537** children and young people (2022-23: 1,624) and **855** adults (2022-23: 870) from its target group. The charity has also been successful in raising sufficient funds both to meet all of its operating costs and to maintain the organisation on a sound financial footing. The principal sources of funding have been the local authority and trusts.

During the academic year 2023-2024, ClementJames activities included:

Adult Learning

- **129** students studied with us on the Adult Learning Programme throughout the year (2022-23: 131). Of those who completed their course, 88% of students achieved the course outcomes;
- **All** students also received Information, Advice and Guidance upon enrolment;
- **21** Adult Learning courses were offered throughout the year, providing accreditation to the majority of students and increasing employment and further education opportunities;
- **76%** of learners who completed our accredited English courses achieved their accreditation and **94%** of learners who completed our non-accredited English courses achieved the outcomes of the course;
- **100%** of learners who completed our accredited Maths course achieved their accreditation and **100%** of learners who completed our non-accredited Maths course achieved the outcomes of the course; and
- **74%** of learners who completed our accredited ICT courses achieved their accreditation and **96%** of learners who completed our non-accredited ICT courses achieved the outcomes of the course.

Children & Young People's Education

- **207** IntoUniversity students attended 3 or more academic support sessions (2022-23: 218), **1,161** students took part in our Primary or Secondary FOCUS programmes. (2022-23: 1,243);
- **151** participated in holiday or out-of-school FOCUS workshops (2022-23: 186);
- **121** students benefited from the mentoring or buddy schemes (2022-23: 143);
- **73%** of our Year 13 students progressed directly to university, employment, training or apprenticeships;
- **52** Literacy and Numeracy students made a year's progress in either their Maths or Numeracy in just nine weeks;
- **63%** of Academic Support students reported improved school grades;
- **65%** of Academic Support students reported improved confidence;
- **67%** of Academic Support students said they are 'more likely to go to university'; and
- **102** children and young people received intensive numeracy and literacy support (2022-23: 153).

Early Intervention

- **42** young people at risk of permanent exclusion from education and their families received 1-2-1 advocacy support during the exclusions process (2022-23: 22);
- **35** young people attended a series of employment-based workshops and received one-to-one support on future options (2022-23: 28);
- **33** young people attended workshops designed to build confidence, develop skills and improve relationships (2022-23: 49); and
- **6** children received long term support from our Children and Young People's Counsellor (2022-23: 5).

Employment Support

- **169** clients received Employment Support (2022-23: 196)
- Of the Employment clients asked, after attending 1-2-1 appointments **79%** had increased their knowledge of search tools, **58%** felt their job search determination had increased, and **67%** had increased their knowledge of the steps they needed to take to reach their employment goals; and
- **42** clients benefited from six successful Interview Skills Days where a team of business volunteers worked with a number of our clients on a one-day challenge designed to develop skills, build confidence and manage under pressure (2022-23: 60).

Advice Support

- **269** local people received information, advice and guidance (2022-23: 292); Our staff helped our clients to resolve 208 advice issues (2022-23: 296) and made 71 referrals to specialist providers (2022-23: 124).

Wellbeing Support

- **283** adults attended a range of health and wellbeing workshops and events such as a community gardening group, confidence building workshops, a wellbeing fair and creative wellbeing sessions (2022-23: 269). After attending wellbeing provision, clients reported improvements in three key areas: increased confidence, resilience and support networks;
- **140** adults benefitted from the Wellbeing Clinic (2022-23: 149). Qualitative feedback from participants highlighted that they felt more relaxed, calmer and less stressed. Clients also remarked that they felt less anxious and better able to cope with challenges;

- **39** women participated in the Women's Confidence Programme, which includes a 6-week course and a graduation day (2022-23: 26).

Plans for the Future

In 2024, we are producing a new strategic plan that will outline our aims and ambitions over the next 5 years. The voluntary sector, and in particular the North Kensington voluntary sector, has profoundly changed over the last 7 years and it is essential that ClementJames' services and intentions adapt and evolve. In line with this new strategic plan we will be adopting new values and objectives. A summary of the Strategic Plan aims is as follows:

- **Prioritising Diversity, Equality and Inclusion, building on the strides that we made last year:** We will create a new strategy, with updated pillars, objectives, and training modules for staff, management and the Trustee Board;
- **Ensuring that we have an extensive fundraising strategy, enabling us to reach our income generation targets:** In order to do this, we need to increase our fundraising pipeline and build more meaningful relationships with individuals and organisations prepared to invest in our future;
- **Ensuring that we develop and adapt programmes based on an analysis of needs:** In 2024, we appointed a new Impact and Evaluation lead, which has enabled us to create stronger frameworks for evaluation and monitoring;
- **Progressing our Capital Project campaign:** We will ensure that we are able to make suitable improvements to the ClementJames space, enabling us to offer a safe, universally accessible, welcoming and trauma-informed environment;
- **Ensuring that ClementJames builds meaningful partnerships to improve our services and also improve the wider voluntary and community sector:** We recognise that in order to achieve our overall goal we need to work with like minded organisations to co-produce programmes, share learning and ensure non-replication of services;
- **Ensuring we have appropriate policies and practices to respond to challenges and issues preventing the necessary retention and development of staff and safety of clients:** We want to ensure that staff understand policies and responsibilities commensurate to their position and are meaningfully supported to thrive in work.

ClementJames has made sufficient progress in enhancing the Trustee Board with individuals with suitable experience and skills to both support the management team and hold them to account.

Financial Review

Total expenditure for the year amounted to **£1,399,065** (August 2023: £1,312,905). Total income amounted to **£1,428,244** (August 2023: £1,340,514). The two largest elements of income came from The Royal Borough of Kensington and Chelsea £244,570 (August 2023: £315,467) and IntoUni £190,000 (August 2023: £190,000). Further details of the income from IntoUni can be found in note 14 of the accounts. All restricted funds were fully expended in the year and at 31 August 2024 the charity had unrestricted net assets of £771,698 (£771,698 unrestricted funds) (2023: £742,519 unrestricted funds and £3,389 fixed assets).

The trustees are very grateful to the Royal Borough of Kensington and Chelsea and to all the charitable trusts, institutions and individuals that supported the charity throughout the year. For further information about the voluntary income of the charity see note 2 of the accounts.

Reserves Policy

As at 31 August 2024, the charity held free reserves of £771,698 (unrestricted funds and excluding fixed assets). The trustees have reviewed the charity's need for reserves, particularly in the current financial climate and with the uncertainty presented by the cost of living crisis, and consider that it is appropriate to continue to seek to set aside free reserves to cover up to six months' running costs. Free reserves as at 31 August 2024 are sufficient to meet our forecast for over six months' running costs in 2024-25. The charity is continuing in its fundraising efforts to increase the level of reserves commensurate with the increase in annual expenditure. The purpose of the charity's unrestricted reserves is to provide the charity with the means to:

- counter possible risks to continued operation in the event of a lack of funding in the short term;
- meet unexpected opportunities which cannot be funded out of normal operating income;
- provide the financial security necessary in these uncertain times.

Investment Policy

Reserves are held in cash on deposit. Periodically, funds not required in the near future are invested at a higher rate of interest in the Church Benevolent Fund account managed by CCLA Investment Management Limited.

Fundraising Activity Statement

The ClementJames Centre undertakes a range of fundraising activities and receives donations from a broad spectrum of donors and supporters, including companies, trusts, individuals and public bodies. The great majority of the charity's income is generated from fundraising targeted at trusts and foundations and the local authority.

Income from individual donations is achieved through three to four fundraising events a year, at which attendees can also participate in silent auctions or raffles, as well as signing up to learn more and become supporters of the centre.

As outlined by the Fundraising Regulator, we will take into account the needs of any potential donor who may be considered vulnerable or in need of care and support to make an informed decision. We will not exploit the trust, lack of knowledge or vulnerable circumstance of any donor at any time. We will not take a donation if we know/have good reason to believe that a person lacks capacity or is in a vulnerable position and cannot make an informed decision to donate.

The ClementJames Centre does not outsource any of its fundraising activities to third parties.

The charity received no complaints relating to its fundraising activities in 2023-2024.

Responsibilities of the Trustees

The trustees (who are also the directors of St Clement and St James Community Development Project for the purposes of company law) are responsible for preparing the Report of the Trustees 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 that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 charity and the result of the charity for

that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities Statement of Recommended Practice (SORP);
- make judgments and accounting 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; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity’s transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the trustees are aware:

- there is no relevant audit information of which the charity’s auditor is unaware; and
- the trustees have taken all steps 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 charity’s website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company provisions

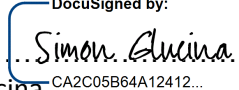
This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Auditor

A resolution to appoint HaysMac LLP as auditor for the ensuing year will be proposed at the annual general meeting in accordance with section 489 of the Companies Act 2006.

This report has been prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019)

Approved by the trustees on 3/12/2024 and signed on their behalf by:

DocuSigned by:

 (Chair)
 Simon Glucina CA2C05B64A12412...

Auditor's Report

Independent auditor's report to the members of St Clement & St James Community Development Project

Opinion

We have audited the financial statements of St Clement and St James Community Development Project for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 August 2024 and of the charitable company's net movement in funds, including the 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 charity 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' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates 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 by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the directors 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 for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 17 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 audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the use of restricted funds and Charity Law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Act 2011 and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to recognition of income. Audit procedures performed by the engagement team included:

- Inspecting minutes of Trustees' meetings;
- Reviewing allocations and disclosures relating to restricted funds;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals including the control environment and purpose; and
- Challenging assumptions and judgements made by management in their critical accounting estimates. There were no areas within the financial statements that required the Trustees to make significant judgements or estimates during the year.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including to those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more the compliance with a law or financial 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.

Jane Askew (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Signed by:  9 December 2024
C590BE62DF9247F...

Statement of Financial Activities

(Including Income and Expenditure Account) For the year to 31 August 2024

		Unrestricted Funds	Restricted Funds	Total 2024 2024	Total 2023 2023
		£	£	£	£
	Notes				
INCOME FROM:					
Donations and legacies	2	513,844	882,549	1,396,393	1,330,132
Other trading activities	3	6,277	0	6,277	6,862
Investments		25,574	0	25,574	3,520
Total Income		545,695	882,549	1,428,244	1,340,514
EXPENDITURE ON:					
Raising funds	4	75,607	0	75,607	73,755
Charitable activities	4,11	444,298	882,549	1,326,847	1,239,150
Total Expenditure		519,905	882,549	1,402,454	1,312,905
Net income		25,790	0	25,790	27,609
Funds brought forward		745,908	0	745,908	718,299
Funds at 31 August		771,698	0	771,698	745,908

The notes on pages 24-35 form part of these financial statements.

The statement of financial activities includes all gains and losses recognised in the year. All amounts derive from continuing activities.

Full comparatives for 2023 are presented in note 15.

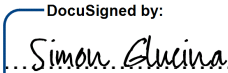
Balance Sheet for the year ended 31 August 2024

Charity Number: 1009253. Company Registration Number: 2677427.

		2024	2023
		£	£
Fixed Assets	Notes 7	0	3,389
Current Assets:			
Debtors	8	48,837	116,742
Cash at bank & in hand		901,910	851,905
		950,747	968,647
Creditors:			
Amounts falling due within one year	9	179,049	226,128
Net current assets		771,698	742,519
Net assets		771,698	745,908
 The funds of the charity:			
Unrestricted funds: General	10,11	771,698	742,519
Unrestricted funds: Designated	10,11	0.00	3,389
		771,698	745,908

These financial statements have been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

The financial statements were approved and authorised for issue by the Board of Trustees on 03/12/2024 and signed on their behalf by:

DocuSigned by:


 Simon Glucina CA2C05B64A12412...

The notes on pages 24-35 form part of the financial statement.

Charity Number: 1009253. Company Registration Number: 2677427.

Statement of cash flows

Year ended 31 August 2024

	Note	2024 £	2023 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	24,431	93,595
Cash flows from investing activities:			
Interest income		25,574	3,520
Net cash (used in) investing activities		25,574	3,520
(Decrease)/increase in cash and cash equivalents in the year		50,005	97,115
Cash and cash equivalents at the beginning of the year		851,905	754,790
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		901,910	851,905

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATING ACTIVITIES

	2024 £	2023 £
Net movement in funds	25,790	27,609
Add back depreciation charge	3,389	3,650
Deduct interest income	(25,574)	(3,520)
Increase/(decrease) in debtors	67,905	6,887
Increase/(decrease)in creditors	(47,079)	58,969
Net cash provided by operating activities	24,431	93,595

Notes of the Financial Statement

Continued Year ended 31 August 2024

1: Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

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

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the charity's ability to continue as a going concern. The review of the charity's financial position, reserves levels and future plans, gives trustees confidence the charity remains a going concern for the foreseeable future.

Income recognition

All income is recognised once the charity has entitlement to that income, receipt is probable and the amount of income receivable can be measured reliably.

Expenditure recognition

All expenditure is recognised on an accruals basis as a liability is incurred as follows;

- Expenditure is recognised on an accrual basis as a liability is incurred.
- Expenditure includes VAT which cannot be recovered and is reported as part of the expenditure to which it relates.
- Costs of generating funds comprise the costs associated with attracting voluntary income.
- 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.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis as set out in note 4.

VAT

The charity is not registered for VAT.

Financial Instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors

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

Cash at bank and in hand

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

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.

Fund accounting

Unrestricted funds are available for use at the discretion of the Trustees and in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Employee benefits

- Short-term benefits: Short-term benefits including holiday pay are recognised as an expense in the period in which the service is received.
- Employee termination benefits: Termination benefits are accounted for on an accrual basis and in line with FRS 102.
- Pension scheme: The charity operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of the charity in an independently administered fund. The pension costs charged in the financial statements represent the contributions payable during the year.

Legal status

The ClementJames Centre is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The members are the trustees. There were 10 members on 31 Aug 2024 (2023:11).

Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no areas within the financial statements that required the trustees to make significant judgements or estimates during the year.

2. Grants, Donations & Legacies

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Grants				
Donations & Legacies				
ABN Amro Bank	0	0	0	440
All Aboard Shops	0	1,000	1,000	500
Arts Council England	0	5,000	5,000	0
Audley Travel	0	500	500	750
BBC Children in Need	0	0	0	22,744
Campden Charities	10,500	0	10,500	9,000
City Bridge	0	30,000	30,000	0
Charities Aid Foundation	0	0	0	77,778
Chelsea Rotary Fund	0	0	0	100
Childhood Trust	0	9,337	9,337	0
Co-op	0	1,119	1,119	0
Corcoran Foundation	1,000	0	1,000	2,000
DE Group	0	0	0	749
Dunnhumby	0	0	0	224
Enterprise Holdings Foundation	0	0	0	2,000
Esmee Fairbairn Foundation	0	0	0	15,000
Ernst and Young	0	15,000	15,000	15,000
Ground Works UK	0	1,500	1,500	0
Henry Oldfield Trust	0	4,167	4,167	5,833
Henry Smith Foundation	0	37,200	37,200	62,800
Hollick Family Foundation	0	10,000	10,000	10,000
IntoUni*	0	190,000	190,000	190,000
Johnson and Johnson	0	1,600	1,600	0
John Lyon's	0	3,000	3,000	0
KCSC	0	24,718	24,718	32,652
K&C Foundation	0	46,000	46,000	46,500
L&Q Place Makers Fund	0	0	0	5,000
Mercers' Company	0	25,000	25,000	29,000
Michael Page	0	300	300	0
National Lottery Community Fund	0	110,000	110,000	65,274
Newby Trust	10,000	0	10,000	0
Anonymous	100,000	0	100,000	50,000
Souter Charitable Trust	3,000	0	3,000	3,000
SUEZ	0	30,000	30,000	1,980
TAM Asset Management	12,710	0	12,710	0
The Belpech Trust	2,500	2,500	5,000	2,500
The Drapers' Charitable Fund	0	15,000	15,000	0
The Gosling Foundation	0	833	833	4,167
The Grace Trust	2,000	0	2,000	0

The Grenfell Foundation	2,028	5,500	7,528	1,753
The Headley Trust	25,000	0	25,000	0
The Helen Hamlyn	0	1,333	1,333	0
The Hiscox Foundation	0	25,000	25,000	0
The Julia & Hans Rausing	0	27,500	27,500	0
The Leigh Trust	2,000	0	2,000	0
The Lightbulb Trust	0	30,000	30,000	15,000
The Linbury Trust	0	50,000	50,000	55,000
The North Kensington Community Energy	0	500	500	0
The Ogden Trust	0	5,000	5,000	5,000
The Peter Stormonth Darling Charitable Trust	0	2,708	2,708	5,625
The Progress Foundation	0	15,000	15,000	12,500
The Royal Borough of Kensington & Chelsea	130,442	114,129	244,571	315,467
The Trussell Trust	0	600	600	0
The Sobel Foundation	20,000	0	20,000	0
Thomas's Schools Foundation	0	3,000	3,000	3,000
Toast Brewing	0	1,000	1,000	0
West London Zone	0	18,459	18,459	23,750
William Allen Young Trust	0	2,379	2,379	476
Worshipful Company of International Bankers	1,000	8,000	9,000	1,000
Worshipful Company of Chartered Secretaries and Administrators	0	2,000	2,000	0
W O Street Charitable Foundation	0	2,667	2,667	1,333
Wyseliot	0	4,000	4,000	4,000
29th May 1961 Charitable Trust	5,000	0	5,000	5,000
Individual donations	186,664	0	186,664	226,237
Total	513,844	882,549	1,396,393	1,330,132

2a. Grants, Donations & Legacies 2023 Comparison

	<i>Unrestricted</i>	<i>Restricted</i>	<i>Total 2023</i>	<i>Total 2022</i>
<i>Grants</i>	£	£	£	£
<i>Donations & Legacies</i>				
<i>ABN Amro Bank</i>	0	440	440	0
<i>All Aboard Shops</i>	0	500	500	0
<i>Asda Foundation</i>	0	0	0	1,500
<i>Audley Travel</i>	0	750	750	0
<i>BBC Children in Need</i>	0	22,744	22,744	25,793
<i>Blackrock</i>	0	0	0	10,850
<i>Campden Charities</i>	0	9,000	9,000	3,000
<i>Charities Aid Foundation</i>	0	77,778	77,778	132,222
<i>Chelsea Rotary Fund</i>	100	0	100	0
<i>Childhood Trust</i>	0	0	0	18,333
<i>Co-op</i>	0	0	0	1,163
<i>Corcoran Foundation</i>	0	2,000	2,000	1,000

<i>DE Group</i>	0	749	749	0
<i>Dunnhumby</i>	0	224	224	143
<i>Du Plessis Family Foundation</i>	0	0	0	0
<i>Enterprise Holdings Foundation</i>	2,000	0	2,000	0
<i>Esmee Fairbairn Foundation</i>	0	15,000	15,000	10,000
<i>Ernst and Young</i>	0	15,000	15,000	0
<i>Ground Works UK</i>	0	0	0	800
<i>Henry Oldfield Trust</i>	0	5,833	5,833	0
<i>Henry Smith Foundation</i>	0	62,800	62,800	37,000
<i>Hollick Family Foundation</i>	0	10,000	10,000	-
<i>IntoUni*</i>	0	190,000	190,000	190,000
<i>KCSC</i>	0	32,652	32,652	34,563
<i>K&C Foundation</i>	0	46,500	46,500	30,500
<i>L&Q Place Makers Fund</i>	0	5,000	5,000	5,000
<i>London Community Foundation</i>	0	0	0	11,500
<i>London Community Foundation and Evening Standard</i>	0	0	0	15,000
<i>Mercers' Company</i>	0	29,000	29,000	0
<i>National Lottery Community Fund</i>	0	65,274	65,274	102,520
<i>Paddington Development Trust: Community Grants</i>	0	0	0	18,000
<i>Anonymous</i>	50,000	0	50,000	0
<i>Sheila's Fund</i>	0	0	0	25,000
<i>Souter Charitable Trust</i>	3,000	0	3,000	0
<i>SUEZ</i>	0	1,980	1,980	40,000
<i>The Belpech Trust</i>	0	2,500	2,500	0
<i>The Borrowes Charitable Trust</i>	0	0	0	1,000
<i>The Gosling Foundation</i>	0	4167	4,167	1,000
<i>The Grenfell Foundation (Fight 4 Grenfell)</i>	1,753	0	1,753	0
<i>The Lightbulb Trust</i>	0	15,000	15,000	0
<i>The Linbury Trust</i>	0	55,000	55,000	50,000
<i>The Ogden Trust</i>	0	5,000	5,000	0
<i>The Peter Stormonth Darling Charitable Trust</i>	5,625	0	5,625	18,000
<i>The Progress Foundation</i>	0	12,500	12,500	0
<i>The Royal Borough of Kensington & Chelsea</i>	235,722	79,745	315,467	293,610
<i>Thomas's Schools Foundation</i>	0	3,000	3,000	2,500
<i>West London Zone</i>	0	23,750	23,750	22,868
<i>William Allen Young Trust</i>	0	476	476	0
<i>Worshipful Company of International Bankers</i>	0	1,000	1,000	1,000
<i>W O Street Charitable Foundation</i>	0	1,333	1,333	1,000
<i>Wyseliot</i>	0	4,000	4,000	4,000
<i>29th May 1961 Charitable Trust</i>	5,000	0	5,000	0
<i>Individual donations</i>	211,236	15,001	226,237	200,779
Total	514,436	815,696	1,330,132	1,289,644

3: Other Trading Activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Rentals	5,483	0	5,483	5,100
Miscellaneous	794	0	794	1,762
	6,277	0	6,277	6,862

All other trading income in 2024 & 2023 was unrestricted.

4. Total Expenditure

	Staff Costs	Direct Costs	Support Costs	Total 2024	Total 2023
	£	£	£	£	£
Raising funds	75,607	0	0	75,607	73,755
Charitable Activities					
Capital	0	0	12,250	12,250	20,109
Adult Learning	185,140	13,872	20,720	219,732	227,570
Children & Young People	403,636	32,027	42,940	478,603	337,244
Depreciation	0	0	0	3,389	3,650
Employment Support	267,723	10,655	29,703	308,081	357,611
Wellbeing and Support	251,442	14,508	30,021	295,971	281,082
Governance					
Misc Expenditure	0	0	0	(3,789)	337
External Audit	0	0	11,220	11,220	10,200
Trustees Indemnity Insurance	0	0	1,390	1,390	1,347
	1,107,941	71,062	148,244	1,326,847	1,239,150
Total expenditure	1,183,548	71,062	148,244	1,402,454	1,312,905

4a. Total Expenditure 2023 Comparison

	Staff Costs	Direct Costs	Support Costs	Total 2023	Total 2022
	£	£	£	£	£
Raising funds	73,755	0	0	73,755	71,489
Charitable Activities					
Capital	0	0	20,109	20,109	0
Adult Learning	178,938	19,113	29,519	227,570	214,813
Children & Young People	294,932	19,697	22,615	337,244	303,017
Depreciation			3,650	3,650	3,650
Employment Support	309,793	16,157	31,661	357,611	322,726
Wellbeing and Support	235,525	15,937	29,620	281,082	286,270

Governance

Misc Expenditure	0	0	337	337	0
External Audit	0	0	10,200	10,200	8,820
Trustees Indemnity Insurance	0	0	1,347	1,347	1,337
	<u>1,019,188</u>	<u>70,904</u>	<u>149,058</u>	<u>1,239,150</u>	<u>1,140,633</u>
Total expenditure	<u>1,092,943</u>	<u>70,904</u>	<u>149,058</u>	<u>1,312,905</u>	<u>1,212,122</u>

4b. Analysis of Support Costs

	Total 2024	Total 2023
	£	£
Repairs and Maintenance	44,412	31,290
Gifts and Events	7,126	3,943
Legal Professional Fees	21,710	17,892
Rent	18,500	16,000
Insurance	12,784	13,428
Advertising	3,540	12,257
Other	40,172	54,248
Total Support Costs	<u>148,244</u>	<u>149,058</u>

5. Net Income for the Year

	Total 2024	Total 2023
	£	£
This is stated after charging/crediting Auditors remuneration (including VAT)		
Audit	11,220	10,200
	<u>11,220</u>	<u>10,200</u>

No Trustee received remuneration in the current or prior year.

6. Staff Costs

	Total 2024	Total 2023
	£	£
Staff Costs were as follows:		
Salaries and wages	1,034,506	967,287
Social security costs	90,986	76,799
Pension contributions	46,798	41,107
Other staff costs	11,258	7,750
	<u>1,183,548</u>	<u>1,092,943</u>

One employee received between £60,000 - £70,000 during the year (2023: £60,000-£70,000 one). The

employee is part of the charity’s Aviva pension scheme.

The total cost to the charity of employing its key management personnel of the charity was £392,149 (2023: £323,942). The key management personnel of the charity are considered to be the 3 team managers, Operations Manager, the Chief Operations Officer, the Chief Programmes Officer and the Chief Executive. It should be noted that a significant percentage of team managers' time is spent delivering their programmes.

6a. Staff Numbers

	Total 2024	Total 2023
	Number	Number
Project delivery staff	22	25
Management & support staff	12	12
	34	37

7. Fixed Assets

	Land & Buildings
	£
Cost	
At 1st September 2023	21,639
Additions	0
At 31 August 2024	21,639
Accumulated Depreciation	
at 1 September 2023	18,250
Charge for year	3,389
At 31 August 2024	21,639
Net Book Value	
At 31 August 2024	0
At 31 August 2023	3,389

8. Debtors

	Total 2024	Total 2023
	£	£
Accrued income	46,762	114,919
Other debtors	2,075	1,823
	48,837	116,742

9. Creditors

Amounts falling due within one year

	Total 2024	Total 2023
	£	£
Accruals	52,445	41,536
Deferred income	126,604	184,592
	179,049	226,128

Deferred income relates to grants and donations paid in advance of the period in which they are to be spent.

	Total 2024	Total 2023
	£	£
Analysis of deferred income:		
Balance brought forward 1 September 2023	184,592	136,919
Released to SOFA during the year	(184,592)	(136,919)
Amount deferred during the year	126,604	184,592
Balance at 31st August 2024	126,604	184,592

10. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Fixed assets	0	0	0
Current assets	950,747	0	950,747
Current liabilities	(179,049)	0	(179,049)
Net current assets at 31 August 2024	771,698	0	771,698

11. Designation and Restriction of funds

	at 31 Aug		at 31 Aug	
	2023	Income	Expenditure	2024
Programme Designation:	£	£	£	£
Capital				
Restricted	0			0
Unrestricted	0	12,250	(12,250)	0
		12,250	(12,250)	
Adult Learning				
Restricted	0	22,879	(22,879)	0
Unrestricted	0	210,814	(210,814)	0
		233,693	(233,693)	
Children and Young People				
Restricted	0	314,251	(314,251)	0
Unrestricted	0	188,490	(188,490)	0
		502,741	(502,741)	
Employment Support				
Restricted	0	325,070	(325,070)	0
Unrestricted	0	10,590	(10,590)	0
		335,660	(335,660)	
Wellbeing & Support				
Restricted	0	220,349	(220,349)	0
Unrestricted	0	94,372	(94,372)	0
		314,721	(314,721)	
Designated Fund (Fixed Asset)				
Restricted	0	0	0	0
Unrestricted	3,389	0	(3,389)	0
		0	(3,389)	
General Fund				
Restricted	0	0	0	0
Unrestricted	742,519	25,789	0	768,308
	0	25,789	0	0
Total Restricted	0	882,549	(882,549)	0
Total Unrestricted	745,908	545,695	(519,905)	771,698
Total funds		1,428,244	(1,402,454)	

11a. Designation and Restriction of funds 2023 Comparison

<i>Programme Designation:</i>	<i>at 31 Aug 2022</i>			<i>at 31 Aug 2023</i>	
	<i>£</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>£</i>	<i>£</i>
<i>Capital</i>					
<i>Restricted</i>	<i>0</i>	<i>15,000</i>	<i>(15,000)</i>	<i>0</i>	<i>0</i>
<i>Unrestricted</i>	<i>0</i>	<i>5,109</i>	<i>(5,109)</i>	<i>0</i>	<i>0</i>
		<i>20,109</i>	<i>(20,109)</i>		
<i>Adult Learning</i>					
<i>Restricted</i>	<i>0</i>	<i>33,476</i>	<i>(33,476)</i>	<i>0</i>	<i>0</i>
<i>Unrestricted</i>	<i>0</i>	<i>216,273</i>	<i>(216,273)</i>	<i>0</i>	<i>0</i>
		<i>249,749</i>	<i>(249,749)</i>		
<i>Children and Young People</i>					
<i>Restricted</i>	<i>0</i>	<i>226,680</i>	<i>(226,680)</i>	<i>0</i>	<i>0</i>
<i>Unrestricted</i>	<i>0</i>	<i>127,624</i>	<i>(127,624)</i>	<i>(0)</i>	<i>(0)</i>
		<i>354,304</i>	<i>(354,304)</i>		
<i>Employment Support</i>					
<i>Restricted</i>	<i>0</i>	<i>358,796</i>	<i>(358,796)</i>	<i>0</i>	<i>0</i>
<i>Unrestricted</i>	<i>0</i>	<i>22,699</i>	<i>(22,699)</i>	<i>(0)</i>	<i>(0)</i>
		<i>381,495</i>	<i>(381,495)</i>		
<i>Wellbeing & Support</i>					
<i>Restricted</i>	<i>0</i>	<i>181,744</i>	<i>(181,744)</i>	<i>0</i>	<i>0</i>
<i>Unrestricted</i>	<i>0</i>	<i>121,517</i>	<i>(121,517)</i>	<i>(0)</i>	<i>(0)</i>
		<i>303,261</i>	<i>(303,261)</i>		
<i>Designated Fund (Fixed Asset)</i>					
<i>Restricted</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Unrestricted</i>	<i>7,039</i>	<i>0</i>	<i>(3,650)</i>	<i>3,389</i>	<i>3,389</i>
		<i>0</i>	<i>(3,650)</i>		
<i>General Fund</i>					
<i>Restricted</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Unrestricted</i>	<i>711,260</i>	<i>31,596</i>	<i>(337)</i>	<i>742,519</i>	<i>742,519</i>
	<i>0</i>	<i>31,596</i>	<i>(337)</i>	<i>0</i>	<i>0</i>
<i>Total Restricted</i>	<i>0</i>	<i>815,696</i>	<i>(815,696)</i>	<i>0</i>	<i>0</i>
<i>Total Unrestricted</i>	<i>718,299</i>	<i>524,818</i>	<i>(497,209)</i>	<i>745,908</i>	<i>745,908</i>
<i>Total funds</i>	<i>718,299</i>	<i>1,340,514</i>	<i>(1,312,905)</i>	<i>745,908</i>	<i>745,908</i>

12. Accommodation

The charity leases its main building at a peppercorn rent from the Church and additional premises from the Church at a rate that would not be available on the open market. Since this accommodation would not be

available on the open market, it is not possible to quantify this benefit. The charity is responsible for all repairs and maintenance required on its premises.

13. Control

The charity has no individual who can exercise ultimate control.

14. Related party transaction

During the period the charity received grants from IntoUni totalling £190,000. Sophia Lewisohn (one of the charity's trustees) was also a trustee of IntoUni during the period.

The aggregate of donations received from the Trustees & related parties in the year was £6,607 (2023 £19,105).

At year end, a balance of £7,793 was owed to IntoUni by the charity and a balance of £2,254 was owed to the charity by IntoUni.

15. Statement of Financial Activities Comparisons

AT 31 AUGUST 2023

		<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Total 2023</i>	<i>Total 2022</i>
		£	£	£	£
	<i>Notes</i>				
INCOME FROM:					
<i>Donations and legacies</i>	2	514,436	815,696	1,330,132	1,289,644
<i>Other trading activities</i>	3	6,862	0	6,862	7,436
<i>Investments</i>		3,520	0	3,520	270
Total Income		524,818	815,696	1,340,514	1,297,350
EXPENDITURE ON:					
<i>Raising funds</i>	4	73,755	0	73,755	71,489
<i>Charitable activities</i>	4,11	423,454	815,696	1,239,150	1,140,633
Total Expenditure		497,209	815,696	1,312,905	1,212,122
Net income		27,609	0	27,609	85,228
Funds brought forward		718,299	0	718,299	633,071
Funds at 31 August		745,908	0	745,908	718,299