

Company number: 05157521

Charity Number: 1111037

New Hackney Education Business Partnership Limited (T/A Inspire! EBP)

Report and financial statements

For the year ended 31st March 2019

New Hackney Education Business Partnership Limited (T/A Inspire! Education Business Partnership)

Contents

For the year ended 31st March 2019

Reference and administrative information	2
Trustees' annual report	3
Independent auditor's report	14
Statement of financial activities (incorporating an income and expenditure account)	18
Balance sheet	19
Statement of cash flows	20
Notes to the financial statements	21

New Hackney Education Business Partnership Limited (T/A Inspire! Education Business Partnership)

Reference and administrative information

For the year ended 31st March 2019

Company number 05157521
Country of incorporation United Kingdom

Charity number 1111037
Country of registration England & Wales

Registered office and operational address 34-38 Dalston Lane
London
E8 3AZ

New Hackney Education Business Partnership Limited trades under the name Inspire! Education Business Partnership

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Ms Patsy Francis (Secretary)
Mr Anton Francic
Ms Kim Caplin
Ms Jennifer A. Wilkins
Mr Matthew Sparkes (Chair)
Ms Helen Cooper
Mr Georgios Markakis (Treasurer)
Ms Tracey Fletcher
Ms Caroline King – resigned 11 Oct 2018
Mr Barnaby O’Kelly – resigned 11 Oct 2018

Key management personnel Sue Maskrey Chief Executive – appointed 3 October 2018
Jonathan Boux Chief Executive – resigned 3 October 2018
Arslan Bhatti Finance Manager

Bankers Lloyds TSB Bank PLC
Highbury Corner Branch
PO Box 1000
BX1 1LT

Auditor Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House
108-114 Golden Lane
LONDON
EC1Y 0TL

Trustees' annual report

For the year ended 31st March 2019

The trustees, who are also the directors of the company for the purposes of the Companies Act, are pleased to submit their report with the financial statements of New Hackney Education Business Partnership Limited (the company) for the year ended 31st March 2019. The trustees confirm that the report and financial statements of the company comply with current statutory requirements, the requirements of the company's governing document and are in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, effective from 1st January 2015. The Trustees are governed by the company's Memorandum and Articles of Association.

Objectives and activities

Purposes and aims

The aims of the New Hackney Education Business Partnership are to advance the education and training of young people, and to support the education sector in the London Borough of Hackney and beyond, through the promotion, provision and support of work-related learning programmes, including developing employment and vocational learning opportunities for young people.

Working Name

The working name of the New Hackney Education Business Partnership is Inspire! Education Business Partnership, a name which encapsulates our ethos and mission.

Vision, Mission and Values

Our Vision

Inspire!'s vision is for all young people to be empowered to reach their full potential, realise their ambitions and build fulfilling careers and lives.

Our Mission

To develop the skills, confidence and motivation of young people in Hackney and beyond. Working in partnership with businesses, education providers and the community, we inspire, support and open doors for young people, improving their access to the world of work, raising achievement levels and enhancing their future career prospects and lives.

Our Approach and Values

Delivering in Partnership

We believe in working together with schools, businesses and the wider community to achieve success for young people, collaborating with other organisations to help us achieve our objectives.

Trustees' annual report

For the year ended 31st March 2019

Providing Opportunity for All

We believe all young people have great potential, needing only the right advice, skills and attitudes to succeed. We are passionate about challenging disadvantage. We know that some young people need a bit of extra support and a more personalised approach to help them fulfil their potential.

Promoting Early Intervention

We believe that it's never too early to start preparing children for adult life, and so deliver programmes to young people from the age of 3 onwards, helping them to see that their future can be anything they want it to be.

Our values, as well as our approach, guide us in everything that we do:

Our people are:

- **Committed** – we are dedicated to our work and our cause
- **Caring** – we believe all young people deserve to be heard and supported
- **Collaborative** – we build partnerships and networks to help us realise our goals

Our work is:

- **Excellent** – we deliver high quality programmes that achieve their aims
- **Creative** – we innovate to meet the needs of young people as they arise
- **Impactful** – we make a practical, tangible difference to the lives of young people

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

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 its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

The trustees report a year of significant activity in 2018–19, with important new developments, many successes and some challenges. Against the backdrop of a challenging funding environment, our programmes reached over 16,000 children and young people, reflecting the continued need for developing the skills, confidence and motivation of young people in Hackney, Camden and neighbouring boroughs. Our work was delivered in collaboration with a large number of partners throughout the year including 59 primary and secondary schools, and 1,102 employers.

Trustees' annual report

For the year ended 31st March 2019

This year, we continued to measure the impact and successes of our programmes against a number of Key Performance Indicators (KPIs), introduced as part of our 3-year strategic plan (2016–19). KPIs were measured under 4 key themes including “*developing motivation, personal and social skills*”, “*increasing skills for learning and the world of work*”, “*increasing understanding of future career, life and learning options*” and “*increasing ability to achieve positive career, life and learning goals*”. Highlights for this year include:

- 93% of the young people we worked with reported an increased awareness of how to achieve their career and learning goals.
- 84% of young people with additional needs we worked with increased their ability to interact, socialise and network with others.
- 96% of secondary school students increased their understanding of the job application and interview process, and 93% of students increased their knowledge of the skills and qualities employees look for when hiring new talent.
- In total, Inspire! sourced 161,996 hours of work experience, and 4,197 placements in the 18/19 academic year at workplaces ranging from local businesses to FSTE 100 companies, technology start-ups to SMEs.
- In our primary programmes, 96% of teachers said that our flagship iDiscover programme increased students' STEM-related skills, enabling them to have a complex grasp of key STEM professions.
- The Inspired Directions School (IDS) engaged 22 of the most vulnerable and hard to reach people from Hackney and Islington, enabling our students to sit GCSEs and Functional Skills exams, which they were unlikely to have otherwise accessed.

Beneficiaries of our services

It was pleasing to continue to deliver transformational outcomes for young people in Hackney and neighbouring boroughs. We increased our reach in 18/19, growing the number of young people we worked with from 15,169 to over 16,000, and further developed our relationships with schools and businesses, now partnering with 59 schools (17/18: 56 schools) and 1,102 employers (17/18: 1,048). This underlines the strength of our programmes and their value to the students, schools, and businesses we work with.

Our Secondary and Work Experience teams did a fantastic job sourcing a record number of placements this year (4,197 in 18/19 compared to 3,674 in the prior year). The team continued their important work educating young people about the wider world of work and the transferable skills needed for success in their work placements and longer-term careers. These placements and related learning opportunities have a positive impact on employability skills, motivation in education, career decision making, and knowledge of the world of work.

The Additional Needs team continued to have a strong positive impact in 18/19, working with young people facing social, emotional and behavioural difficulties and/or poor mental health, with the team providing specialist employability focused programmes to help young people to overcome these barriers. This is highly valued by the students we work with, and 97% of students

Trustees' annual report

For the year ended 31st March 2019

who took part in our social action project, Inspiring Action, said that the experience improved their confidence to meet and speak to employers in the future.

The Primary team continues to operate in a tough funding environment for primary schools, but nevertheless demonstrated the resilience of its flagship programmes, Work Week and iDiscover, with 100% of teachers surveyed stating that Work Week developed their pupils' understanding of working life and the working environment, and 96% of teachers saying that iDiscover increased pupils' STEM-related skills and understanding of key STEM professions. The team diversified away from reliance on primary school fee income by further developing our corporate funded projects. This year we delivered tailored programmes on behalf of our partners at UBS, and are scheduled to deliver a new Enterprise and Transition programme in partnership with Morgan Stanley in Summer 2019.

The STEAM Ahead programme, delivered in partnership with UBS, supports students in Year 6 make a positive transition from primary to secondary school. Over 360 pupils from 6 primary schools participated in workshops taking place in-school and at UBS, which helped students think about their move to a new school and ease any concerns they had about the change. Feedback from pupils, teachers and volunteer was incredibly positive and delivery for 19/20 has been confirmed.

The Inspired Directions School had a successful year working with up to 22 vulnerable young people excluded from mainstream education. By delivering a broad and balanced curriculum, we support our students' progression into further education or training after age 16. This includes not only core English, Maths and PSHE, but also activities such as starting an enterprise, growing and selling vegetables to the public, hosting a radio show, and building their own bikes on a bike mechanics course. This enabled our students to confidently sit GCSEs and Functional Skills exams, which they would not have otherwise had access to.

Sadly, Inspire has not been immune to the challenges many young people face in life outside of school and two incidents during 2018/2019 meant a significant reduction in student numbers at the school was required during the second half of the year. Many lessons have been learned during this period and a much stronger provision is now in place.

Financial review

The 18/19 Financial Year was challenging from a financial perspective, as the organisation drew down reserves in order to fund an internal restructuring, which once complete streamlined our operations in response to a difficult funding environment. Total income decreased year-on-year to £1.118m from £1.140m in 17/18 (1.9% decrease), whilst total expenditure increased to £1.298m from £1.291m (0.5% increase). This resulted in a deficit for the year of £180.3k, an increase of 19.0% compared to a deficit of £151.5k in 17/18. We are working hard to develop our products and portfolios so that our fundraising team have the best chance to realise new opportunities available across our active Boroughs. Our target is to eliminate the deficit in 19/20,

Trustees' annual report

For the year ended 31st March 2019

and the operational and strategic restructuring carried out in the year ended 31st March 2019 puts us in a good place to achieve this.

Key drivers that contributed to the deficit for 18/19 are as follows:

- A decline in school fee income from £857k in 17/18 to £773k this year, as a difficult funding environment in the state school system contributed to decreased demand, particularly in the primary school sector. Furthermore, the reduction in student numbers at IDS had a significant impact upon school fee income, a situation exacerbated by a corresponding need to enhance security. This situation is expected to improve as the school returns to growth during 2019/20. These decreases were offset by a strong performance in secondary team, with the team organising placements for a record number of students.
- Increases in grant income (£32.9k increase or 13.5%) and in donations (£27.4k increase or 72.2%), as the organisation took steps to further develop our relationships with corporate partners. It was pleasing to see a positive effect from this strategic refocusing in 18/19, but the full effect of this transition will only be felt in 19/20 and beyond.
- Overall, costs were under tight control in 18/19, with total expenditure increasing by just 0.5%. However, staff costs increased in 18/19 by £33.3k, or 3.8%, compared to 17/18. This reflected an increase in average staff numbers from 34 to 35 this year. It is not expected that staff numbers will continue increasing in the next financial year, as the restructuring of our workforce is now complete, with staff better aligned to a revised portfolio of products.

In the coming financial year, the organisation is in a good place to reach a break-even position and rebuild operational reserves. Having reviewed the portfolio of products that we offer, in 19/20 the organisation will move to ensure we only take forward those products and projects that have a strong impact and are financially sustainable. Furthermore, we will deliver on our plans to refresh our fundraising model, seeking more corporate sponsorship for our activities and updating our marketing efforts to ensure we reach a wider audience of partners, volunteers and donors.

Principal risks and uncertainties

The Trustees have a risk management strategy which is encompassed within a risk management framework document. The document comprises five main categories, including External and Strategic Risks, Operational Risks, Compliance, Governance and Financial Risks (including generating and managing income, reporting and audit trail). This year, the risk management strategy was reviewed quarterly by the Trustees and the Leadership Team. The management of financial risk is achieved by the setting of a reserves policy which is also reviewed regularly by the Trustees. Day-to-day financial and budget management is monitored internally through Senior Leadership Team meetings.

The principal risks and uncertainties, and how we seek to manage them, are:

Inaccurate or insufficient financial information leads to poor financial reporting

- Appointment of experienced and skilled key management personnel including Finance Manager and Head of Income Generation

Trustees' annual report

For the year ended 31st March 2019

- Move to suitable accounting software (QuickBooks online)
- Accurate income projections based on historical performance information, detailed planning and RAG-rating contracts regarding renewal potential

Dependency on small number of income sources

- Diversification of income through identifying new income streams including individual giving, community fundraising and a new corporate Supporters' Network
- Securing multi-year contracts with funders including schools
- Reducing dependency on income from schools by pursuing businesses and applications to trusts and foundations for strategic funding to build our financial strength

Poor budgetary control leads to overspending

- Monthly expenditure review by senior managers
- Organisational lead for suppliers tasked with monitoring spend and sourcing cost-effective options
- Project Managers given clear sight of project budgets
- Annual project expenditure reviews
- Petty cash limited to exceptional use

Undercharging for services leads to gap between income and expenditure

- Pricing review (started September 2019)
- Implementation of timesheets February 2020
- Individual strategies for projects, to ensure full cost recovery for all aspects of delivery

Low reserves leading to cashflow issues

- Reserves policy for at least three months' operating costs
- Build up reserves by securing core funding to cover central (non-chargeable) costs
- Ensure full cost recovery for all projects

Reserves policy and going concern

The purpose of Inspire! EBP's operating reserves policy is to ensure the stability of the programmes, ongoing operations and delivery commitments of the organisation. The Operating Reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-off unbudgeted expenses, unanticipated loss in funding, or uninsured losses. The Operating Reserve may also be used for one-off nonrecurring expenses that will build long term capacity, such as staff development, research and development, or investment in infrastructure.

The Operating Reserve Fund is an unrestricted fund after accounting for restricted reserves, for the general use of the charity. The target minimum Operating Reserve Fund is equal to three months of average operating expenses, which in 18/19 equated to £319k. The calculation of average monthly operating costs includes all recurring, predictable expenses such as salaries and benefits, but excludes depreciation and other non-cash expenses.

Trustees' annual report

For the year ended 31st March 2019

The year-end balance on unrestricted funds is £84k, which is below the target set by the Board of Trustees. Free reserves, net of fixed assets, are £49k. During the year, the Board of Trustees approved the use of reserves to finance a temporary restructuring of the organisation's operations, which is now complete. This restructuring involved realigning the organisation's personnel to better fit a streamlined portfolio of products and to update our fundraising model to source greater corporate sponsorship of our charitable activities, including their involvement in delivering these activities.

Inspire! EBP aims, at a minimum, to replenish the reserve funds within 2 financial years to restore the Operating Reserve Fund to its target minimum amount (i.e. by March 31st 2021). In addition, the trustees have set an aspirational goal to rebuild reserves totalling six months of average operating expenses within this time period. This policy will be reviewed by the Board of Trustees at year-end, and every other year going forwards at a minimum, or sooner if prompted by internal or external events or changes.

Fundraising

In 18/19, the organisation renewed our fundraising model, aiming to develop longer-term corporate partnerships in order to diversify away from traditional sources such as grant applications and school income. This new model will enable the organisation to increase its annual income and improve the stability and resilience of its funding. The additional fundraising source, corporate partnerships, will involve working closely with corporate organisations to deliver programmes, both securing funding from these businesses and encouraging their employees to volunteer. This has the added benefit of providing our beneficiaries with access to successful professionals as they think about their long-term future. We aim to deepen our existing corporate relationships in 19/20 as well as develop new ones.

The new model will also make better use of sports events and other small-scale sponsored activity in order to raise the profile of our organisation and to incrementally add to annual income. Examples of such activity include sponsored runs and charity auctions. The two new fundraising strategies were launched midway through the second half of 18/19, and while there was some evidence of their positive impact in the year ended 31st March 2019, the full effect will only be realised from 19/20 onwards.

Total income was broadly flat year to year, decreasing by £0.022m, or 1.9%, to £1.118m. The decrease was driven by a decline in school income to £773k in 18/19 (17/18: £857k), with lower demand as a result of a difficult funding environment in the state school system. School income, earned through delivery of our primary and secondary programmes, and Local Authority funding for pupils at Inspired Directions School, will continue to be key components of our funding even though the funding environment is expected to remain challenging. We expect school income to resume growth in 19/20 and plan to take positive action to renew our partnerships with existing schools and expand these where possible. The organisation will also actively examine possibilities to expand our operations to new London boroughs, thus increasing the number of schools we work with.

Trustees' annual report

For the year ended 31st March 2019

Grant income increased in 18/19 by £32.9k, or 13.5%, to £277.7k, which includes income from traditional grant giving foundations as well as newer corporate partners like HSBC and JP Morgan (N.B. income from corporate partners is also reported under 'Donations', depending on the conditions attached to the funding). It was pleasing to see our new fundraising strategy begin to demonstrate its potential and we will build further on our corporate sponsorships in 19/20. Furthermore, donations increased by £27.4k, or 72.2%, to £65.5k, in large part due to a £20k donation from Natixis, a corporate partner, which further underlines the potential of the new fundraising model.

Inspire! has signed up to abide by the Fundraising Regulator's code of conduct and promised to raise funds in a way that is legal, open, honest and respectful. We are pleased to report that we received no complaints about our fundraising activity during 2018–19.

Plans for the future

Inspire! will continue to deliver its mission, broadening its reach in Hackney, Camden and Islington and preparing increasing numbers of young people for future life opportunities. Key priorities for the coming financial year include:

- Refreshing our 3–year Strategy Plan, updating priorities, objectives and targets laying foundations for a new strategy in 2019.
- Strengthening our financial position, reducing operational deficits in all areas in order to build a secure base for the future.
- Ensuring the organisation is well–equipped to respond to a changing economic, political and operational environment.
- Consolidating the restructuring and growth of the Inspired Directions School, ensuring its sustainability in the longer–term
- Securing new funding to grow the work of the Additional Needs Team, in particular our work supporting NEET young people and those at risk of becoming NEET.
- Raising subsidies for schools to support the delivery of our flagship primary programmes, Work Week and iDiscover and work–related learning programmes in secondary schools and colleges in Hackney, Camden, Islington and neighbouring boroughs.
- Developing our offer of work–related learning programmes in response to the needs of secondary schools and colleges in Hackney, Camden and Islington.
- Increasing the number of work placement opportunities, we can offer, across a range of sectors, to meet the needs of schools and colleges in Hackney, Camden and Islington.
- Continuing the work to upgrade our systems to ensure that monitoring and management of our programmes is even more efficient and improving our impact measurement.
- Increasing our focus on fundraising from a range of sources, including corporate partners, trusts and foundations and the public sector.
- Securing new funds to develop new programmes supporting SEN young people and to continue established programmes as they end, including curriculum enrichment, transition support and apprenticeship preparation programmes.

Trustees' annual report

For the year ended 31st March 2019

- Securing funding to develop STEM programmes and engaging new employers in this field to support them.
- Developing a robust marketing plan, improving our website and broadening our reach through social media and PR opportunities.
- Strengthening and maintaining a culture of high expectations, strong performance and mutual support among staff, supporting them to carry out their designated responsibilities, tackle difficulties and strive towards agreed goals.
- Assuring the quality of our programme delivery and services in order to ensure the achievement of desired learning outcomes, continued stakeholder satisfaction and the highest level of health and safety standards.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 18th June 2004 and registered as a charity on 25th August 2005. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The directors are the trustees of the charity.

During the year, the Board met four times and a number of actions came out of the review including further improving trustee engagement with the charity, producing a new terms of reference for trustees, strengthening risk management processes and mapping any skills gaps on the Board to inform future trustee recruitment. During board meetings, trustees approved key strategic and budgeting decisions as well as the development of new staff posts, with significant new programme activity reported throughout the year along with updates to key policies and organisational procedures. The Board receives budget forecasts for the year prior to each meeting and all trustee appointments are made by the Board. During the year there were two trustee changes: Caroline King and Barnaby O'Kelly resigned and as at the time of writing this report, trustee recruitment was underway. All trustees give their time voluntarily and receive no benefits from the charity.

Trustees are responsible for setting general policy, finalising and approving the Strategy Plan and annual budgets, monitoring the charity and making major decisions about strategic direction. Trustee training and induction is delivered in response to identified needs, usually on an individual basis. Day-to-day management is delegated to the Executive Director, who reports on the performance against budgets and the Strategy Plan approved by trustees.

The Inspired Directions School, in line with its status as an independent school, has a separate School Board which meets five times a year. Board membership includes the School proprietors (i.e. Chair of Trustees and Executive Director) and representatives from the Local Authority (Hackney Learning Trust), a local education provider (Stormont House) and an employer partner (Natixis Global Asset Management), as well as a former student of the School.

The trustees delegate day-to-day responsibility to the Chief Executive Officer, Suzanne Maskrey, and a Senior Leadership Team (SLT) comprising senior programme managers from each

Trustees' annual report

For the year ended 31st March 2019

organisational department, those being Primary, Secondary, Finance and Fundraising. The SLT supports the CEO to manage organisational activities and maintain good governance practice across the organisation. During the year, the trustees appointed a new CEO, Suzanne Maskrey, who assumed this role on October 3rd 2018, replacing Jonathan Boux, the previous CEO.

Related parties and relationships with other organisations

The company operates with related parties, other charities and organisations on a variety of levels, ranging from the involvement of a limited number in the strategic development of the charity to active involvement in the delivery of projects. The latter involves hundreds of local, regional and national businesses. Where one of the Trustees holds a position with another related charity or organisation, they may be involved in discussions concerning their relationship to Inspire!, but not in the making of final decisions.

Remuneration policy for key management personnel

The Leadership Team comprises the senior management of Inspire!, including the Executive Director, Assistant Director and Senior Programme Managers. The pay of senior staff is reviewed annually and benchmarked against pay levels in other organisations of a comparable size which deliver similar services.

Statement of responsibilities of the trustees

The trustees (who are also directors of New Hackney Education Business Partnership Limited for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them

Trustees' annual report

For the year ended 31st March 2019

to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2019 was 10 (2018: 15). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 30th January 2020 and signed on their behalf by



Matthew Sparkes
Chair of Trustees



Suzanne Maskrey
Chief Executive

Independent auditor's report

To the members of

New Hackney Education Business Partnership Limited

Opinion

We have audited the financial statements of New Hackney Education Business Partnership Limited (the 'charitable company') for the year ended 31 March 2019 which comprise the statement of financial activities, balance sheet, 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 March 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for

Independent auditor's report

To the members of

New Hackney Education Business Partnership Limited

the other information. 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' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual 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' annual report.

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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.

Independent auditor's report

To the members of

New Hackney Education Business Partnership Limited

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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Independent auditor's report

To the members of

New Hackney Education Business Partnership Limited

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.

Noelia Serrano (Senior statutory auditor)

30 January 2020

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

New Hackney Education Business Partnership Ltd (Inspire! EBP)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2019

	Note	Unrestricted £	Restricted £	2019 Total £	Unrestricted £	Restricted £	2018 Total £
Income from:							
Donations		59,301	6,173	65,474	38,025	-	38,025
Charitable activities							
Grant Income	2	115,069	162,679	277,748	127,736	117,077	244,813
Fee Income	2	755,591	17,331	772,922	856,786	-	856,786
Other trading activities		1,805	-	1,805	165	-	165
Investments		236	-	236	120	-	120
Total income		932,002	186,183	1,118,185	1,022,832	117,077	1,139,909
Expenditure on:							
Raising funds	3a	1,120	-	1,120	-	-	-
Charitable activities	3a						
School Programmes	3a	1,111,147	186,183	1,297,330	1,174,308	117,077	1,291,385
Total expenditure		1,112,267	186,183	1,298,450	1,174,308	117,077	1,291,385
Net movement in funds		(180,265)	-	(180,265)	(151,476)	-	(151,476)
Reconciliation of funds:							
Total funds brought forward		264,508	20,926	285,434	415,984	20,926	436,910
Total funds carried forward		84,243	20,926	105,169	264,508	20,926	285,434

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 14a to the financial statements.

New Hackney Education Business Partnership Ltd (Inspire! EBP)

Balance sheet

Company no. 5157521


As at 31 March 2019

	Note	£	2019 £	£	2018 £
Fixed assets:					
Tangible assets	5		35,025		55,883
Current assets:					
Debtors	6	120,151		228,628	
Cash at bank and in hand		264,642		385,505	
		<u>384,793</u>		<u>614,133</u>	
Liabilities:					
Creditors: amounts falling due within one year	7	(314,649)		(384,582)	
Net current assets			<u>70,144</u>		<u>229,551</u>
Total net assets			<u>105,169</u>		<u>285,434</u>
The funds of the charity:					
Restricted income funds	9		20,926		20,926
Total unrestricted funds			84,242		264,508
Total charity funds			<u>105,168</u>		<u>285,434</u>

Approved by the trustees on 30 January 2020 and signed on their behalf by



Matt Sparkes
Chair of Trustees



Suzanne Maskrey
Chief Executive

New Hackney Education Business Partnership Ltd (Inspire! EBP)

Statement of cash flows

For the year ended 31 March 2019

	Note	2019 £	£	2018 £	£
Cash flows from operating activities					
Net expenditure for the reporting period (as per the statement of financial activities)		(180,265)		(151,476)	
Depreciation charges		20,858		15,316	
(Gains)/losses on investments					
Dividends, interest and rent from investments		(236)		(120)	
Decrease in debtors		108,478		9,728	
Decrease/increase in creditors		(69,933)		70,640	
Net cash used in operating activities			(121,099)		(55,912)
Cash flows from investing activities:					
Purchase of fixed assets		-		(6,948)	
Dividends, interest and rent from investments		236		120	
Net cash used in investing activities			236		(6,828)
Change in cash and cash equivalents in the year			(120,863)		(62,740)
Cash and cash equivalents at the beginning of the year			385,505		448,245
Cash and cash equivalents at the end of the year			264,642		385,505

Analysis of cash and cash equivalents

	At 1 April 2018 £	Cash flows £	Other non- cash changes £	At 31 March 2019 £
Cash at bank and in hand	385,505	(120,863)	-	264,642
Total cash and cash equivalents	385,505	(120,863)	-	264,642

Notes to the financial statements

For the year ended 31 March 2019

1 Accounting policies

a) Statutory information

New Hackney Education Business Partnership Limited is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is 34–38 Dalston Lane, London, England, E8 3AZ

b) 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) (effective 1 January 2015) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

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

In arriving at this conclusion the Trustees have taken account of current and anticipated financial performance in the current economic conditions, its Corporate Plan and its reserves position. The charity has been able to connect with new funders, and is actively pursuing alternative income streams, to ensure it can continue to deliver its objectives. A detailed forecast has been prepared enabling the charity to monitor its performance against targets, and make strategic decisions based on outcomes achieved.

Based on the latest forecast, the trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) 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.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) 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.

g) 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 incoming resources received or generated for the charitable purposes.

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

h) Expenditure

All expenditure is accounted for on an accruals basis and has been listed under headings that aggregate all the costs related to that activity. Where costs cannot be directly attributed they have been allocated on a basis consistent with the use of the resources. Resources expended are recognised when there is a legal or constructive obligation to pay for expenditure.

Notes to the financial statements

For the year ended 31 March 2019

1 Accounting policies (continued)

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Fixed assets and depreciation

Depreciation is provided on the straight line basis on cost, or valuation, so as to write off the cost of assets over their estimated useful lives commencing in the year of acquisition. Assets costing above £2k are capitalised and depreciation is calculated as follows:

● Short leasehold premises	20% per annum
● Furniture and fittings	20% per annum
● Office and compute equipment	33.3% per annum

k) 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.

l) Taxation

From 25 August 2005 the company has been registered as a charity and therefore is not subject to corporation tax on its charitable activities.

m) 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.

n) Pensions

The company does not operate its own pension scheme but administers a registered stakeholder plan and contributes towards employees' personal pension schemes. The pension cost charge for the period represents amounts provided during the year.

o) Critical judgements and estimates

There are no significant areas of judgement or key assumptions that effect items in the financial statements with respect to the next reporting period for the year ended 31 March 2020.

Notes to the financial statements

For the year ended 31 March 2019

2 Income from charitable activities

			2019			2018
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Grant Income	115,069	162,680	277,748	127,736	117,077	244,813
Fee Income	755,591	17,331	772,922	856,786	-	856,786
Total Income from charitable activities	870,660	180,010	1,050,670	984,522	117,077	1,101,599
Argent Services LLP	-	-	-	1,400	-	1,400
Argus Media	-	-	-	980	-	980
BBC Children in Need	-	3,571	3,571	-	-	-
British Science Association	-	-	-	-	600	600
Big Lottery Fund	-	748	748	-	500	500
Biochemical Society	-	1,000	1,000	-	-	-
The Buzzacott Defries	500	-	500	-	-	-
CASS Business School	500	-	500	500	-	500
Charles Russell LLP	500	-	500	700	-	700
City of London Corporation	-	15,352	15,352	-	21,252	21,252
CMS Cameron McKenna	-	-	-	315	-	315
Euro Monitor	3,125	-	3,125	3,125	-	3,125
The Francis Crick Institute	-	-	-	1,575	-	1,575
Freshfields Bruckhaus	10,000	-	10,000	10,000	-	10,000
Derwent London	-	-	-	-	9,500	9,500
Garfield Weston Foundation	-	6,000	6,000	-	-	-
Greggs Foundation	-	875	875	-	-	-
Hammerson Plc	-	-	-	3,500	-	3,500
The Hedley Foundation	-	2,800	2,800	-	-	-
HSBC	-	38,000	38,000	-	-	-
Hoare Lea	-	-	-	315	-	315
Institute of Engineering and JAC Trust	-	5,000	5,000	-	-	-
JP Morgan	-	-	-	4,607	7,286	11,893
JP Morgan	-	25,269	25,269	-	-	-
LB Hackney Earn and Learn	-	20,382	20,382	-	8,000	8,000
Learning Trust (Hackney)	800	-	800	8,100	-	8,100
Lend Lease Europe	-	-	-	500	-	500
Linklaters	67,607	-	67,607	56,550	-	56,550
Mako Global	-	-	-	315	-	315
Merchant Taylors	-	14,870	14,870	-	16,250	16,250
Newmans Own Foundation	-	-	-	-	5,179	5,179
Pennington Manches	1,000	-	1,000	1,000	-	1,000
Richard Reeve	-	8,084	8,084	-	-	-
Rothschild & Co	500	-	500	-	-	-
Royal Academy of	-	-	-	-	21,549	21,549
Royal Bank of Scotland	-	7,484	7,484	-	-	-
Royal Society of Chemistry	362	-	362	-	1,449	1,449
Sage Publications	-	-	-	640	-	640
Salesforce	-	-	-	-	22,512	22,512
Skills Training UK	16,274	-	16,274	25,542	-	25,542
Trowers and Hamlin	-	-	-	1,050	-	1,050
UBS Investment Bank	13,900	-	13,900	19,205	-	19,205
Wessex Youth Trust	-	7,000	7,000	-	3,000	3,000
William Wates Memorial	-	6,245	6,245	-	-	-
Woodland Forest Nannies	-	-	-	64	-	64
Youth Engagement Fund	-	-	-	(12,247)	-	(12,247)
Grant Income sub-total	115,068	162,680	277,748	127,736	117,077	244,813
School Services	755,591	17,331	772,922	856,786	-	856,786
Total income from charitable activities	870,660	180,010	1,050,670	984,522	117,077	1,101,599

New Hackney Education Business Partnership Ltd (Inspire! EBP)

Notes to the financial statements

For the year ended 31 March 2019

3a Analysis of expenditure (current year)

	Charitable activities			2019 Total £	2018 Total £
	Raising funds £	School Programmes £	Governance costs £		
Staff costs (Note 5)	-	920,393	-	920,393	887,119
Direct project expenses	-	168,043	-	168,043	177,239
Occupancy costs	-	132,178	-	132,178	146,194
Depreciation	-	20,858	-	20,858	15,316
Legal and Audit fees	-	-	12,420	12,420	12,150
Other	1,120	43,439	-	44,558	53,367
	1,120	1,284,911	12,420	1,298,451	1,291,385
Of which restricted	-	186,183	-	186,183	-
Of which unrestricted	1,120	1,098,728	12,420	1,112,268	-
Total expenditure 2019	1,120	1,284,911	12,420	1,298,451	

3b Analysis of expenditure (prior year)

	Charitable activities			2018 Total £
	Raising funds £	School Programmes £	Support costs £	
Staff costs (Note 5)	-	887,119	-	887,119
Direct project expenses	-	177,239	-	177,239
Occupancy costs	-	146,194	-	146,194
Depreciation	-	15,316	-	15,316
Legal and Audit fees	-	-	-	12,150
Other	-	53,367	-	53,367
	-	1,279,235	-	1,291,385
Of which restricted	-	117,077	-	117,077
Of which unrestricted	-	1,162,158	-	1,174,308
Total expenditure 2018	-	1,279,235	-	1,291,385

Notes to the financial statements

For the year ended 31 March 2019

4 Net expenditure for the year

This is stated after charging:

	2019 £	2018 £
Depreciation	20,858	15,316
Operating lease rentals payable:		
Property	99,249	104,044
Auditor's remuneration (excluding VAT):		
Audit	9,000	12,150
	<u>9,000</u>	<u>12,150</u>

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2019 £	2018 £
Salaries and wages	784,702	758,944
Social security costs	59,059	51,889
Pension contributions	42,365	39,252
Other staff costs	34,267	37,034
	<u>920,393</u>	<u>887,119</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2019 No.	2018 No.
£60,000 – £69,999	<u>1</u>	<u>-</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £242,329 (2018: £276,925).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2018: £nil). No charity trustee received payment for professional or other services supplied to the charity (2018: £nil).

Trustees did not receive any reimbursements for any expenses, including travel and subsistence costs, incurred in the year (2018: £nil).

6 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 35 (2018: 34).

Notes to the financial statements

For the year ended 31 March 2019

7 Related party transactions

During the Financial Year the charity received funding from Linklaters, UBS and Hackney Learning Trust, all of which are related parties. Matthew Sparkes is Chairman of the Board of Trustees and Head of Corporate Responsibility at Linklaters; Patsy Francis is the Company Secretary and Director of Community Affairs at UBS; and Antonin Francic is a Company Director and a Leadership and Management Adviser at Hackney Learning Trust. These related parties donated the following funds during the year, all of which are classified as unrestricted funding:

- Linklaters: £67,607
- UBS: £13,900
- Hackney Learning Trust: £800

No amounts were outstanding at year end and no related party transactions were disclosed in the 17/18 annual accounts.

Aggregate donations from related parties were £82,307 (2017: £nil).

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Short Leasehold Property £	Fixtures and fittings £	Computer and office equipment £	Total £
Cost				
At 01 April 18	104,298	9,375	52,928	166,601
At 31 March 19	104,298	9,375	52,928	166,601
Depreciation				
At 01 April 18	48,415	9,375	52,928	110,718
Charge for the year	20,858	-	-	20,858
At 31 March 19	69,273	9,375	52,928	131,576
Net book value				
At 31 March 19	35,025	-	-	35,025
At 01 April 18	55,883	-	-	55,883

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2019

10 Debtors

	2019 £	2018 £
Accounts receivable	82,748.00	126,250
Prepayments and accrued income	34,714.00	99,953
Other debtors	2,689.00	2,425
	<u>120,151</u>	<u>228,628</u>

11 Creditors: amounts falling due within one year

	2019 £	2018 £
Accounts payable	97,632	122,100
Other creditors including tax and social security	18,699	19,937
Accruals	29,681	65,069
Deferred income (note 12)	168,637	177,476
	<u>314,649</u>	<u>384,582</u>

12 Deferred income

The company defers income based on receipts invoiced for activity taking place in the following financial year. Most deferred income is for school contracts which run to the end of the academic year (July). Some deferred income is for programme delivery which has been moved from one financial year to the next for logistical reasons.

	2019 £	2018 £
Balance at the beginning of the year	177,476	121,375
Amount released to income in the year	(177,476)	(121,375)
Amount deferred in the year	168,637	177,476
	<u>168,637</u>	<u>177,476</u>

13a Analysis of net assets between funds (current year)

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	35,025	–	35,025
Debtors	120,151	–	120,151
Creditors	(314,649)	–	(314,649)
Cash at bank and in hand	243,716	20,926	264,642
	<u>84,243</u>	<u>20,926</u>	<u>105,169</u>
Net assets at 31 March 2019	84,243	20,926	105,169

Notes to the financial statements

For the year ended 31 March 2019

13b Analysis of net assets between funds (prior year)

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	55,883	–	55,883
Debitors	228,628	–	228,628
Creditors	(384,582)	–	(384,582)
Cash at bank and in hand	364,579	20,926	385,505
Net assets at 31 March 2018	264,508	20,926	285,434

14a Movements in funds (current year)

	At 1 April 2018 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2019 £
Restricted funds:					
Donations	–	6,173	(6,173)	–	–
BBC Children in Need	–	3,571	(3,571)	–	–
Big Lottery Fund	–	748	(748)	–	–
Biochemical Society	–	1,000	(1,000)	–	–
City of London Corporation	–	15,352	(15,352)	–	–
Garfield Weston	–	6,000	(6,000)	–	–
Greggs Foundation	–	875	(875)	–	–
Head Start Action	–	17,330	(17,330)	–	–
The Hedley Foundation	–	2,800	(2,800)	–	–
HSBC	–	38,000	(38,000)	–	–
Institute of Engineering and JP Morgan	–	5,000	(5,000)	–	–
LB Hackney Earn and Learn	–	25,269	(25,269)	–	–
Merchant Taylors	–	20,382	(20,382)	–	–
Richard Reeve	–	14,870	(14,870)	–	–
Royal Bank of Scotland	–	8,084	(8,084)	–	–
Wessex Youth Trust	–	7,484	(7,484)	–	–
William Wates Memorial Fund	–	7,000	(7,000)	–	–
YPLA Bursary Fund	–	6,245	(6,245)	–	–
	20,926	–	–	–	20,926
Total restricted funds	20,926	186,183	(186,183)	–	20,926
Unrestricted funds:					
General Operating Fund	264,508	932,002	(1,112,268)	–	84,242
Total unrestricted funds	264,508	932,002	(1,112,268)	–	84,242
Total funds	285,434	1,118,185	(1,298,451)	–	105,168

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 31 March 2019

14b Movements in funds (prior year)

	At 1 April 2017 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2018 £
Restricted funds:					
British Science Association	-	600	(600)	-	-
Big Lottery Fund	-	500	(500)	-	-
City of London Corporation	-	21,252	(21,252)	-	-
Derwent London	-	9,500	(9,500)	-	-
JAC Trust	-	7,286	(7,286)	-	-
LB Hackney Earn and Learn	-	8,000	(8,000)	-	-
Merchant Taylors	-	16,250	(16,250)	-	-
Newmans Own Foundation	-	5,179	(5,179)	-	-
R Academy of Engineering	-	21,549	(21,549)	-	-
R. Soc. of Chemistry	-	1,449	(1,449)	-	-
Salesforce	-	22,512	(22,512)	-	-
Wessex Youth Trust	-	3,000	(3,000)	-	-
YPLA Bursary Fund	20,926	-	-	-	20,926
Total restricted funds	20,926	117,077	(117,077)	-	20,926
Unrestricted funds:					
Designated funds:					
Work-related learning and other education business link programmes	272,509	1,022,832	(1,174,308)	143,475	264,508
Designated Operational Fund	143,475	-	-	(143,475)	-
Total designated funds	415,984	1,022,832	(1,174,308)	-	264,508
Total unrestricted funds	415,984	1,022,832	(1,174,308)	-	264,508
Total funds	436,910	1,139,909	(1,291,385)	-	285,434

Movement in funds (continued)

Purposes of restricted funds

Restricted funds are provided by donors to fund costs associated with the delivery of specific projects, which are either contractually negotiated or negotiated through grant agreements. Restricted funding was provided for the following purposes:

- **BBC Children in Need:** to provide art therapy sessions for 75 young people in Hackney suffering with mental health issues, delivered through the Inspired Directions School.
- **The Biochemical Society:** to fund the delivery of the iDiscover programme, and refresh resources in order to maintain biochemical themes within the programme.
- **City of London Corporation:** to deliver the City Careers Open House programme, a series of half day workshops for students from primary schools teaching them about careers in the City.
- **Garfield Weston:** to maintain, develop and expand the iDiscover and Work Week programmes delivered in local primary schools.
- **The Hedley Foundation:** to formalise continuing support provided to Inspired Directions School students once they graduate from our school.
- **HSBC:** to fund the delivery of employability and financial capability programmes to 20 local secondary schools as part of existing Work Experience and Work Related Learning programmes.
- **The Institute of Engineering and Technology:** to support the delivery of the iDiscover programme to local primary schools, and maintain engineering themes within the programme.
- **JP Morgan:** to deliver the East Potential programme, working with young people in local secondary schools to develop greater employability skills.
- **The London Borough of Hackney:** which was donated to fund the delivery of the Inspiring Careers in STEM programme, teaching primary school students about the possibilities offered by STEM professions, and donated to fund the Inspiring Action programme, a social action project designed to teach employability and life skills to students with additional needs.
- **Merchant Taylors:** to support the Inspired Directions: Moving On project at our school, which provides continuing support to our alumni and partially covers the cost of employing ex-students.
- **The Richard Reeve's Foundation:** to deliver the City Talent project, which creates paid part-time and holiday jobs for 16–19 year olds from Camden and Islington.
- **Royal Bank of Scotland:** to deliver the Inspired Events programme, a termly programme of enterprise sessions in schools and the local community to enable 13–14 year olds from disadvantaged backgrounds to create and develop their own events management business supported by industry experts and workplace visits.
- **The Wessex Youth Trust:** to deliver the Inspired Futures programme, a social action project providing mentoring and employability skills training to young people.
- **The William Wates Memorial Fund:** to support the Inspired Directions School to continue its engagement with vulnerable young people, with a focus on improving enterprise and employability skills and improving attendance and behaviour at the school.
- **British Science Association (2018):** to support STEM projects in secondary schools, where students learn STEM related employability skills and work towards earning CREST Awards, a nationally recognised accreditation scheme for STEM project work.

Movement in funds (continued)

Purposes of restricted funds

- **Big Lottery Fund:** to fund the 7Up programme which helps at risk primary school students with the transition to secondary school, running workshops and mentoring sessions to build confidence and encourage positive engagement at secondary school.
- **Greggs Foundation:** to fund the Breakfast Club at Inspired Directions School, which aims to encourage more positive engagement at school and provide a free breakfast to students who are recipients of free school meals.
- **Head Start Action:** to deliver the HeadStart Action Programme in secondary schools, as series of social action projects, workshops and mentoring sessions designed to support students at risk of NEET transition positively into further education or work.
- **YPLA Bursary Fund:** This fund has remained unchanged for several years now, so the trustees will consider its use and whether it is appropriate to apply to the Charity Commission to have this fund unrestricted.
- **Derwent London (2018):** to deliver the Central Foundation Boys School Leadership Academy, where Year 12 students undertake leadership training and become leaders of curriculum enrichment activities at sixth form, receiving small amounts of funding to undertake these activities.
- **JAC Trust (2018):** to expand the range and impact of extra-curricular activities offered to NEET and pre-NEET young people in Hackney through investment in new art, music and delivery spaces at Inspired Directions School.
- **Newman's Own Foundation (2018):** to support the Inspired Futures program, which helps 14-19 year olds with special educational needs to make a smooth transition from school to further learning or work, through mentoring, workshops and community projects.
- **Royal Academy of Engineering (2018):** to support the delivery of iDiscover programmes in local primary schools and refresh the engineering related content, helping young children to learn more about the STEM industry, and meet professional role models and visit workplaces.
- **Royal Society of Chemistry (2018):** to support the delivery of iDiscover programmes in local primary schools and refresh the chemistry related content, helping young children to learn more about the STEM industry, and meet professional role models and visit workplaces.
- **Salesforce (2018):** to support the delivery of iDiscover programmes in local primary schools, helping young children to learn more about the STEM industry, and meet professional role models and visit workplaces.

Purposes of designated funds

The designated funds have been transferred to general unrestricted reserves during the year.

Notes to the financial statements

For the year ended 31 March 2019

15 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2019	2018	2019	2018
	£	£	£	£
Less than one year	104,374	104,374	3,720	3,720
One to five years	269,633	374,007	10,230	13,950
	<u>374,007</u>	<u>478,381</u>	<u>13,950</u>	<u>17,670</u>

16 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.