

Charity Registration No. 1151739

Company Registration No. 08248054 (England and Wales)

TEAM UP FOR SOCIAL MOBILITY LIMITED
TRUSTEES' REPORT AND INDEPENDENTLY EXAMINED ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2019

APPROVAL COPY

TEAM UP FOR SOCIAL MOBILITY LIMITED

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Activities & achievements

As set out in the Memorandum of Association, the Charity's objectives are to increase social mobility by establishing teams of volunteers to empower pupils to reach their academic potential through regular tutoring sessions.

Team Up uses tuition, delivered by inspirational role models, to enable pupils from low income backgrounds to meaningfully increase their academic attainment, in order to improve the choices open to them.

We are dedicated to ensuring our work genuinely makes a difference to those we work with, and the evidence we have collected suggests we have designed a programme that does just that. Our beneficiaries are from low income backgrounds, who have been identified as at risk of leaving school without meaningful qualifications and, who therefore, have little prospect of progressing onto further education or prosperous employment after formal schooling.

In 2018-19 we worked with 23 secondary, 7 primary schools and 1 youth charity in London and the South East. We delivered over **15,000** hours of tuition to **1,324** pupils with team of **271** volunteer tutors. 65% of our pupils were in receipt of pupil premium, indicating that they are among the most disadvantaged /and many more exhibit indicators of disadvantage such as English as a second language and high mobility.

Pupils made **twice** the expected rate of progress in a term. On average, pupils made 0.8 grades of progress over one term (the expected rate is 0.3 grades of progress per term, or one grade of progress in a year). This increased to 1.1 grades of progress for pupils who took part in two terms on a Team Up programme.

We are delighted with our impact in 2018-19 but we know we currently reach only reach a fraction of the many thousands of less affluent pupils who really need support to achieve their grades.

We know that being poor puts children and young people at a significant disadvantage in educational attainment and damages their life chances. All available evidence shows that while successful academic achievement can open doors to a prosperous career and fulfilling life, poor achievement is a key indicator of long term poverty, deprivation, a criminal record and low waged employment in adulthood, even negatively affecting health outcomes in later life. Pupils who receive our tuition progress at a significantly faster pace, when compared to their peers. In March this year we completed our sixth year of operating and have grown from supporting 200 pupils in 2011 to supporting over 7,000 children to date.

Financial review

During 2018/19 there were some changes to the organisation with the departure of the CEO, and we took this opportunity to revisit the strategy of the organisation and additionally, re-engineer our systems and processes, retarget the fundraising, and build on the existing foundation from previous years to create a sustainable organisation which we can scale in the future. This is in line with the Board of Trustees strategy to remain agile and dynamic as we streamline and strengthen the organisation for future growth.

The Trustees agreed many changes and enhancements in the previous financial year and this has borne fruit with an operating surplus of £8,347 on a turnover of £400,322 for this financial year.

The Trustees recognise as the organisation matures, we require a change of skills to build upon and retarget the fundraising base. We have used this opportunity to increase our engagement with employers and to develop enrichment opportunities for our pupils and volunteer tutors, to better prepare them for the future. We also used this year to invest in improving our digital integration to improve the quality and efficiency of our programmes and our ability to monitor and evaluate our impact. Furthermore, to aide scaling, we began an internal project to align policies and processes to support our growth plan. This is a gradual process with the Trustees intention to revisit the ongoing structure and strengthen the organisation with enhanced skills over the coming years as the organisation moves into the next phase of its life cycle. We have begun to map out a long-term strategy for Team Up which will ensure we continue to fulfil our core charitable objectives whilst being better able to meet the needs of the many pupils across the country who could benefit from our programme.

**TEAM UP FOR SOCIAL MOBILITY LIMITED
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TEAM UP FOR SOCIAL
MOBILITY LIMITED**

I report on the accounts of the charity for the year ended 31 March 2019, which are set out on pages 5 to 12.

Respective responsibilities of trustees and examiner

The trustees, who are also the directors of Team Up For Social Mobility Limited for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011, the 2011 Act, and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no audit opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 393 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (FRSSE) effective 1 January 2015; have not been met;or

- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



**Spyros P Spyrou, FCA
Independent examiner**

S P Spyrou & Co
Chartered Accountants
2 Old Court Mews
311A Chase Road
London, N14 6JS

Date: 18/12/2019.

TEAM UP FOR SOCIAL MOBILITY LIMITED

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2019

	Notes	31 March 2019		31 March 2018	
		£	£	£	£
Fixed assets	9		3,326		5,936
Tangible assets					
Current assets					
Debtors	10	8,627		22,460	
Cash at bank and in hand		<u>126,530</u>		<u>95,322</u>	
		135,157		117,782	
Creditors: amounts falling due within one year		(26,343)		(19,925)	
Net current assets			108,814		97,857
Total assets less current liabilities			<u>112,140</u>		<u>103,793</u>
Reserves					
Restricted funds			-		5000
Unrestricted funds			<u>112,140</u>		<u>98,793</u>
			<u>112,140</u>		<u>103,793</u>

Trustees statements required by the Companies Act 2006 for the year ended 31 March 2019

The company is a private company limited by guarantee and incorporated in England & Wales.


The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2019.

No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and if its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The accounts are approved by the Board on 18/12/19.....



 Natasha Westover
 Treasurer

TEAM UP FOR SOCIAL MOBILITY LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

2 Grants and donations

	Unrestricted funds £	Restricted funds £	Total March 2019 £	Unrestricted funds £	Restricted funds £	Total March 2018 £
Donations and gifts	583	-	583	1,938	-	1,938
Grants receivable for core activities	44,546	125,865	170,411	16,000	157,300	173,300
	<u>45,129</u>	<u>125,865</u>	<u>170,994</u>	<u>17,938</u>	<u>157,300</u>	<u>175,238</u>

3 Charitable activities

	2019 £	2018 £
Programme delivery	229,328	207,210
Included within income relating to programme delivery are the following grants		
School tutoring services	229,328	207,210
Corporate sponsorships	-	-
	<u>229,328</u>	<u>207,210</u>

4 Expenditure

	Staff costs £	Depreciation £	Other costs £	Total 2019 £	Staff costs £	Depreciation £	Other costs £	Total 2018 £
Raising funds	36,914	-	2,835	39,749	43,150	-	642	43,792
Activities undertaken directly - Programme delivery	243,537	4,197	102,332	350,066	241,520	6,244	123,116	370,880
Governance costs	-	-	2,160	2,160	-	-	2,160	2,160
	<u>280,451</u>	<u>4,197</u>	<u>107,327</u>	<u>391,975</u>	<u>284,670</u>	<u>6,244</u>	<u>125,918</u>	<u>416,832</u>

5 Activities undertaken directly

	2019 £	2018 £
Other costs relating to programme delivery comprise:		
Travel and volunteers	15,672	4,395
Office costs	7,394	12,064
Premises	30,599	45,607
Accountancy fees	4,568	5,693
Resources and materials	40,385	47,310
Other direct costs	6,549	8,689
	<u>105,167</u>	<u>123,758</u>

6 Governance costs

	2019 £	2018 £
Other governance costs comprise:		
Independent examination and statutory accounts	2,160	2,160
	<u>2,160</u>	<u>2,160</u>

TEAM UP FOR SOCIAL MOBILITY LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

11 Creditors: amounts falling due within one year

	2019	2018
	£	£
Trade creditors	751	10,293
Taxes and social security costs	9,201	7,472
Accruals	6,391	2,160
Deferred income	10,000	-
	<u>26,343</u>	<u>19,925</u>

£10,000 from the Drapers Charitable Trust has been deferred to 2019/20 Financial Year

12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Balance at 31st March 2019
	Balance at 1st April 2018	Incoming resources	resources expended	
	£	£	£	£
Holbeck	5,000	-	5,000	-
Mac Bevan Charitable Trust	-	2,700	2,700	-
Hammersmith United Charities	-	5,000	5,000	-
SOAS	-	13,062	13,062	-
Invesco	-	1,000	1,000	-
John Lyons Charity	-	29,000	29,000	-
The Progress Found	-	10,000	10,000	-
Jack Petchey Foundation	-	11,603	11,603	-
The Emmanuel Kaye Foundation	-	15,000	15,000	-
Lujenna Educational Trust	-	3,000	3,000	-
St James Place Foundation	-	5,000	5,000	-
The Worshipful Company of Builders Merchants	-	500	500	-
Rothschild & Co Partnership	-	15,000	15,000	-
SYLA	-	1,250	1,250	-
The Worshipful Company of Arbitrators	-	2,500	2,500	-
Southside Young Leaders Academy	-	1,250	1,250	-
The Charterhouse Charitable Trust	-	10,000	10,000	-
	<u>5,000</u>	<u>125,865</u>	<u>130,865</u>	-

13 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total 2019	Unrestricted Funds	Restricted Funds	Total 2018
	£	£	£	£	£	£
Fund balances at 31 March 2019 are represented by:						
Tangible fixed assets	3,326	-	3,326	5,936	-	5,936
Current Assets	135,157	-	135,157	112,782	5,000	117,782
Creditors: amounts falling due within one year	(26,343)	-	(26,343)	(19,925)	-	(19,925)
	<u>112,140</u>	<u>-</u>	<u>112,140</u>	<u>98,793</u>	<u>5,000</u>	<u>103,793</u>