

Charity Registration No. 1151739

Company Registration No. 08248054 (England and Wales)

TEAM UP FOR SOCIAL MOBILITY LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

TEAM UP FOR SOCIAL MOBILITY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mrs Perella Bridgland Miss Sharla Duncan Mr Jonathan Goggs Mr Stewart Niblock, Chair Ms Natasha Westover – resigned 31/03/2020 Mr John Mullins Mr Michael Connor - appointed 29/05/2020
Secretary	Miss Sharla Duncan
Charity number	1151739
Company number	08248054
Registered office	423 Pill Box 115 Coventry Road London E2 6GG
Independent Examiner	S P Spyrou and Co Chartered Accountants and Registered Auditors No 2 Old Court Mews 311a Chase Road London N14 6JS
Bankers	National Westminster NatWest Direct Hornchurch, Essex RM12 4B

TEAM UP FOR SOCIAL MOBILITY LIMITED

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TEAM UP FOR SOCIAL MOBILITY LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2020

The Trustees present their report and accounts for the year ended 31 March 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, Governance and Management

The organisation is a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association dated 10th October 2012 and amended by special resolution dated 2nd April 2013.

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

- Mrs Perella Bridgland
- Miss Sharla Duncan
- Mr Jonathan Goggs
- Mr Stewart Niblock, Chair
- Ms Natasha Westover – resigned 31/03/2020
- Mr John Mullins

The Trustees form the Management Committee of the company. The members are elected by members of the company, and usually serve for a minimum of a one-year term.

There is a provision for the appointment of additional trustees by co-option if requested. This involves interviews with current Trustees and a vote.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Details of organisational structure

The Trustee Board manages the charity and aims to consider strategic decisions at its meetings. Trustees are aware that any conflicts of interest are declared and minuted. The Board meets every 3 months. Separate meetings between the Trustees have also been set-up for Fundraising and Finance. The outcomes of these meetings are reported at the Board Meetings for decisions. The Chief Executive Officer is appointed by the Trustees to manage the day to day operations of the company, and who also has the authority to delegate as appropriate to other staff members. Ad-hoc meetings are set-up when the need arises.

The Trustees of the charity have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Commission.

TEAM UP FOR SOCIAL MOBILITY LIMITED

TRUSTEES' REPORT – continued

FOR THE YEAR ENDED 31 MARCH 2020

The Charity's Objectives

The charity's objectives are to advance in life and help young people in secondary and primary education through the provision of support and activities including but not limited to tutoring sessions from teams of volunteer tutors which help them reach their academic potential, develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

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 works to reduce the widening attainment gap in education by helping underachieving disadvantaged pupils double their expected progress and improve their future prospects. We do this through inspirational volunteer tutors, with the support of qualified teachers.

We are dedicated to ensuring our work genuinely makes a difference to those we work with, and the evidence we have collected demonstrates 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 2019-20 we worked with 27 secondary, 7 primary schools and 1 youth charity in London and the South East. We delivered over **13,000** hours of tuition to **1,310** pupils with a team of **344** volunteer tutors. 61% 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).

We are delighted with our impact in 2019-20 but we know we currently 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

TEAM UP FOR SOCIAL MOBILITY LIMITED

TRUSTEES' REPORT – continued

FOR THE YEAR ENDED 31 MARCH 2020

affecting health outcomes in later life. Pupils who receive our tuition progress at a significantly faster pace, when compared to their peers. In March of this year we completed our seventh year of operating and have grown from supporting 200 pupils in 2011 to supporting over 8,000 children to date.

Financial review

During 2019/20 there were a number of changes to the organisation with the departure of the previous CEO and recruitment of a new CEO, with a background in programme development in the education and charitable sector. We took this opportunity to revisit the strategy of the organisation 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 £14,154 on a turnover of £417,798 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 improve the quality and efficiency of our programmes and our ability to monitor and evaluate our impact. Furthermore, to aid 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 been mapping 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.

The impact of COVID-19 was felt at the very end of the year as schools closed on 20 March, but we were able to ensure pupils we worked with received support and feedback to help them continue their progress. The strategic work and development of online approaches already in progress, together with our sound financial management and reserves policy, will, we believe, stand us in good stead to adapt to rapidly changing circumstances and emerge stronger, to support disadvantaged pupils, who risk falling even further behind as a result of this crisis.

Statement of trustees' responsibilities

The trustees, who are also the directors of Team Up For Social Mobility Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

TEAM UP FOR SOCIAL MOBILITY LIMITED

TRUSTEES' REPORT – continued

FOR THE YEAR ENDED 31 MARCH 2020

Company law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these accounts, 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 have been followed, subject to any material departures disclosed and explained in the financial statements: and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts 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.

Small company provisions

His report has been prepared in accordance with the special provisions for small companies under part VII of the Companies Act 2006.

On behalf of the board of Trustees,



Stewart Niblock, Chair

Date : 27.07.20

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 2020, 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 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.

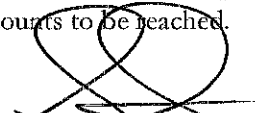
Independent examiner's statement

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 396 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: 07/7/20

TEAM UP FOR SOCIAL MOBILITY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2020

	Notes	Unrestricted funds £	Restricted funds £	Total March 2020 £	Unrestricted funds £	Restricted funds £	Total March 2019 £
Income							
Grants and donations	2	63,519	110,079	173,598	45,129	125,865	170,994
Charitable activities	3	<u>244,200</u>	-	<u>244,200</u>	<u>229,328</u>	-	<u>229,328</u>
Total Income		<u>307,719</u>	<u>110,079</u>	<u>417,798</u>	<u>274,457</u>	<u>125,865</u>	<u>400,322</u>
Expenditure							
Raising funds	4	37,174	-	37,174	38,287	-	38,287
Programme delivery		<u>256,391</u>	<u>110,079</u>	<u>366,470</u>	<u>222,823</u>	<u>130,865</u>	<u>353,688</u>
Total expenditure		<u>293,565</u>	<u>110,079</u>	<u>403,644</u>	<u>261,110</u>	<u>130,865</u>	<u>391,975</u>
Net income/(expenditure) and Net movement in funds		14,154	-	14,154	13,347.00	(5,000)	8,347
Funds at 1 April 2019		<u>112,140</u>	-	<u>112,140</u>	<u>98,793</u>	<u>5,000</u>	<u>103,793</u>
Funds at 31 March 2020		<u><u>126,294</u></u>	<u><u>-</u></u>	<u><u>126,294</u></u>	<u><u>112,140</u></u>	<u><u>-</u></u>	<u><u>112,140</u></u>

All the above amounts relate to continuing activities.

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of recognised gains and losses has not been prepared.

TEAM UP FOR SOCIAL MOBILITY LIMITED

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2020

	Notes	31 March 2020		31 March 2019	
		£	£	£	£
Fixed assets					
Tangible assets	9		1,653		3,326
Current assets					
Debtors	10	16,130		8,627	
Cash at bank and in hand		<u>126,840</u>		<u>126,530</u>	
		142,970		135,157	
Creditors: amounts falling due within one year		(18,329)		(26,343)	
Net current assets			124,641		108,814
			<u>-</u>		<u>0</u>
Net assets			<u>126,294</u>		<u>112,140</u>
Funds					
Restricted funds			-		-
Unrestricted funds			<u>126,294</u>		<u>112,140</u>
			<u>126,294</u>		<u>112,140</u>

Trustees Statement required by the Companies Act 2006 for the year ended 31 March 2020

(a) 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 2020.

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

(c) The directors acknowledge their responsibilities for (i) ensuring that the company keeps accounting records which comply with section 386 of the Act and (ii) 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 of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 393, 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 were approved by the Board on 27/7/2020



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Perella Bridgland
Treasurer

TEAM UP FOR SOCIAL MOBILITY LIMITED

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

1.1 Basis of preparation

The accounts (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 for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Charities Act 2011, Companies Act 2006 and applicable regulations.

The accounts have been prepared on a going concern basis and the trustees believe there to be no material uncertainties about the Charity's ability to continue as a going concern.

1.2 Income

Voluntary income received by way Of grants, donations and legacies is included in full in the Statement of Financial Activities when receivable and the Charity has entitlement. Corporate sponsorship income represents unrestricted income for the provision of access to the Charity's university students for recruitment and engagement and is accounted for when receivable. Income from schools in respect of tutoring services is charged on an annual per head basis when receivable. Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when reasonable.

Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

1.3 Expenditure

Charitable expenditure comprises direct expenditure. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of resources.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery Straight line over 3 years

Fixtures, fittings & equipment 20% reducing balance

1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

1.6 Accumulated funds

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

2 Grants and donations

	Unrestricted funds	Restricted funds	Total March 2020	Unrestricted funds	Restricted funds	Total March 2019
	£	£	£	£	£	£
Donations and gifts	519	-	519	583	-	583
Grants receivable for core activities	<u>63,000</u>	<u>110,079</u>	<u>173,079</u>	<u>44,546</u>	<u>125,865</u>	<u>170,411</u>
	<u>63,519</u>	<u>110,079</u>	<u>173,598</u>	<u>45,129</u>	<u>125,865</u>	<u>170,994</u>

TEAM UP FOR SOCIAL MOBILITY LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

3 Charitable activities	2020	2019
	£	£
Programme delivery	<u>244,200</u>	<u>229,328</u>
Included within income relating to programme delivery are the following grants		
School tutoring services	244,200	229,328
Corporate sponsorships	-	-
	<u>244,200</u>	<u>229,328</u>

4 Expenditure

	Staff costs	Depreciation	Other costs	Total 2020	Staff costs	Depreciation	Other costs	Total 2019
	£	£	£	£	£	£	£	£
Raising funds	36,063	-	1,111	37,174	36,914	-	2,835	39,749
Activities - Programme delivery	260,503	1,693	102,038	364,234	243,537	4,197	102,332	350,066
Governance costs	-	-	2,256	2,256	-	-	2,160	2,160
	<u>296,566</u>	<u>1,693</u>	<u>105,405</u>	<u>403,664</u>	<u>280,451</u>	<u>4,197</u>	<u>107,327</u>	<u>391,975</u>

5 Activities undertaken directly

	2020	2019
	£	£
Other costs relating to programme delivery comprise:		
Travel and volunteers	14,273	15,672
Office costs	5,173	7,394
Premises	23,937	30,599
Accountancy fees	3,758	4,568
Resources and materials	41,166	40,385
Other direct costs	<u>14,842</u>	<u>6,549</u>
	<u>103,149</u>	<u>105,167</u>

6 Governance costs

	2020	2019
	£	£
Other governance costs comprise:		
Independent examination and statutory accounts	<u>2,256</u>	<u>2,160</u>
	<u>2,256</u>	<u>2,160</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period, for their service as a trustee. One trustee, Natasha Westover, undertook services for the charity during this period. As agreed by the board of Trustees, she was part-time interim CEO from April - September 2019 whilst a new CEO was appointed. During this period, Natasha stepped back from trustee decisions. All services were conducted arms length and at a commercial rate. She stepped down as a trustee at the end of March 2020.

TEAM UP FOR SOCIAL MOBILITY LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

8 Employees

The average monthly number of employees during the period was:

	2020 Number	2019 Number
Programme delivery	5	6
Support staff	<u>2</u>	<u>2</u>
	<u>7</u>	<u>8</u>

	2020 £	2019 £
Employment costs		
Wages and salaries	271,622	251,063
Social security costs	19,717	25,599
Pension cost	<u>5,227</u>	<u>3,789</u>
	<u>296,566</u>	<u>280,451</u>

There were no employees whose annual emoluments were £60,000 or more.

9 Tangible fixed assets

	Fixtures & equipment £
Cost at 1 April 2019	£
Additions	22,423
	0
At 31st March 2020	<u>22,423</u>
Depreciation	
At 1 April 2019	19,097
Charge for the year	1,673
At 31 March 2020	<u>20,770</u>
Net book value	
At 31 March 2020	<u>1,653</u>
At 31 March 2019	<u>3,326</u>

10 Debtors

	2020 £	2019 £
Trade debtors	6,610	0
Prepayments and accrued income	<u>9,520</u>	<u>8,627</u>
	<u>16,130</u>	<u>8,627</u>

Prepayments and accrued income relate to: relate to refundable

TEAM UP FOR SOCIAL MOBILITY LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

11 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	2,134	751
Taxes and social security costs	6,762	9,201
Accruals	2,601	6,391
Deferred income	6,832	10,000
	<u>18,329</u>	<u>26,343</u>

12 Restricted funds

The 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 2020
	Balance at 1st April 2019	Incoming resources	resources expended	
	£	£	£	£
Drapers Charitable Trust		10,000	10,000	-
Jack Petchey Foundation	-	8,572	8,572	-
Schroder Trust	-	3,000	3,000	-
The Peter Stebbings Memorial Charity	-	5,000	5,000	-
Leathersellers' Company Charitable Fund	-	1,300	1,300	-
The Grocers Charity	-	4,365	4,365	-
Hammersmith United Charities	-	9,368	9,368	-
John Lyons Charity	-	29,000	29,000	-
Vandervell Foundation	-	2,000	2,000	-
Invesco	-	2,000	2,000	-
Goldsmiths	-	15,474	15,474	-
A&B Sainsburys	-	10,000	10,000	-
Rhys Tryce Memorial Fund	-	5,000	5,000	-
The White Benevolent Fund	-	5,000	5,000	-
	<u>-</u>	<u>110,079</u>	<u>110,079</u>	<u>-</u>

13 Analysis of net assets between funds

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	2020	Funds	Funds	2019
	£	£	£	£	£	£
Fund balances at 31 March 2020 are represented by:						
Tangible fixed assets	1,653	-	1,653	3,326	-	3,326
Current Assets	142,970	-	142,970	135,157	-	135,157
Creditors: amounts falling due within one year	<u>(18,329)</u>	<u>-</u>	<u>(18,329)</u>	<u>(26,343)</u>	<u>-</u>	<u>(26,343)</u>
	<u>126,294</u>	<u>-</u>	<u>126,294</u>	<u>112,140</u>	<u>-</u>	<u>112,140</u>

14 Company limited by guarantee

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