

REGISTERED COMPANY NUMBER: 07260539 (England and Wales)

REGISTERED CHARITY NUMBER: 1139971



The Hangleton & Knoll Project

Working for a better community

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

FOR

THE HANGLETON & KNOLL PROJECT
(A COMPANY LIMITED BY GUARANTEE)

THE HANGLETON & KNOLL PROJECT

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THE HANGLETON & KNOLL PROJECT (REGISTERED NUMBER: 07260539)

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Objects of the Charity

a) To promote the benefits of Brighton & Hove hereinafter called "the area of benefit" without the distinction of race, or sex, or of political, religious or other opinions by associating the Local Authorities, voluntary organisations and inhabitants in a common effort to advance education and to provide facilities in the interests of social welfare for recreation and leisure time occupation with the object of improving the conditions of life for the inhabitants. The Charity shall be non-party in politics and non-sectarian in religion.

b) In furtherance of the said objects the Charity shall:

- i. Assist and support existing community groups and work with residents to initiate new groups responding to identified need in the "area of benefit"
- ii. Promote and support community resources for the area in association with other voluntary groups and Statutory Agencies
- iii. Promote and support the development of community buildings to provide facilities for all residents
- iv. Encourage the participation of residents in all forms of voluntary activity, education, and employment, which may improve the quality of life in "the area of benefit".

Charity's Aims

Purpose

The Hangleton & Knoll Project (HKP) is a Community Development charity and company limited by guarantee. We work in the West area of Brighton and Hove in Southeast England. A part of the community since 1983 we are an organisation working for the community with the community and managed by the community. Right from the start local residents have shaped and developed the organisation to become what it is today; a model of good practice for how a community is able to develop and manage its own resources and services.

Mission

HKP is a resident led organisation that exists to work in partnership with the neighbourhoods and communities we serve to access and develop opportunities and resources, facilitate positive change, and deliver effective and appropriate services, as identified by those people who live here in the West of the City.

Vision

HKP seeks optimum ways of working with, and for the benefit of, the whole community. We do this to mitigate and/or eliminate the wide range of social and economic difficulties that many people, affected by high levels of social deprivation in our neighbourhood, experience. We seek to improve the quality of life of people living in the West by working in partnership with all residents, community groups and service providers, to access and develop opportunities, resources and services, and to facilitate positive changes that have been collectively identified by residents, many of whom have developed the confidence and capacity to lead that change.

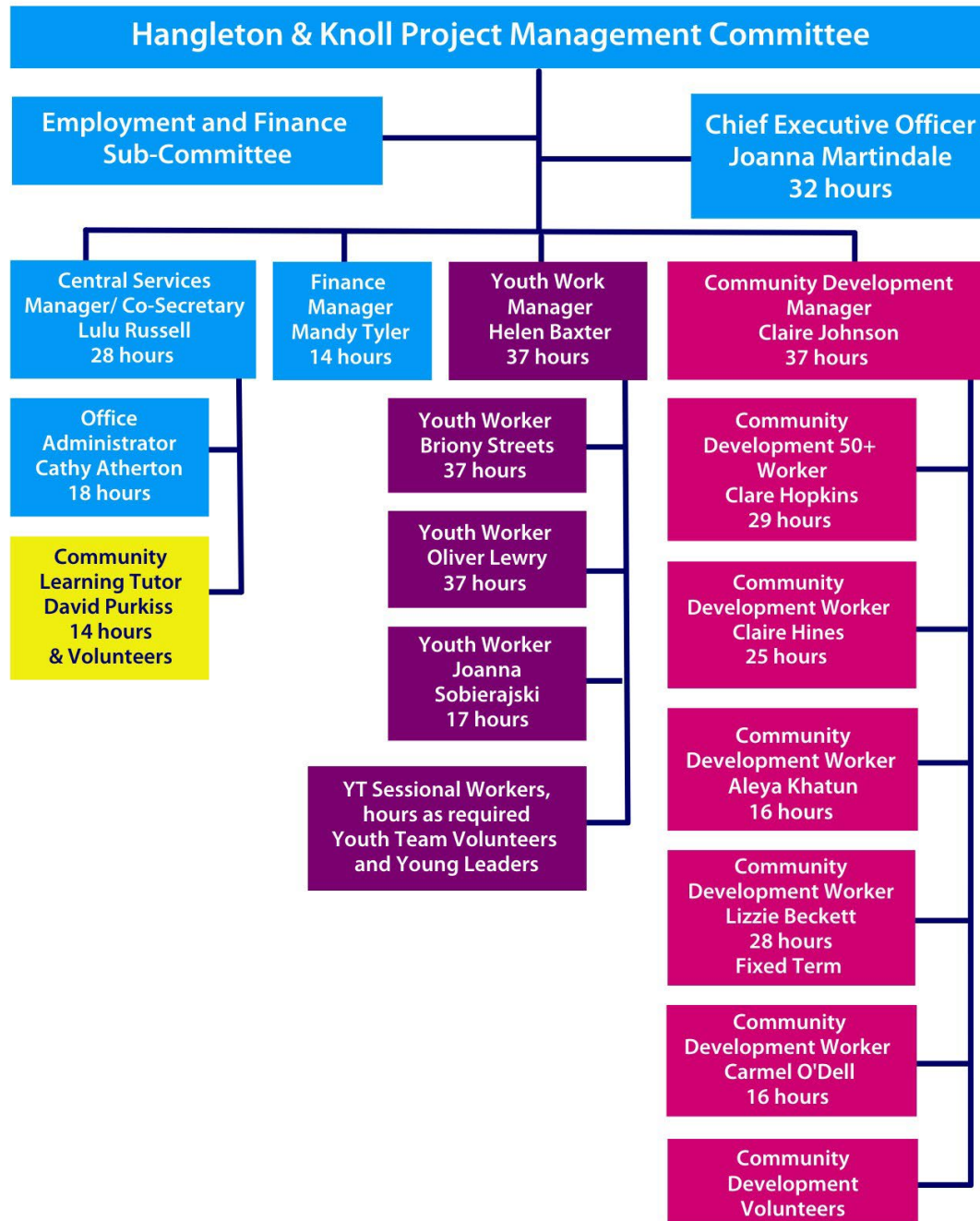
Values

HKP's community development, youth work and community learning practices are guided by the underlying principles and values of partnership work, needs led approach, joined-up thinking, volunteering, self-help, equality, community and individual empowerment. This approach recognises the skills, assets and diversity of all our residents.

High level outcomes

- To increase a sense of trust and feeling of belonging and reduce social isolation
- To improve the health and wellbeing of all residents and increase ability to self-manage and reduce negative impacts of long-term conditions
- To reduce all kinds of inequality by maximising life chances for all
- To build community and individual resilience and empower local people to have more control over the issues that affect them
- To increase skills, confidence and knowledge in local people
- To increase participation in all levels of decision making, volunteering and community action
- To build confidence to participate in learning and employment
- To ensure responsive services based on both identified need and demographic analysis

The Hangleton & Knoll Project Organisational Structure 2023/24



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OBJECTIVES AND ACTIVITIES

Significant activities

Community Development

Community development is the process of enhancing socially or economically disadvantaged communities by working with local people to develop the skills, knowledge and experience necessary to collectively improve their community's resources.

In practical terms, the Community Development Team:

- makes contact with residents
- develops relationships
- raises the awareness of residents' common concerns and responsibilities
- helps foster a feeling of ownership of their area
- co-ordinates the coming together of residents to agree a plan of action
- supports the development of a group to undertake the tackling of an issue
- supports them through their development for 6 months to a year so that they are able to fully undertake their individual and group roles and manage issues such as fundraising, financial management, forward planning, working as a team, and the delivery of a service.

At the end of the process, the community has an additional resource, targeted at an identified need, which is independent, self-sustainable and physically and financially accessible to residents.

The community development process is effective in maximising organisational time as the independent management of pieces of work by the community enables the community development worker to move on to support the development of further community initiatives. Community managed services also alleviate the demand placed upon the resources of statutory agencies.

Within the process, the development work is taking place primarily not for the end product - e.g. to set up a group

- increasing the capability and skills of individuals.
- developing support networks and easing isolation.
- increasing the skills base of the community as a whole.
- improving community resources.

Additional to direct work with residents is work with statutory agencies and other providers to develop a climate in which residents and local community groups can have an active role in the development of their neighbourhood. This includes:

- the development of meetings where residents can request information, make suggestions and challenge agencies.
- liaising with agencies to signal the needs of the target area or to raise difficulties caused by policies or practice.
- informing residents of new and existing policy, opportunities presented by these, and facilitating a process where involvement and planning can take place.



Community Mural Project, supported by Community Development, Launch event at Hangleton Community Centre

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Youth Work

All youth work delivered by the Charity follows the community development ethos as listed above. In addition, it works to the National Youth Agency (NYA) Core Curriculum:

- Personal and Social Education: helping young people in making informed and constructive choices about their personal well-being regarding health, education and training, employment, recreation and legal issues as well as making and maintaining positive personal relationships.
- Participation and Empowerment: good youth work practice puts young people at the centre of its programmes - young people voluntarily participate in the planning and direction of the programmes as decision makers as well as participants. It encourages young people's development of critical faculties and promotes the confidence with which to take control of their own lives - at local, community, City, national and international levels.
- Equality of Opportunity: youth workers are expected to challenge oppression and inequality as well as encouraging young people to do the same.
- Voluntary Engagement: the Charity provides a range of programmes that young people can engage with voluntarily. These programmes offer a range of opportunities and challenging experiences in the company of their peers and the local community. The work supports a successful transition into adulthood.



OBJECTIVES AND ACTIVITIES

These aims are achieved through the implementation of a range of youth work methodologies including:

- Detached youth work
- Youth Bus outreach
- Group, activities and project work
- One to one and youth coaching support
- Work in schools
- Partnership work with other agencies and services

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Community Based Learning

HKP has developed a 'UK Online' IT training suite in St. Richard's community centre with free access community Wi-Fi. We provide informal and formal IT and other needs led training and facilities to increase the skills and confidence of local residents. This work is delivered by qualified tutors and supported by volunteer sessional trainers recruited from former learners. Learning is provided free.

Community Learning activities typically include:

- Training for Community Groups e.g. committee skills, development days
- Courses that promote ability to self-care and take control of health and wellbeing
- Taster sessions
- Free weekly IT drop-ins - both day and evening sessions and telephone and online
- 1:1 training and support
- Supporting communications e.g. social media training, how to design a leaflet, video conferencing
- Helping groups use Funder Finder
- ESOL (English as a second language) courses
- Basic IT courses
- Wellbeing, Cookery, self-improvement and creative courses
- Exercise and fitness courses
- Accredited courses e.g. First Aid, Food Hygiene
- Help with C.V.'s
- Job applications and job search
- On-line courses
- Information, signposting and advice about other courses, training, volunteering and community groups.

We are managing increasing community demand in this area - particularly those seeking employment support or needing help with IT not to be left behind in accessing services - have seen us adapt our delivery and we now have additional IT drop-ins staffed by trained volunteers, complementing our tutor led work. We have also increased the work we do with other agencies to ensure that they deliver training in our local venues, which we promote via our networks and staff, for example projects with the local health system to increase access to primary care.



Mosaic Workshop



Employment Support



British Sign Language

Employment Support

Routes2 is a local project offering free, personal support for anyone needing some help on their journey into employment and is funded Sharing Prosperity BHCC. We provide an Information and Advice service for adults of all ages, and a space to explore new opportunities, confidence building activities, updating skills, and making real progress towards better work opportunities.

Specific activities include:

- 1-2-1 tailored support for as long as is needed
- learning opportunities, such as literacy and IT skills
- access to volunteering, and training across the city
- help in addressing barriers to employment and training
- we start with a conversation and end up with a personal plan, designed to develop skills and increase chances of finding the right job
- there are budgets and resources to help with achieving training, learning and job goals
- we also provide financial support where needed for the important day-to-day practical issues, like travel and childcare

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Public benefit

The trustees confirm that they 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 the planning of future activities.

Social investments

The Charity does not hold any social or programme related investments.

OBJECTIVES AND ACTIVITIES

Grant making

Grant making is not a material part of the Charity's activities.

Volunteers

Volunteer input to the work of the Project consists of the valuable contribution made by the Trustees, local residents and others (names can be found under Trustee and Volunteer sections). The Project works with many volunteers in the local community and seeks to increase volunteer participation in the various existing and newly formed community organisations. Local volunteers support the delivery of a range of IT training opportunities. When recruiting new staff, the Project seeks the involvement of at least one local, volunteer resident in the shortlisting and interview process.

ACHIEVEMENT AND PERFORMANCE

Charitable activities 23/24

Key activities:

- Working towards our vision of a Youth Hub for the West Area BHCC and DCMS and local stakeholders including SPFT, YMCA, BHCC and primary care
- Development of a Community Health and Wellbeing Centre at the Downsman as a venue for community learning, activities and peer support
- Development of a model of youth coaching to support young men and build evidence base for impact of relationship-based wellbeing work
- Ongoing partnership to deliver projects with primary care, public health and NHS Sussex to address local Health inequality and population health priorities ensuring local access to free and low-cost opportunities for all
- Partnership with environmental charities on climate change and food waste led by Food Partnership
- Expansion of ACT Act together on Cancer work with our focus on HKP lead in supporting primary care and developing a replicable model for CVS/Primary care partnership
- Work with local communities and City partners to support Black and Ethnically diverse voice in West as part of 'Community Voices' work
- Work with strategic Health and Social care colleagues ensuring the insight from our communities is understood and considered as the system works towards integration and manages increased demand.

The Charity has a five-year Strategic Business Plan which runs 2022-2027. This is reviewed annually as part of the Charity Excellence processes by the Board and is designed to be an iterative document integrating future needs analysis and evaluation data as part of our ongoing planning cycle. It is linked and delivers on the agreed Neighbourhood Action Plan, which is a shared document between the Community and BH City Council and forms a central part of staff and trustee annual planning.

ACHIEVEMENT AND PERFORMANCE

Activities for generating funds

These activities include providing payroll bureau and administration services to community groups for a nominal fee and charging minimal course fees and resource hire charges.

Investment Income

The Charity spreads its funds over several interest-bearing bank accounts in order to minimise risk. The income from these has been increasing over the past year and now contributes to core activity.

Other Incoming resources for charitable activities

The Charity received funding from B&H City Council's Third Sector Investment Programme (TSIP) as a contribution towards the organisation's overall management and administration costs as part of the Community Development Commission to cover our external strategic work in this area.

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Community Development

Brighton & Hove TSIP funding enables our core Community Development offer to support representative groups such as Community Action, local Parks groups, community festivals and community buildings alongside work targeted at specific vulnerable communities of interest e.g Parent Carers and people with long term health conditions. This also includes Black and Ethnically Diverse (BED) engagement work. This work is delivered as part of the Inclusive Communities partnership led by The Trust for Developing Communities (TDC). BHCC BED Engagement funding has enabled us to deliver an outreach programme to engage with the BED community to develop culturally appropriate resources and services eg around vaccines, menopause, cancer and maternity services. The programmes are complimentary and add value to our core work. We also contribute to the City Community Voices group with our Equalities worker Aleya Khatun helping to organise this work which enables voice in the City BED structures for our residents.

The Charity has continued to receive funding through Impact Initiatives for our Older People's Ageing Well programme of work which supports older people to come together as the 50 Plus Steering Group and oversees an older people led programme of trips, groups and activities within our area. This partnership of providers is a Citywide offer with targeted work in local neighbourhood and various communities of interest. As part of this work, HKP deliver BED older people's activities and trips.

During this period NHS Sussex piloted a community approach to Health Inequality which we delivered for West Area and for our BED communities in partnership with West Hove Primary Care Network and led by TDC. This Community Health Inequality Programme (CHIP) was astonishingly successful and has been taken forward as a system model.

The Charity received funding to deliver a number of smaller projects over the year including NHS Sussex funding which has continued to support our West Area Health Forum which brings together residents, patients and community group leaders with Practice Managers from six local surgeries, to look at community solutions to Health and Wellbeing issues, alongside feeding in and back, to improve local health services. Also in this year we received funding via NHS to support BED engagement in Community Voices – a City group that aims to take forward with action the insight work already collected in partnership with Bridging Change.

We received BHCC funding to deliver West Area professional networking sessions for professionals in partnership with the TDC.

NHS psychosocial money funded a partnership between ourselves and the Trust for Developing Communities to deliver a Citywide programme of health and wellbeing activities, part of the Community Roots offer led by Southdown Housing. In West, our focus has been BED women's health.

The Charity received funding from BHCC Public Health to manage a small Neighbourhood Fund community based grants programme to enable, and support, local community groups to apply for funding to deliver health promoting activities.

We received funding from the Brighton Dome and Festival to continue our outreach programme in partnership with them and continue to support a Local Arts offer overseen by a resident led Arts steering group.

We are delivering ACT (Act on Cancer Together) in the West of the City. This programme is led by TDC and aims to improve the numbers of people accessing cancer screening in the City. Brighton and Hove currently has comparatively low rates of uptake and it is our aim to change this over the next 5 years targeting communities which generally have lower uptake where we have strong networks and relationships to bring to bear.

Community Groups, Activities and Events.

- HKP supported **2660** residents to manage and participate in **49** community groups
- HKP supported **401** new people to engage in community groups and activities.
- HKP supported groups to successfully apply for **£46,931** in grants to run activities and events.
- We worked with residents and groups to organise **72** open community events which were attended by **2439** people.
- We worked with **92** service providers across all sectors.
- We worked with **1103** people from Black and Ethnically Diverse communities.
- We worked with **30** people from LGBTQI communities.

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Act on Cancer Together Project

- We contacted **1889** patients across the West Hove Primary Care Network (PCN) who had not responded to bowel and cervical screening invitations to offer them support to complete screening.
- We have delivered cancer awareness sessions to **598** people through workshops, events and outreach to community groups.
- We have actively promoted public health campaigns around breast and ovarian cancer across our communities.

West Area Community Health Inclusion Project

- **1816** people were reached through all Health Inclusion activity
- **59,782** people reached via social media
- **1291** people attended events/activities/drop ins
- **87** health events/activities took place
- **321** people were signposted to a GP/Clinician
- **1103** people were signposted to community health groups and activities
- **150** people received support to access health services online. E.g. NHS APP
- **147** people had their blood pressure taken

Youth Work

BHCC continued to fund the Charity, as lead youth provider in the West Area to deliver a range of universal, detached and project based youth work for young people aged 13-19 years, as well as young women's group activities.

ACHIEVEMENT AND PERFORMANCE

We also work with Impact Initiatives and the TDC to deliver an offer for Sussex Community Foundation Trust, working alongside the School Nurse service. Our skilled youth worker supports some of the most vulnerable young people in the City with casework and a link back into mainstream youth and community activity should that be appropriate.

Funding was secured from the Pebble Trust for HKP to lead a City programme of activities to support vulnerable young men. This is in partnership with YMCA and TDC and provides one to one coaching and an evidence base for relational based work making an impact with this cohort.

We also build on our core offer to provide targeted group work to our most vulnerable young people. These additional pots of money include The Noel Bennet Trust funding our community safety programmes with young people The Cooperative and Waitrose supporting cost of living crisis work with families; The Rotary supporting SEND club and partnerships with BHCC Active for Life team; Albion in the Community and WBC cares providing match for healthy exercise activities.

We worked with the Food Partnership to deliver a Food Uses programme as part of community education and food work with young people.

Over the year we have delivered 624 youth sessions to 478 young people with 3881 total visits

Community Learning

The Charity received Council TSIP and HRA Communities funding to support free tutor led and volunteer supported IT drop-ins alongside a programme of community learning which, in this period, has focused on the needs of Council tenants addressing wellbeing, cost of living, IT skills and ESOL classes.

Funded by BHCC's MoneyWorks project, we form part of a Whole City Partnership led by the Citizen's Advice Bureau working to address financial exclusion. Alongside other education partners in the City our focus is financial literacy through digital inclusion.

HKP has had 266 people attending 358 sessions over 22 courses
IT drops ins have helped 159 people over 644 visits through the year.

- 99% of people learnt something new
- 100% of people enjoyed the learning session
- 100% of people said the learning session helped them feel more confident
- 99% of people said they felt better after the learning session

Employment Support

In this period, we received Sharing Prosperity to continue our work in the West to deliver targeted case work to those facing most barriers to employment

- **35** people received 1-1 employment support.
- **30** people engaged in job searching at our weekly job club.
- **7** people gained employment, including self-employment, following support.
- **48** people engaged in life and job skills training

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FINANCIAL REVIEW

Investment policy and objectives

The trustees confirm that the investments held by the Charity are in accordance with the Trustees' powers.

FINANCIAL REVIEW

Reserves policy

The Hangleton & Knoll Project Trustees hold financial reserves because it is solely dependent on contracts and grant aid with very few donations and we wish to offer our community a clear, ongoing and sustainable offer and our staff security of employment.

We are in a healthy financial position and feel satisfied that we can demonstrate stability to our statutory funders who are looking at our sustainability over a 5-7-year period within their commissions.

The past three years have taught us that timescales for statutory funding change quickly with short term rollovers and funding periods and annual budget changes which makes our long-term planning around staffing levels more challenging. In recent years we have faced a proposed 100% cut to youthwork (an 89k loss of income); this decision was reversed but it brought home the very difficult context for local government and NHS commissioners and the possibility of swift and brutal changes to our funding threatening our core mission. All our contracts have caveats which mean they are subject to annual budget setting. In Feb 2024 at BHCC budget setting, all BHCC Third Sector Investment Programme (TSIP) contracts were reduced by 10% despite the increased costs we were facing.

In 24/25 we are coming to the end of a 6-year period in youthwork, Community Development, Community Engagement, Community Learning, Ageing Well and Psychosocial services. We aim to create a 3-year budget (to inform long term financial planning) during 24/25 as it becomes clearer what the level of these commissions will be. Trustees have agreed a review of this policy at this time to agree:

- Reserves against core offer
- Designations for the new Youth centre (due to be completed July 2025).

We have found that maintaining a level of reserves designated for staff continuity of £118,440 means that we can offer stability to staff and continuity of delivery for our community, giving us time to plan any necessary changes. We are also covered for staff redundancy and office closure costs for our office space, and this is currently calculated at £207,997 - a figure that reflects how long many of staff have remained with us and the fact we have office bases across our patch.

Having reserves allows us to take advantage of opportunities to develop new resources for our community including a new capital project to build a youth centre in 2024/25 which will require a designated maintenance fund and ongoing planned maintenance schedule. In 23/24 we took on the management of the Downsman wellbeing centre on a lease with Southdown.

We keep a general reserve of £95,840 to respond to immediate issues and as cashflow for contracts which now pay up to six months in arrears and this has accumulated over many years through achieving small surpluses of unrestricted income.

Recent events including the pandemic, the cost-of-living crisis and shrinking statutory budgets have shone a light on the vulnerability of organisations to unforeseen change and we are proud of our resilience and ability rapidly to respond which is aided by our secure financial footing.

The reserves figure is reviewed annually by the Finance Sub-Committee and a recommendation made to the following meeting of the Management Committee with whom the final decision rests.

Funds in deficit

There are no funds in deficit.

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FUTURE PLANS

The Trustees intend the Charity to continue to deliver a high standard of community development, Information, Advice and Guidance, community learning and youth work in the West area within existing partnerships and to develop further initiatives where the need arises and subject to available funding.

Our 5 year business plan was fully refreshed with full consultation from the community and all stakeholders in 21/22 and was published in July 2022. This document gives a full description of priorities and direction.

Key priorities for the period 2024/25 include:

- Working with Portslade and Mile Oak to strengthen fledgling structures and involvement and increase ability to come together as a West voice
- Working with local Community buildings to strengthen their resilience
- Ongoing project management of the new Youth Centre in Knoll Park and working towards our vision of a Youth Hub for the West
- Piloting CYP Social Prescribing with Hove Park School
- Ensuring pathways and support into mainstream structures for all our diverse communities increases inclusion and feelings of safety and belonging
- Developing and improving access for children and young people and their families with Schools, Family hubs, primary care and SPFT within the new building
- Facilitation of West Area Integrated Communities Teams partnership group, alongside a Community Health Panel and West Area Health Forum supporting co production and collaboration
- Ongoing work to embed the Community Health and Wellbeing Centre at the Downsman as a venue for community health and social care work
- Ongoing partnership to deliver projects with primary care, public health and NHS SX to address local Health inequality and population health priorities ensuring local access to free and low cost opportunities for all
- Partnership with environmental charities on climate change and food waste for young people
- Expansion of ACT Act together on Cancer work with a focus on supporting primary care

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document its Memorandum and Articles of Association.

Charity constitution

The charity was incorporated on 20 May 2010 as a company limited by guarantee (registered company number 7260539) and commenced activities on 1 April 2011. On that day it took over the activities of the previous Hangleton & Knoll Project (registered charity number 1009953 on 21 March 1992).

It was registered with the Charity Commission on 20 January 2011.

Board membership, recruitment and appointment of new trustees

Board Membership

The Trustees when complete shall consist of at least 4 and not more than 16 individuals. One third of the Trustees must retire at each Annual General Meeting, those longest in office retiring first and the choice between any of equal service being made by drawing lots. A Trustee retiring under this Article may stand for re-election.

Recruitment and Appointment of New Trustees

Throughout the year Project staff encourage residents to take up membership of the Project and, as the AGM approaches, to put themselves forward for election to the Board of Trustees. Invitations to the AGM are sent to all members and local community groups and to a wide range of people within the statutory and voluntary sector. All residents are invited via the local newsletters, which are distributed to houses on the estates. The covering letters encourage non-members to become members and non-Trustees to consider standing for election on the Management Committee. There are a range of skills represented on the Board, and good representation of different sections of the community.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Decision making

Management Committee

The Management Committee meets four times a year and is the forum where all major decisions are made and agreed. The Committee receive written reports from the staff and from its Sub-Committees on work in progress and opportunities arising. The Committee sets policy and takes decisions on major matters that arise. The Minutes and papers for the Management Committee Meetings are also circulated to the staff to keep them aware of the decisions being taken by the Board. Officers for the Management Committee are elected at the AGM and invitations include an invite for new members to join the Management Committee.

Sub-Committees of the Management Committee

The Employment and Finance Sub-Committee meets regularly and consists of at least three persons nominated by the Project's Management Committee. The Chief Executive and Finance Co-ordinator attend when required. The Sub-Committee ensures the Project's Trustees control the finances of the organisation and reports to the Management Committee making recommendations on financial and employment matters where necessary, or at least on an annual basis. The Sub-Committee considers (and instructs staff accordingly on) the following aspects:

- i. The general financial health of the Project
- ii. Financial planning and annual budgeting
- iii. Income & expenditure accounts
- iv. Cash flow analysis
- v. Annual accounts and audits
- vi. Fundraising and income generation
- vii. Payroll and staff salaries
- viii. All other matters of a financial nature

In addition, the Sub-Committee, in consultation with the Chief Executive, agrees the Terms and Conditions of Employment of the Project's staff, takes responsibility for the process of employment of new or replacement staff and advise the Management Committee of the process to be adopted for selection and interview of candidates, following equal opportunities policies. The Sub-Committee acts as an advisory group for personnel and employment matters on any relevant issues in such a way as to pre-empt and prevent situations of difficulty to the Project arising.

Induction and training of new trustees

All newly appointed Trustees receive an Induction Pack and undergo an induction training period. This includes attending the first Management Committee Meeting held shortly after the AGM, meeting with staff, and shadowing an appointed, existing Trustee. Roles and responsibilities are explained in accordance with the Charity Commission Leaflet CC3.

Equal opportunities policy

The Hangleton and Knoll Project (HKP) recognises the existence of discrimination against people based on particular characteristics or beliefs. Our policy sets out the steps we take to prevent discrimination in the services and support we provide and in employment. We monitor all areas of our work closely and are active in targeting work where there are gaps in representative participation.

The aim of our policy is to fulfil legal and other obligations by ensuring that everyone involved with the organisation is treated fairly regardless of age, gender, marital status or civil partnership, race, disability, sexual orientation, religious beliefs, parental rights, carer responsibility, (the protected characteristics as set out in the Equality Act 2010) and in addition their employment status, UK National status, socio-economic status, irrelevant convictions or other conditions not justified in law or relevant to the provision of service or performance of the job.

The aim of our policy is to ensure that no job applicant, employee, volunteer, or recipient of our services receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, creed, religion, disability or age, or is disadvantaged by conditions or requirements which have a disproportionately adverse effect on his or her racial group, sex, marital status, religion, disability or age and which cannot be shown to be justifiable on grounds other than those of race, colour, nationality ethnic or national origins, sex, marital status, sexual orientation, creed, religion, disability or age. Selection criteria and procedures will be frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees and trustees will be given equal opportunity and, where appropriate and where permissible under the Equality Act, employees of under-represented groups will be given training and encouragement to achieve equal opportunity within the organisation.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Project membership

Membership is open to all individuals (over the age of 18) who are interested in furthering the work of the Charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

The Charity is not part of a wider network where any relationship impacts on the operating policies adopted by the Charity. The Charity is committed to supporting 'good-will' partnership work wherever it meets the charitable objectives as laid out in The Constitution. We have worked with (this list is not exhaustive):

- Active for Life
- Age UK
- Allsorts Youth Project
- Amaze
- Audioactive
- Bridging Change
- Brighton and Hove Black History
- Blatchington Mill School
- BMEYPP
- Brighton & Hove City Council, Public Health, Children, Families and Learning, Adult Social Care, Housing, Communities and Equalities Team, Planning, Schools Wellbeing Service, Parks, Libraries, Revenue and Benefits and Estates teams
- Brighton and Hove Bus Services
- Brighton & Hove Food Partnership
- Brighton & Hove Adult Learning Partnership
- Brighton & Hove Well-being Service
- Brighton & Hove Youth Participation Team
- Brighton People's Theatre
- Brighton Dome & Festival
- WBC Cares - Boxing
- Brighton Table Tennis Club
- Brighton Youth Centre
- CAMHS
- Citizens Advice Bureau and the Moneyworks Partnership
- Changing Chalk - Downland Access Project
- Community Transport
- Compass Travel
- Community Works
- Community Safety Forum
- Community Land Trust
- Chomp
- Carers Centre
- Dignity
- Extra Time
- Friends Centre
- Front Door for families
- FFT - Friends and Family of Travellers
- Goldstone Primary School
- Goldstone Primary Care Network
- Grassroots suicide prevention
- Healthwatch x 2 Brighton and Hove and East Sussex
- Hangleton Family Hub
- Hangleton Community Centre
- Hove Park School
- Hove Medical Centre
- Impact Initiatives - the Ageing Well Partnership, School Nurse Partnership
- Job Centre Plus

The notes form part of these financial statements

- Kings School
- Local elected members: Cllr Baghoth, Cllr Grimshaw, Cllr Hewitt
- LGBT Switchboard
- Links Road Surgery
- Mind
- Mile Oak Medical Centre
- Money Advice plus
- NHS Sussex
- Natural Health Centre
- New Writing South
- Our Future City
- Portslade Academy (PACA)
- Portslade Health Centre
- Portslade Village Centre
- 'Possibility' People
- Right Here Project
- Pebble trust - Mentobe
- RISE
- Rethink
- Resource Centre
- Safehaven Sussex
- Sound City
- St Helens Parish team
- St Richards Church and Community Centre
- Southdown Housing - UOK Partnership
- Sussex Community Foundation Trust - School Nurse Partnership
- Sussex Police - member of Police IAG
- Sussex Prisoner Families
- SPFT – 16-25 Board
- SIS – Sussex Interpreting Service
- Tarnerland Youth Project – Brighton Streets
- The WISE project
- Time to Talk befriending
- Together Co
- Trust for Developing Communities - Community Development and Engagement, Brighton Streets Detached Youthwork partnership, Community Health Project
- University of Brighton
- University of Sussex
- VCSE alliance – Community works for NHS Sussex
- WellBN Benfield and Burwash surgeries
- West Area Housing Team
- West Area Adult Social Care
- West Area Family hub
- West Hove Primary Care Network
- Wish Road Surgery
- Women's Centre
- WEA Adult Education
- YMCA Downslink
- Yoga Foundation

The Charity is a member of Community Works, our local infrastructure and representation body. We are also in partnership with Bridging Change, TDC and Sussex Interpreting Services delivering Community Development and Black and ethnically diverse engagement as part of the City offer to small groups and residents. We are part of the ACT on Cancer partnership delivering for the West of the City – also led by TDC

THE HANGLETON & KNOLL PROJECT (REGISTERED NUMBER: 07260539)
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

We are part of the Sector Support Network which brings together local grant makers with infrastructure bodies for the benefit of small groups in the City.

The CEO attends the Community Works Representatives Council and is the Communities Coopted Rep on Peoples Scrutiny committee as the locally elected CVS Brighton and Hove Communities Representative. We lead Youth work in the West of the City with a detached offer and clubs based in Portslade, Hangleton and Knoll areas organising regular practitioner meetings to liaise and share resources with other local youth providers. We meet regularly with other youth area and community of interest leads to organise strategically. We are also part of the City response to financial exclusion with a partnership led by the Citizens Advice Bureau called Moneyworks. We deliver the community-based education offer which seeks to provide residents with the tools to manage their finances and increase their income alongside community based access to specialist case work advice and support.

As a member of the VCSE Sussex Health Alliance, the CEO was selected to represent the Sussex VCSE on the NHS ICB Integrated Communities Teams Delivery Board meeting monthly to develop the necessary strategy for the system.

During this period the HKP CEO attended the Health and Wellbeing Board as coopted in her Communities rep role.

STRUCTURE, GOVERNANCE AND MANAGEMENT

This year we went into the fourth year of a partnership led by Southdown Housing which is leading for psychosocial interventions for Mental Health providers in the UOK programme.

We are also in the fourth year of a programme led by The Trust for Developing Communities to deliver a City Wide Detached offer. This project named Brighton Streets enables Citywide reach to young people at risk of getting in trouble, with HKP delivering the offer in the West.

Risk management

The Charity has examined the major risks to which it is exposed and systems have been established to mitigate these risks.

The Charity recognises that it has a responsibility to manage hazards and risks and supports a structured and focused approach to managing them through approval of the risk management strategy. In this way The Hangleton & Knoll Project will better achieve its overall objectives and enhance the quality of work delivered.

The Charity has systems in place that enable us to regularly examine the risks to which we are exposed. Primarily, the Employment and Finance committee, comprised of a minimum of three persons nominated by the Management Committee, and the Chief Executive and the Finance Co-ordinator, meets as regularly as twice a month when necessary to address imminent risks to the organisation's operation. In addition, the Charity's Management Committee meets four times a year, and more frequent meetings are convened where required, as this is the forum where all major decisions and proposals are agreed. All activities delivered by Hangleton & Knoll Project staff are subject to detailed risk assessments.

The risks are considered under five broad headings:

- Management and direction risks
- Operational risks
- Financial risks
- External risks
- Compliance with law and regulation.

The Charity's risk management strategy's objectives are to:

- Integrate risk management into the culture of the Hangleton & Knoll Project
- Manage risk in accordance with best practice
- Anticipate and respond to changing social, environmental and legislative requirements
- Prevent injury, damage and losses and reduce related costs
- Raise awareness of the need for risk management by all those connected to the Hangleton & Knoll Project and the delivery of its services.

Our full annual risk assessment is available on request. This document has been agile since 2020 because of the constant changes caused firstly by Covid, then the cost of living crisis and inflation and now statutory sector squeeze on contracts

The notes form part of these financial statements

THE HANGLETON & KNOLL PROJECT (REGISTERED NUMBER: 07260539)
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

Registered Charity number

1139971

Registered office

St Richard's Church and Community Centre
Egmont Road
Hove
East Sussex
BN3 7FP

Trustees

R K Gill
N S Goslett
Baroness J B Gould
K Mason
A M Muten
G V Powell
N J Quinn
P A Weller
Ms M A Elnour
A C Checksfield
G R Ayuba (appointed 22.11.23)

Company Secretary

L C Russell

Independent Examiner

Christopher Robert Tyler FCA DChA FCIE
F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

Bankers

The Bank of Scotland
33 Old Broad Street
London

Chief Executive:

Joanna Martindale

Project Offices:

St. Richard's Church & Community Centre
Egmont Road
Hove
BN3 7FP

THE HANGLETON & KNOLL PROJECT (REGISTERED NUMBER: 07260539)
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Hangleton & Knoll Project for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Approved by order of the board of trustees on and signed on its behalf by:

.....
P A Weller - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE HANGLETON & KNOLL PROJECT (REGISTERED NUMBER: 07260539)**

Independent examiner's report to the trustees of The Hangleton & Knoll Project ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christopher Robert Tyler FCA DChA FCIE

F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

Date:

THE HANGLETON & KNOLL PROJECT**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	7	3,805	3,812	3,499
Charitable activities	4				
Project Income		33,195	609,663	642,858	532,940
Investment income	3	<u>22,102</u>	<u>-</u>	<u>22,102</u>	<u>10,542</u>
Total		<u>55,304</u>	<u>613,468</u>	<u>668,772</u>	<u>546,981</u>
EXPENDITURE ON					
Charitable activities	5				
Project Expenses		<u>72,306</u>	<u>567,072</u>	<u>639,378</u>	<u>522,199</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	14	(17,002) <u>59,549</u>	46,396 <u>(59,549)</u>	29,394 <u>-</u>	24,782 <u>-</u>
Net movement in funds		42,547	(13,153)	29,394	24,782
RECONCILIATION OF FUNDS					
Total funds brought forward		379,730	445,567	825,297	800,515
TOTAL FUNDS CARRIED FORWARD		<u>422,277</u>	<u>432,414</u>	<u>854,691</u>	<u>825,297</u>

THE HANGLETON & KNOLL PROJECT (REGISTERED NUMBER: 07260539)**BALANCE SHEET**
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	11	545	-	545	681
CURRENT ASSETS					
Debtors	12	18,211	-	18,211	19,132
Cash in hand		<u>584,893</u>	<u>432,414</u>	<u>1,017,307</u>	<u>914,920</u>
		603,104	432,414	1,035,518	934,052
CREDITORS					
Amounts falling due within one year	13	(181,372)	-	(181,372)	(109,436)
NET CURRENT ASSETS		<u>421,732</u>	<u>432,414</u>	<u>854,146</u>	<u>824,616</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>422,277</u>	<u>432,414</u>	<u>854,691</u>	<u>825,297</u>
NET ASSETS		<u><u>422,277</u></u>	<u><u>432,414</u></u>	<u><u>854,691</u></u>	<u><u>825,297</u></u>
FUNDS	14				
Unrestricted funds				422,277	379,730
Restricted funds				<u>432,414</u>	<u>445,567</u>
TOTAL FUNDS				<u><u>854,691</u></u>	<u><u>825,297</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
P A Weller - Trustee

THE HANGLETON & KNOLL PROJECT**CASH FLOW STATEMENT**
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>80,285</u>	<u>14,795</u>
Net cash provided by operating activities		<u>80,285</u>	<u>14,795</u>
Cash flows from investing activities			
Interest received		<u>22,102</u>	<u>10,542</u>
Net cash provided by investing activities		<u>22,102</u>	<u>10,542</u>
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the reporting period		102,387	25,337
Cash and cash equivalents at the beginning of the reporting period		<u>914,920</u>	<u>889,583</u>
Cash and cash equivalents at the end of the reporting period		<u>1,017,307</u>	<u>914,920</u>

THE HANGLETON & KNOLL PROJECT

NOTES TO THE CASH FLOW STATEMENT **FOR THE YEAR ENDED 31 MARCH 2024**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	29,394	24,782
Adjustments for:		
Depreciation charges	136	170
Interest received	(22,102)	(10,542)
Decrease/(increase) in debtors	921	(11,252)
Increase in creditors	<u>71,936</u>	<u>11,637</u>
Net cash provided by operations	<u><u>80,285</u></u>	<u><u>14,795</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	<u>914,920</u>	<u>102,387</u>	<u>1,017,307</u>
	<u>914,920</u>	<u>102,387</u>	<u>1,017,307</u>
Total	<u><u>914,920</u></u>	<u><u>102,387</u></u>	<u><u>1,017,307</u></u>

THE HANGLETON & KNOLL PROJECT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019)', Financial Reporting Standard FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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

Income

All income is recognised in the Statement of Financial Activities (SOFA) once the charity has legal entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Our policy on the recognition of grants received is to recognise them when they are received, however on occasions where a final grant payment relating to an existing grant is due but unpaid at the end of a financial year, the amount will be brought in to the accounts as a debtor. If grants are received in advance of any financial year they are apportioned to the relevant year.

Income from donations is accounted for as received by the charity. The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs. The value of voluntary work is not included in the financial statements.

Other income, including investment income and fee income, is recorded on an accruals basis.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Tangible fixed assets costing in excess of £1,000 are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation has been provided on the following basis:

Furniture & Fittings - 20% reducing balance basis.

Computers - 20% reducing balance basis.

General Equipment - 20% reducing balance basis.

A full year's depreciation is charged in the year of acquisition, none in the year of disposal.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

THE HANGLETON & KNOLL PROJECT
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. In the year ended 31 March 2024 the employer contribution was 6% of gross salary.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	<u>3,812</u>	<u>3,499</u>

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>22,102</u>	<u>10,542</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Fee income	Project Income	199,498	194,803
Misc income	Project Income	23,360	15,000
Grants	Project Income	<u>420,000</u>	<u>323,137</u>
		<u>642,858</u>	<u>532,940</u>

THE HANGLETON & KNOLL PROJECT

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2024**

4. INCOME FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:	2024	2023
	£	£
Adult Social Care Aging Well via Impact Initiatives	42,229	43,497
Artsworks	9,010	-
Bamer	14,360	-
Brighton and Hove City Council - Household Support Fund	11,000	16,000
Brighton and Hove City Council - Engagement via TDC	-	11,113
Brighton and Hove City Council - Shared Prosperity	33,700	-
Citizens Advice Bureau	12,750	12,750
Community Learning via TDC	19,395	20,000
Health Trusts	6,117	6,008
Noel Bennett	-	4,987
Pebble Trust	52,017	25,000
Routes Employment (EU/Lottery) via B&H Comm.Works	-	33,067
Sussex Community Foundation	897	-
Sussex Community Foundation via Impact Initiatives	19,750	19,212
Third Sector Commission via TDC	69,181	52,726
Youth Service Grants	99,900	57,218
Youth Led Grants	<u>29,694</u>	<u>21,559</u>
	<u>420,000</u>	<u>323,137</u>

The following grants have been deferred to the next year:

	2024	2023
	£	£
East Sussex Community Voice Health promotion	10,000	-
Youth Activities	10,000	20,000
Community Learning	10,000	9,395
Bamer	-	2,589
M&A	-	3,000
Health Promotion	59,000	20,621
NHS ICB (Intergrated Care Board) Social Prescribing	50,000	-
Pebble Trust	13,000	-
Artsworks	-	9,010
Youth Service Grants	17,000	29,682
Work with Older People	-	503

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £
Project Expenses	<u>639,378</u>

6. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	136	170

THE HANGLETON & KNOLL PROJECT
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

8. STAFF COSTS

Staff costs during the year were as follows:

	2024	2023
	£	£
Salaries	399,488	327,213
Employer's national insurance	34,400	28,487
Employer's pension costs	24,089	19,016
Sessional staff	-	750
	<u>457,977</u>	<u>375,466</u>

The average monthly number of employees was 18 (2023: 17).

No employee earned £60,000 or more (2023 none).

The charity operates a stakeholder pension scheme available to all employees. The employer contribution (available to employees who have completed their trial period) for 2023/24 was 6% of gross salary.

The charity consider its key management personnel comprises the trustees, chief executive and three project coordinators. Total employment benefits to its key management personnel (including employers national insurance and pension contributions) was £154,852 (2023 : £140,690).

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES (2023)

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	-	3,499	3,499
Charitable activities			
Project Income	29,156	503,784	532,940
Investment income	<u>10,541</u>	<u>1</u>	<u>10,542</u>
Total	<u>39,697</u>	<u>507,284</u>	<u>546,981</u>
EXPENDITURE ON			
Charitable activities			
Project Expenses	3,023	519,176	522,199

THE HANGLETON & KNOLL PROJECT**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024****9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES (2023) - continued**

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME/(EXPENDITURE)	36,674	(11,892)	24,782
RECONCILIATION OF FUNDS			
Total funds brought forward	343,056	457,459	800,515
TOTAL FUNDS CARRIED FORWARD	<u>379,730</u>	<u>445,567</u>	<u>825,297</u>

10. INDEPENDENT EXAMINATION

The amount included for the Independent Examiners fee is £1,980 (2023: £1,920).

11. TANGIBLE FIXED ASSETS

	General equipment £	Furniture & Fittings £	Computer equipment £	Totals £
COST				
At 1 April 2023 and 31 March 2024	<u>8,069</u>	<u>3,248</u>	<u>50,387</u>	<u>61,704</u>
DEPRECIATION				
At 1 April 2023	8,048	3,236	49,739	61,023
Charge for year	<u>4</u>	<u>2</u>	<u>130</u>	<u>136</u>
At 31 March 2024	<u>8,052</u>	<u>3,238</u>	<u>49,869</u>	<u>61,159</u>
NET BOOK VALUE				
At 31 March 2024	<u>17</u>	<u>10</u>	<u>518</u>	<u>545</u>
At 31 March 2023	<u>21</u>	<u>12</u>	<u>648</u>	<u>681</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	18,000	18,921
Prepayments	<u>211</u>	<u>211</u>
	<u>18,211</u>	<u>19,132</u>

THE HANGLETON & KNOLL PROJECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	1,413	4,566
Other creditors	3,125	2,236
Accrued expenses	7,834	7,834
Deferred income	<u>169,000</u>	<u>94,800</u>
	<u>181,372</u>	<u>109,436</u>

14. MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	Transfers between funds	At 31.3.24
	£	£	£	£
Unrestricted funds				
General fund	92,786	(17,002)	20,056	95,840
Designated Fund - Redundancy	168,504	-	39,493	207,997
Designated Fund - Staff Contingency	<u>118,440</u>	<u>-</u>	<u>-</u>	<u>118,440</u>
	379,730	(17,002)	59,549	422,277
Restricted funds				
Artworks	13,151	(13,151)	-	-
Bamer	15,144	-	-	15,144
Community Development	168,057	8,000	(8,000)	168,057
Community Learning, Financial Inclusion and Development	93,520	-	(1)	93,519
Health Promotion	6,032	47,647	(47,647)	6,032
Household Support Fund	1	(1)	-	-
Infrastructure Support	46,227	-	-	46,227
Routes 2 Employment	-	6,545	(6,545)	-
Work with Older People	-	6,844	(6,844)	-
Youth Projects	<u>103,435</u>	<u>(9,488)</u>	<u>9,488</u>	<u>103,435</u>
	<u>445,567</u>	<u>46,396</u>	<u>(59,549)</u>	<u>432,414</u>
TOTAL FUNDS	<u>825,297</u>	<u>29,394</u>	<u>-</u>	<u>854,691</u>

THE HANGLETON & KNOLL PROJECT
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	55,304	(72,306)	(17,002)
Restricted funds			
Artworks	-	(13,151)	(13,151)
Community Development	95,299	(87,299)	8,000
Community Learning, Financial Inclusion and Development	49,491	(49,491)	-
Health Promotion	153,367	(105,720)	47,647
Household Support Fund	11,000	(11,001)	(1)
Routes 2 Employment	33,700	(27,155)	6,545
Work with Older People	42,229	(35,385)	6,844
Youth Projects	<u>228,382</u>	<u>(237,870)</u>	<u>(9,488)</u>
	<u>613,468</u>	<u>(567,072)</u>	<u>46,396</u>
TOTAL FUNDS	<u><u>668,772</u></u>	<u><u>(639,378)</u></u>	<u><u>29,394</u></u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	56,112	36,674	92,786
Designated Fund - Redundancy	168,504	-	168,504
Designated Fund - Staff Contingency	<u>118,440</u>	<u>-</u>	<u>118,440</u>
	343,056	36,674	379,730
Restricted funds			
Artworks	13,151	-	13,151
Bamer	15,035	109	15,144
Building Better Opportunities	11,613	(11,613)	-
Community Development	167,768	289	168,057
Community Learning, Financial Inclusion and Development	93,514	6	93,520
Health Promotion	6,385	(353)	6,032
Household Support Fund	-	1	1
Infrastructure Support	46,227	-	46,227
Work with Older People	331	(331)	-
Youth Projects	<u>103,435</u>	<u>-</u>	<u>103,435</u>
	<u>457,459</u>	<u>(11,892)</u>	<u>445,567</u>
TOTAL FUNDS	<u><u>800,515</u></u>	<u><u>24,782</u></u>	<u><u>825,297</u></u>

THE HANGLETON & KNOLL PROJECT

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2024**

14. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	39,697	(3,023)	36,674
Restricted funds			
Artworks	690	(690)	-
Bamer	27,598	(27,489)	109
Building Better Opportunities	33,067	(44,680)	(11,613)
Community Development	52,991	(52,702)	289
Community Learning, Financial Inclusion and Development	44,414	(44,408)	6
Health Promotion	69,987	(70,340)	(353)
Household Support Fund	16,000	(15,999)	1
HNF (Healthy Neighbourhood Fund)	3,482	(3,482)	-
Work with Older People	41,600	(41,931)	(331)
Youth Projects	<u>217,455</u>	<u>(217,455)</u>	<u>-</u>
	<u>507,284</u>	<u>(519,176)</u>	<u>(11,892)</u>
TOTAL FUNDS	<u><u>546,981</u></u>	<u><u>(522,199)</u></u>	<u><u>24,782</u></u>

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

16. STATUTORY INFORMATION

The charity is a company limited by guarantee.

Every member promises, if the charity is dissolved while he or she is a member or within twelve months after he or she ceases to be a member, to contribute such sum (not exceeding £1) as may be demanded of him or her towards the payment of the debts and liabilities of the charity incurred before he or she ceases to be a member, and of the costs, charges and expenses of winding up, and the adjustment of the right of the contributories among themselves.

The members of the charity may at any time before, and in expectation of, its dissolution resolve that any net assets of the charity after all its debts and liabilities have been paid, or provision has been made for them, shall on or before dissolution of the charity be applied or transferred in any of the following ways:

- a).directly for the objects, or
- b).by transfer to any charity or charities for purposes similar to the objects, or
- c).to any charity for use for particular purposes that fall within the objects.

The company's registered number and registered office address can be found in the 'Legal and Administrative Information' section of the accounts.

THE HANGLETON & KNOLL PROJECT**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	3,812	3,499
Investment income		
Deposit account interest	22,102	10,542
Charitable activities		
Fee income	199,498	194,803
Misc income	23,360	15,000
Grants	<u>420,000</u>	<u>323,137</u>
	<u>642,858</u>	<u>532,940</u>
Total incoming resources	668,772	546,981
EXPENDITURE		
Charitable activities		
Staff costs and expenses	<u>639,378</u>	<u>522,199</u>
Total resources expended	<u>639,378</u>	<u>522,199</u>
Net income	<u><u>29,394</u></u>	<u><u>24,782</u></u>