



Inspire Suffolk

2019 Report and Accounts

Registered Company No: 04881803

Registered Charity No: 1101519

Introduction

The Trustees submit their annual report and accounts for the year ended 31 December 2019. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

Objectives, activities, achievements, performance and public benefit

The Charity's core objectives, as set out in the governing document, are currently to:

- Promote and assist in advancing education
- Promote, or assist in promoting, community participation in healthy recreation
- Provide, or assist in the provision of, recreational facilities for other organisations, in the interests of social welfare and with the objective of improving the condition of life for those for whom the facilities are provided
- Relieve sickness and disability and to preserve and protect health; and
- Promote any other purpose that is charitable in English law.

Board of Trustees

Prof. David Muller, Chair (resigned 13 Feb 2020)
Mr Terry Hunt, Chair
Mr Nigel Smith, Vice Chair
Ms Amanda Ankin
Ms Liz Brownsell (appointed 10 Jan 2019)
Ms Lisa Collen (resigned 21 Jun 2019)
Mr Roger Fern (appointed 4 Dec 2019)
Mr Stephen Flory (resigned 10 Jan 2019)
Mr Julian Herbert
Ms Kate Hughes (appointed 4 Dec 2019)
Ms Harriet Johnson (appointed 10 Jan 2019)
Mr Craig McCartney (resigned 16 Sep 2019)
Ms Cara Miller (appointed 17 Jul 2019)
Mr Mahbub Shammim (resigned 11 Mar 2020)
Mr Dennis Tennial (appointed 16 Jan 2019, resigned 29 Jul 2019)
Mrs Christine Walters
Mr Alan Whittaker (appointed 29 Jan 2020)

Board Sub-Committees Include

Finance and Employment
Programme and Outcomes
Nomination Committee

Senior Management Team

Terry Baxter, Chief Executive
Andrew Crump, Deputy Chief Executive
Charley Keveren (appointed Aug 2019)
Garry Mills
Rachel Reddington
Sarah Rowe (resigned Jun 2019)
Karina Scrivener
Naomi Thompson
Caro Thornton
Steph Ward

Patrons

Cassie Bendall
Peter Dawes
Stephen Flory
Alicia Garrad
Matt Holland
Simon Jay
Pat Lewis
Tom McGarry
Neil Miles
Peter Osborne
Andy Perrin
Bill Tancred MBE
Dave Ward OBE
Richard Wood

External Auditors

Scrutton Bland LLP
Fitzroy House
Crown Street
Ipswich IP1 3LG

Bankers

Barclays Bank
1 Princes Street
Ipswich IP1 1PB

Lawyers

Birketts LLP
24-26 Museum Street
Ipswich IP1 1HZ

Contents

INTRODUCTION	02
Chair's Statement – Terry Hunt	04
Chief Executive's Statement – Terry Baxter	05
TRUSTEES' REPORT	06
Our aims	07
2019: Achievements and performance	08
Inspiring education projects	10
Successes of 2019	14
Motivational sport in Suffolk	16
Fundraising and Events	20
Inspire Suffolk stories	22
Snapshot of 2019	24
Our plans for 2020	26
Financial Review	28
Governance and administration	30
ACCOUNTS	31
Independent Auditor's report to the member of Inspire Suffolk	32
Statement of Trustees' responsibilities	33
Accounts for the year ended 31st December 2019	34



Chair's Statement

2019 has been another good year for Inspire Suffolk. The charity made a surplus whilst at the same time expanding the provision and activities offered. We have been able to continue to extend our offering in the Waveney District following the successful launch of Colville House, Lowestoft, which is now under the management of Inspire Suffolk as well as the introduction of the Youth Employment Service (YES) which has been funded through East Suffolk Council. The site at Colville House will also benefit from investment from Sport England to improve the outdoor facilities which will help to improve the facilities available for use by the local community.

We have continued to be successful in strengthening our partnership links which have included Access Community Trust who we work with on the YES programme and EDF who have provided funding to enable us to provide a wider service to the young people in Suffolk.

Our focus remains on young people experiencing severe disadvantage and social instability and helping their reintegration into society.

We remain grateful to our funding partners and the continued support in particular of the Colleges of Further Education, East Coast College and Suffolk New College.

The Board of Trustees met on four occasions, the Finance and Employment Committee five times and the Programmes and Outcomes Committee four times. Trustees play a critical role in working with the Chief Executive to set the strategic direction, to ensure financial stability and to monitor the quality of our provision.

Dave Muller stepped down as Chair at the end of 2019 and during his office has been a driving force for enhancing the quality of the services we have provided to the thousands of young people who have benefited from their association with the charity.

During 2019, Stephen Flory, Lisa Collen and Craig McCartney resigned after completion of their term and we were also delighted to welcome the following new Trustees: Cara Miller, Roger Fern, Kate Hughes, Harriet Johnson, Liz Brownsell and Alan Whittaker.

I would also like to acknowledge and thank our Business Patrons. Their support both in terms of encouraging and motivating our young adults along with supporting our fundraising activities is greatly valued.

As this report is being produced, we are, like many charities and others, dealing with the consequences of the Covid-19 Pandemic and its aftermath. There is no doubt that this is a critical time for our charity, and I am grateful to my board colleagues along with the CEO and senior management team, who have worked throughout lockdown to plot our course through the uncertainties presented. Time will tell how we come through this point in our history, but I know that everyone involved has done their very best to ensure the best possible outcome for our charity.



Terry Hunt, Chair

“Everyone involved has done their very best to ensure the best possible outcome for our charity.”



Chief Executive's Statement

2019 was a year of further progression for our charity. Both in terms of expanding the range of programmes that we provide to support young people, the development of the Colville House Centre in Lowestoft and the opening of the drop-in centre in Leiston.

Partnership working, both in terms of support from our corporate sponsors, local authority commissioners and associated charities was a strong focus throughout the year and remains at the very heart of everything that we do as an organisation.

The Prince's Trust Team programme continues to be a hugely successful mechanism for working with young people who need intensive support and skill building to help them progress to a positive next stage of their lives.

Increasingly we are finding a lack of mental wellbeing to be a barrier to progression for many and we are taking steps as I write this report in 2020 to provide dedicated support for those in need.

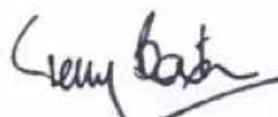
Last year saw the introduction of the Youth Employment Service programme for young people in the East Suffolk area. This is a face-to-face and online service aimed at giving those in the jobs market the skills, support and direction needed to find employment. I am grateful to East Suffolk Council for their support in commissioning this project and their approach to the partnership that has enabled us to get the service underway and to fellow charity, Access Community Trust who has worked with us to help deliver this important service.

Among our many corporate partners, EDF Energy has been an active participant in providing funds to support young people, particularly those furthest from the jobs market. We are working to help provide the positive skills foundations that will enable them to be prepared to take any opportunities that may be open to them. This could be from the building of the Sizewell 'C' nuclear power station should permission be given, or from other projects that may employ the same skills.

Writing this report in 2020 in the middle of a global pandemic, with rising youth unemployment and significant

challenges being faced by charities such as ours, I want to put on record my thanks to the members of staff, our board and all who have helped Inspire Suffolk navigate its way through the significant difficulties presented to us.

We will continue to do all in our power to help ensure that the young people we work with have the very best opportunities to make the best choices and positively progress their lives for the better.



Terry Baxter, CEO

"We will continue to do all in our power to help ensure that the young people we work with have the very best opportunities."





“The team spirit, confidence and overall transformation in the young people is incredible to see!”

ANDY PERRIN, PATRON & INSPIRE 30 CLUB MEMBER

Our aims

Supporting young people onto a positive future.

Inspire Suffolk is a charity dedicated to supporting young people onto a positive future. Each day, we work at the forefront of helping young people to overcome challenges and make positive next steps in their lives, back into employment and further training. We offer life changing personal development programmes, motivational education courses and engaging sport activities that local young people need and may not have access to.

Our programmes change young lives, tackling a range of issues that they are facing. Students learn many new skills and qualities to enable them to work as a team, build confidence, self-esteem and key skills for work and life, all of which play a key part in helping to find positive sustainable outcomes.

“A charity recognised and valued for the work undertaken with young people experiencing severe disadvantage and social instability, who have lost their way and need opportunities for purposeful reintegration into society.”



HAND

2019: Achievements and performance

Find out about the main areas of our work in Suffolk during 2019

DSON



Inspiring education proje



Throughout 2019, Inspire Suffolk sought new opportunities to further develop its range of services and enhance the package of support available to young people in Suffolk. The charity's services work in unison to support young people into work, education or training, and offer them chances that they may not have otherwise had access to.

Introduction of new programmes

Last year we introduced two new services to support young people to raise their aspirations:

The **Youth Employment Service (YES)** was launched by Inspire Suffolk in late 2019, funded by East Suffolk Council and in partnership with Access Community Trust. The programme addresses the needs of young people aged 16-24, living rurally on the East Coast of Suffolk and unable to access mainstream provision.

The **Engage** programme, funded by Suffolk County Council, was also launched in November 2019 to support those disadvantaged by long term employment. To date, 24 young people have completed the programme and 33% have already moved into education or employment.



Team Programme leads the way

The Prince's Trust Team Programme spans 12-weeks and is one of our leading charitable programmes. The course, delivered in partnership with The Prince's Trust and the county's FE colleges, has supported 69% of participants on to positive next steps.

The programme is made up of various activities and projects designed to increase confidence, motivation and self-esteem whilst working as a team, learning effective communication and the vital skills needed for work, which play a key part in helping to find a positive sustainable outcome.

In 2019, the Team Programme offered support to 225 young people in Suffolk, North Essex and Thetford. Of these, 162 young people achieved a formal qualification in Employment, Teamwork and Community Skills.

In the 2018 report, we planned to open a Forrest Heath provision and have since successfully delivered two programmes in the Thetford area. On these two programmes alone, 24 young people achieved their qualification and 17 of those learners moved on to a

cts



positive progression route. We plan to return to the Thetford area in 2020, continuing to successfully support young people living in Forrest Heath.

“Inspire Suffolk really helped me to believe in myself. I improved my CV and work skills and gained so much confidence!”

Youth Employment Service

The Youth Employment service has already engaged with over 280 young people since its inception. 100% of the young people we have worked with stated that they would recommend the service to others and 95% felt more positive about their career prospects.

Utilising social media, we have generated referrals and delivered workshops, live sessions and a job cast. In 2020, we launched a website with a live booking system and jobs board which has helped support the delivery of the service by making it even easier to access.



Achieve: Working with local schools

Throughout 2019, Inspire Suffolk has delivered NEET Prevention within schools to tackle attainment issues, based on common risk factors such as low attendance, attainment and motivation. In partnership with Volunteering Matters, the charity has worked with 150 young people aged 12–16, to equip them with the skills they need to reengage with learning and achieve their full potential.

NCS

90 young people aged 15–17 attended NCS in 2019 – a 75% increase from the previous year. The programme gives young people a chance to face exhilarating challenges, experience independence and build confidence. Through social action projects, NCS contributes to supporting vulnerable members of the community.





“The experience helped me develop my social skills and my confidence in myself.”

LUKE, FELIXSTOWE

Luke's story

Luke was born with a 5% chance to live due to a heart condition. He has lived life dealing with his cerebral palsy, dyslexia and limited opportunities. These restrictions affected his mental health as all he'd ever wanted was to be treated the same as everyone else. Luke joined the Inspire Suffolk Team Programme to make friends and be treated as an equal.

During his time with us, Luke became the most respected member of the team and formed lasting friendships. He showed himself to be kind, selfless and a great support for other members of the team.

Although, at the start of his journey, his goals focused on acceptance from his peers, he has developed the confidence to find a job and is now employed at his local Tesco store.

“Inspire Suffolk helped me become who I am now – I couldn't thank them enough for what they've done for me.”





Step Up success

Our Step Up courses provide structured, industry-specific knowledge to improve the employment prospects of young people, between 16–25 years, by equipping them with a start-up qualification, skills and the confidence to be ready for work, gain employment or move on with their lives.

In August 2019, Inspire Suffolk received funding from Ipswich Borough Council, Suffolk County Council and LIFT Community Grants to expand our existing Step Up programme across Suffolk and Norfolk.

This additional funding provided opportunities for 96 young people aged between 16–24 to complete a Step Up programme during 2019/20, an increase of 140% compared to 2018/19.

The programme has also developed strong partnerships with Morgan Sindall, Sackers, Fortis Recruitment, Penta Hotels, Offshore Wind Skills, MSC Shipping, OPUS and Vertas who have played an integral role in supporting young people through the course.

Step Up has markedly improved the work readiness of the young people attending the course with 60% of participants stating they feel ready for work after completion.



New opportunities for Cole...

When he met Inspire, Cole was living in a hostel and wasn't sure he'd ever be able to complete Team Programme. Cole's anxiety and depression were holding him back from everyday challenges and he couldn't even face getting on a bus.

During his time with Inspire, he's pushed past the negativity and gone on to achieve so many great things, including work experience with Audi engineering and a Rotarian Youth Leadership Award. This even included public speaking... something that would be out of the question at the beginning of his journey!

Cole is now completing an apprenticeship at Suffolk County Council and is going from strength to strength. He is a great role model to other young people who want to make a positive change in their lives.

“My confidence was extremely low, I had no self esteem, my anxiety was through the roof. Since finishing Team Programme, there's been massive improvements. I applied for an apprenticeship and succeeded – I'm really enjoying it.”

What do we do?

In the last 6 years, we have...



supported over **2000** young people and **17,000** children

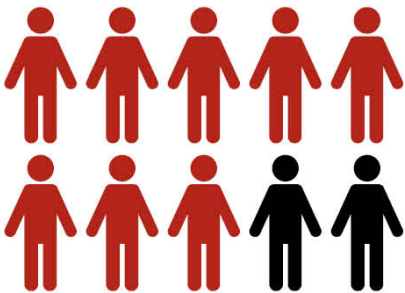


.....
spent supporting local causes and people on community projects
.....



In 2019...

225 young people attended Team Programme



with **78%** of participants stating the course helped them get into work

100%
of young people who used the East Suffolk Youth Employment Service (YES.) said that they would recommend it to a friend.

In the last 12 months...

our new Engage Programme has already worked with 24 young people to improve their employability skills.



11 Apprentices have been supported to gain sports and administration qualifications

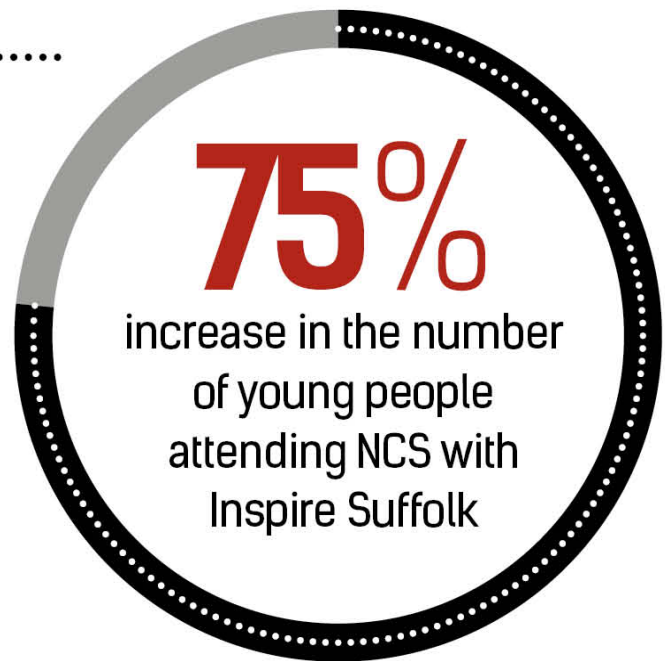


of Saturday Morning Junior Coaching made available to

118 participants



96 young people completed our Step Up courses gaining work readiness qualifications



Over **1250** hours spent on Team Programme community projects

benefitting the local area and helping to build skills such as confidence and teamwork

515 young people engaged with our education programmes in 2019

5132 children engaged with our Holiday Clubs in 2019



100% of students would recommend our Step Up course

Motivational sport in Suffolk



Turn Up & Play

Turn Up & Play offers free sessions, packed with sports, media and music, that aim to transform the lives of hundreds of disadvantaged young people in Suffolk.

Through significant funding from The National Lottery Community Fund, we have been able to increase youth provision in the area and increase the confidence, wellbeing and self-esteem of the children we work with.

Over the last three years, this funding has allowed us to provide around 2,500 hours of free physical activity to children in Ipswich and Lowestoft. Together with ICM, we have engaged an incredible 922 children against an initial target of 380.

In the last 12 months, we have also introduced our free-to-access activities to our new Lowestoft venue on School Road, so even more young people can develop their social and physical skills in a fun and relaxed environment.



Sport in Schools

Over the last 13 years of delivering sport in schools, we have developed strong relationships with local Primary schools and further established wrap-around care to support the school provision and Continuing Personal Development (CPD) of staff teaching Curriculum PE.

Our practice is flexible to enable us to meet the needs and demands of every school and their students. We can support whole class delivery or smaller groups who need more personalised support.

Through working within schools, we aim to spark an interest in health and wellbeing at a young age by providing safe and structured environments for children to engage in sport and discover new interests.

'The children love their PE sessions and the uptake for after-school sessions is the highest it's ever been! Children who were not taking part in PE are now actively involved.'

Emma Churchman, Martlesham Primary School



Holiday Clubs

Our 2019 holiday clubs reached 5,132 young people across the county, providing an outlet for physical activity during school holidays.

Each session is delivered by our skilled sports coaches who design inclusive activities to promote health, wellbeing and creativity. We strive to create a fun and inclusive environment for children to learn, socialise and play.

Inspire Suffolk continue to work with Ipswich School of Dancing to bring specialist dance classes to a number of our sessions. We have also built relationships with local schools to continue to engage their students outside of term time.

Our holiday clubs are competitively priced and we are currently working towards offering funded places for children who receive free school dinners.

Any financial surplus generated from our holiday clubs contributes to helping even more young people within the community through our portfolio of educational projects.



Disability & Inclusion

In the last year we have continued to engage young people and adults in our disability and inclusion football programmes: Health Kicks, DSActive and Ability Counts.

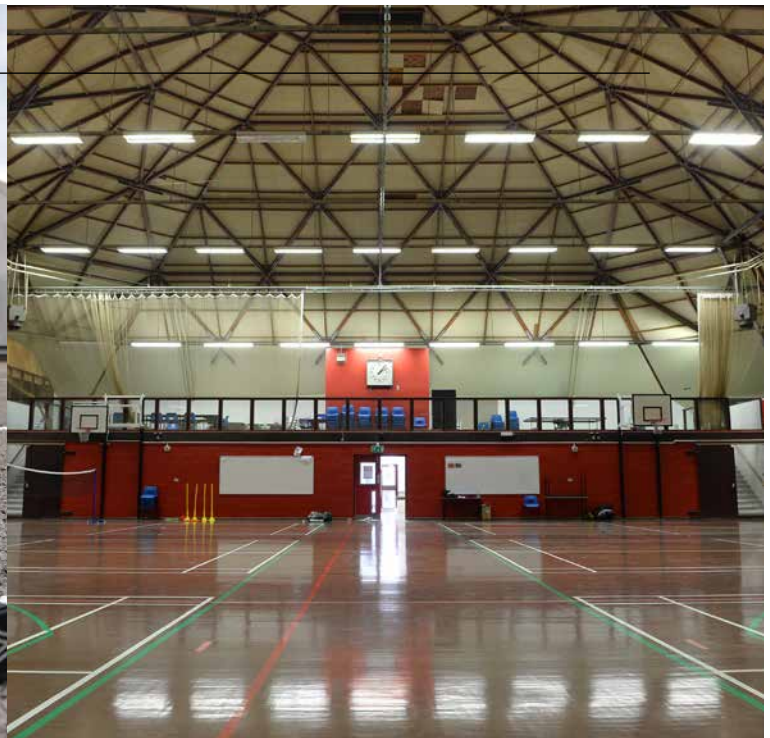
These programmes bring together members of the community through a common interest and provide a supportive, non-judgemental space to socialise and practice technical aspects of the game.

Through the provision of regular sporting activity, we help participants not only improve their fitness and football skills but also their confidence, self-esteem and give them a chance to meet new, like-minded people.

Health
Kicks
Age 16+

DSActive
Age 5-25

Dis-
Soccer
Age 16+



Creating spaces for community

Inspire Suffolk has continued to engage one-off and long-term hirers in both our Ipswich and Lowestoft venues.

We have a range of spaces available to hire, including large events space, classrooms for meetings and sports facilities that enable us to act as a community hub. In the last year, we have provided spaces for weddings, training, fitness classes, book clubs and much more.

Our Ipswich site, previously Holywells High School, has become a cost neutral venue and hosted many of our fundraising events, including We're a Knockout. The facilities available in Ipswich allow us to offer low cost holiday clubs and cater to our educational programmes.

Any profit made is reinvested in our services to further our charitable aims.

Our Lowestoft location has undergone a partial refurbishment with thanks to funding from EDF Sizewell C. We have carried on the legacy of the former site by naming rooms after members of the Colville House Trust and now host clubs and programmes from the venue, including the Youth Club which was established in the 1950s.

As a department, the Centre Operational team has grown to reflect demand and ensure the service we provide the community is of the highest standard.



Getting creative: community projects

In 2019, young people on our courses dedicated numerous hours to giving back to their local communities. Whether it is creating green spaces for community centres or making care packages for victims of domestic violence, the young people we work with are encouraged to identify and address local needs.

Not only does this practise help to build team working skills and problem solving, it also allows the wider community to see the impact and drive of young people living within their county.

For some, community projects are the first time they'll learn practical skills like woodwork or painting. For others, it's an opportunity to give back to organisations who they feel an affinity with or have helped them in the past.

This year, our community projects have helped organisations such as Leading Lives, Volunteering Matters, East Anglian Children's Hospice, The Hive Community Centre and the YMCA.





Fundraising and Events

We organise various fundraising events throughout the year including our Annual Charity Ball, Strictly Inspire Suffolk (in the style of Strictly Come Dancing), Golf Days, Curry Nights, Charity Dinners, Family Days and Quiz Nights.

In 2019, our two main events, Strictly Charity and the Charity Ball, each raised in excess of £18k enabling us to further our reach within the county. These events were sponsored by Willis Towers Watson and EDF Sizewell C respectively. EDF were one of our most prominent supporters in 2019 and continue to champion the charity and work alongside us to offer new opportunities for young people.

It has also been a momentous year for support within the community with many people coming together to raise funds through marathons, Quiz Nights and the Three Peaks Challenge. We are extremely grateful that so many local people believe in the work we are doing and want to help in any way they can.

"It's so important to help our local charities. We are giving back to the community and helping to support young people when they need it most."

Emma Felgate, Emma's Florist



2019 Highlights

- 18k** raised at Strictly Charity
- 18.5k** raised at Charity Ball
- 2.5k** raised by C Collins at the London Marathon
- 3.6k** raised by the Three Peaks Challenge
- 4.9k** raised at The Ufford Park Golf Day
- 2k** donated by Suffolk Business Awards



“Being at Inspire has helped with my confidence, self-esteem, and gave me a purpose and something to focus on.”

GEORGE KETTERINGHAM

Apprenticeships providing opportunities

In 2019, we supported seven sports apprentices who were studying for a Level 2 Sport Qualification, three of which have now started their Advanced Apprenticeship in Sports Development with the charity.

Our Sports Apprentices work alongside our qualified Sports Development Coaches to gain practical experience within the industry, supporting the delivery of our full range of sports services for all ages. During this time, they are supervised to lead sessions, complete administrative tasks and design engaging activities for young people and children.

In the past 12 months, we also offered placements to two apprentices who are completing their Advanced Apprenticeship in Sports Development and two Administrative Apprentices who have joined the Centre Operations department.

“I would definitely recommend an Inspire Suffolk Apprenticeship to others, it is a rewarding experience which sets you up for life.”



“It has been great to see first-hand the progression that the young people on the programmes make, especially in terms of their confidence.”

GABRIELLA HOWARD, OPUS PEOPLE SOLUTIONS

Local business support

Our Inspire 30 scheme is a unique opportunity for donors to provide funding and witness the life-changing benefit their support has on the lives of young people.

In 2019, Hemisphere Freight, Peter Dawes and Maritime Transport pledged £2,500 to fund the residential portion of our Prince’s Trust Team Programme, where young people develop life skills through team-based activities. These trips away from home allow participants to get a taste of independence and step outside their comfort zone.

We were also awarded charity of the year status by Opus People Solutions and Hemisphere Freight who have supported us with fundraising and practical advice for

young people on our programmes. These partnerships have enabled us to supplement our programmes with real world advice from local employers to help them further develop their employability skills and understand what companies are looking for during the job application process.



Inspire 30 Club member, Andy Perrin, visiting a residential trip

Snapshots of 2019



Students on our Engage Programme visit local care home residents.



An unforgettable summer spent on NCS (National Citizen Service)



Colville House, in Lowestoft, officially opens



Our coaches continue to deliver clubs and work within schools



Inspire Suffolk continue to offer free and affordable clubs



The East Suffolk Youth Employment Service launches



Our Step Up programme teams up with Sackers Waste Management



Our Charity Ball at Milsoms Kesgrave Hall raises over £18,000



Local businesses join us for We're a Knockout!



Achieve worlds within local schools to improve attainment



Inspire Suffolk host hustings for the 2019 election



Team Inspire complete the Three Peaks Challenge

Our plans for 2020

In line with our plans for 2020, we have continued to expand our range of programmes and have further extended the YES Youth Employment Service in Partnership with East Suffolk Council. In addition, we have piloted a new wellbeing service that we intend to expand once full data analysis has taken place.

Of course, the plans for 2020 have been put into a degree of flux due to the affects of the Covid-19 Pandemic and the associated lockdown in the UK.

The charity has, wherever possible, continued to deliver its services, initially by way of providing PE and sports support to primary schools that remained open to children of essential workers. In the initial phase of lockdown, we were able to complete a number of courses remotely using virtual learning platforms.

Despite these activities, the charity has benefited from the government's Furlough scheme and this has helped retain staff who have not been able to work during lockdown. Two of the areas hardest hit by Covid-19 have been external venue hire and fundraising, both of which provide valuable and important unrestricted income to the organisation.

Regular and careful financial management has enabled us to control costs and as we have come through lockdown, start to identify safe opportunities to generate income once more. In the case of fundraising by way of holding an amended format golf day and in the case of venue hire, by opening the facilities once more, at all times adhering to government Covid-19 guidelines.

The key to our plans for the remainder of 2020 is to carefully manage costs, use the Furlough scheme sensibly to allow a phased return to work in line with our opportunities to restart our learning programmes and to end the year as strongly as we are able, taking into consideration the challenges presented to us.





Financial review

The charity has reached the end of a healthy financial year with total net income of £67k, of which £29k related to unrestricted net income. Income for the year grew by 15% to £1.55m following the success of a number of new grants and contracts which enabled the Charity to expand its delivery over the year.

Income is received from a variety of different projects and funders such that there is no one principal funding source. One of the largest sources of income continues to be the Team Programme funding which is accessed through the local Further Education Colleges. In May 2017 the Charity was awarded a 3-year grant from the Big Lottery Fund, income for which was £164k in the current financial year. New funding received in the year included a contract to deliver the Youth Employment Service across East Suffolk through funding from East Suffolk Council.

Our key fundraising events continued to go from strength to strength, with our annual ball and notorious Strictly Charity events each raising in excess of £15k.

Total resources expended in the year grew in-line with the growth in income and totaled £1.49m, of which 97% (£1.44m) was spent directly on our charitable activities.

Our balance sheet shows a healthy position both in terms of reserves and cash, providing a secure base for the Charity.

The Charity ended 2019 in a positive and strong position to continue to achieve its strategic objectives over the next 3-year business plan. However, the unexpected force of Covid-19 has inevitably put the Charity under financial strain. The charity reacted quickly and appropriately to the challenges that this presented. It has suffered significant losses to income during this time but is undertaking detailed financial planning and focusing on ways to ensure the long term survival of the Charity. The trustees have considered the financial forecast scenarios in detail and have confidence that the Charity is a going concern.

Reserves policy

Reserves are held in order to provide for continuity of service in the event of the loss of a major funder or project, or a

dramatic change in the Charity's operating environment. The Charity reviewed its reserves policy during the year and agreed on three key areas for which it would hold reserves:

1. Operational Reserves of £180k – to ensure continuity of service in the event of the loss of a major funder or project, and any ultimate potential winding up of the Charity.
2. Capital Replacement Reserves of £22k – in-line with a rolling 3-year capital expenditure plan to ensure appropriate upgrades to building, IT infrastructure and office equipment.
3. Project Development Reserves of £10k – a level of reserves set aside to enable capacity to develop specific project areas, such as the delivery of pilot projects, undertaking research and evaluation projects, etc.

The total unrestricted reserves in accordance with this policy would therefore total £212k. The actual level of unrestricted reserves at the year-end (excluding fixed assets) was £189k. The Charity was therefore aiming to build upon these reserves during the 2020 financial year. However, with the sudden and unprecedented decline in income and delivery following the Covid-19 outbreak, the Charity is now drawing on its reserves to support it during these turbulent times. The Charity is grateful that through years of careful financial management it has been able to build up some reserves to support it through this crisis. However, the extent to which it will need to use its reserves is still unknown and it will no doubt take the Charity years to recover its reserves back to its desired level.

Investment policy

The Charity does not have significant resources to invest, cash balances are held in current and deposit bank accounts with the Charity's main banker. This policy is reviewed annually.



Governance and administration

The persons who were Trustees as at the date of the approval of accounts and those who have served as trustees during the year are detailed on the Company Information page. For the purpose of this report the Director/Trustees are referred to as Trustees. The Trustees' Report incorporates the requirement of the directors' report under company law.

Inspire Suffolk Ltd (the "Charity" or the "Company") is a sole member company that has been registered as a charity (1101519). The Charity's governing documents are the Memorandum and Articles of Association dated 17th January 2013. The member is the Trustee Terry Hunt.

Under the terms of these Articles of Association, the member may appoint a representative as a director, who is also a Trustee. Further Trustees are appointed by the board. No other person or external body is entitled to appoint one or more of the Charity's Trustees. The Trustees are responsible for the actions and activities of the Charity. All Trustees are appointed for a fixed term, and can then be re-appointed.

Trustee Board

The board of Trustees has ultimate legal responsibility for our organisation and works to ensure good governance with the help of its sub-committees (Finance and Employment Committee and Programmes and Outcomes Committee). The board agrees the overall strategic direction and is our highest decision-making body. Its members are volunteers. They work alongside the CEO and the senior management team, who are responsible for the implementation of policy and for the management of the day-to-day running of the organisation.

A sub committee of the Board exists to determine the remuneration of the Chief Executive through a review of performance and consideration of market data. The remuneration of the senior management team is set by the Chief Executive.

During the year the charity paid for Trustee Indemnity Insurance amounting to £525 (2018: £271) on behalf of the trustees.

Trustee induction, recruitment and training

Recommendations for Trustees are put before the Nominations Committee for approval. Once the recommendation has been approved, it is then agreed by the Board.

The Charity continues to develop its procedure to ensure that the Trustee is aware of his or her responsibilities, has a good understanding of the Charity, understands its future strategy, is provided with relevant information from the Charity Commission and is offered ongoing training and information to ensure they are brought up to date with developments in law. Trustees are invited and encouraged to attend presentations and events which include the young people we work with.

Trustees' terms of office last for three years, and they can serve up to three consecutive three-year terms, after which they may be invited to serve additional years at the invitation of the board, before standing down.

Operational Management

The Chief Executive Officer oversees a senior management team that includes, Deputy Chief Executive; Finance Manager; Education Programme Manager; Deputy Education Programme Manager; Grants & Development Manager; Centre Operational Manager, Senior Marketing Executive and Executive Assistant to CEO. The board meets monthly to ensure that the organisation is meeting its strategic objectives, working to budget, assessing charitable impact and identifying opportunities. It also has responsibility to identify and manage risk.

Risk

The senior management team review of the risk register takes place at their monthly meetings. In addition, this document is considered by the Trustees in detail at least once every year, and is tabled at every Trustee Board Meeting. Any major risks, to which the Charity is exposed, which include a loss of a major funder, and the effects of an unpredictable financial climate, as identified by the Trustees and management team, have been reviewed by the management team, and systems or procedures have been established to manage those risks.



Accounts

Independent Auditors' report to the member of Inspire Suffolk Ltd

Opinion

We have audited the financial statements of Inspire Suffolk Ltd (the 'charitable company') for the year ended 31st December 2019 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable charity's affairs as at 31st December 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to ongoing concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our

auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustee's Report.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to take advantage of the small companies' exemption from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and

for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial

statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's member, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's member those matters we are required to state to the member in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its member as a body, for our audit work, for this report, or for the opinions we have formed.



Sharon Gravener (Senior Statutory Auditor)

For and on behalf of Scrutton Bland LLP, Statutory Auditor
Fitzroy House, Crown Street, Ipswich, IP1 3LG
30 July 2020

Trustees' responsibilities statement

The Trustees (who also act as directors for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice).

The financial statements are required by law to give a true and fair view of the state of affairs of the charitable Company and of the excess of income over expenditure for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable Company will continue its activities.

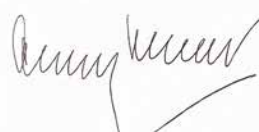
The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that its financial statements comply with the Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees, at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the Company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report was approved by the Trustees on 30 July 2020 and signed on its behalf by:



Terry Hunt, Trustee

Accounts for the year ended 31st December 2019



We are dedicated to helping young people in Suffolk achieve brighter futures. To celebrate their achievements, we introduced our annual awards event to recognise the effort and drive we witness each and every day.

Picture: Terry Baxter at our annual Staff & Student Awards event



Statement of financial activities

(Incorporating an income and expenditure account)
For the year ended 31st December 2019

	Notes	31/12/2019 Unrestricted funds (£)	31/12/2019 Restricted funds (£)	31/12/2019 Total funds (£)	31/12/2018 Total funds (£)
Income					
Donations & legacies	2	49,027	287,415	336,442	345,143
Charitable activities	2	1,150,752	394	1,151,146	944,982
Other trading activities (fundraising)	2	64,512	-	64,512	53,758
Investments	2	625	-	625	504
TOTAL INCOME		1,264,916	287,809	1,552,725	1,344,387
Expenditure on:					
Raising funds	3	(47,373)	-	(47,373)	(41,824)
Charitable activities	3	(1,188,506)	(249,853)	(1,438,359)	(1,260,085)
TOTAL EXPENDITURE		(1,235,879)	(249,853)	(1,485,732)	(1,301,909)
Net income and expenditure and net movement in funds	10	29,037	37,956	66,993	42,478
Reconciliation of funds					
Total funds brought forward		324,204	105,624	429,828	387,350
Transfers between funds		21,765	(21,765)	-	-
TOTAL FUNDS CARRIED FORWARD		375,006	121,815	496,821	429,828

- The above results arose wholly from continuing operations.
- There were no gains or losses in either year other than the surplus for the year and accordingly, no statement of total recognised gains or losses is presented.
- The notes on pages 38 to 46 form part of these financial statements.

Balance sheet

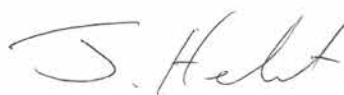
As at 31st December 2019

	Notes	31/12/2019 Total funds (£)	31/12/2018 Total funds (£)
Fixed assets			
Tangible Assets	6	186,172	121,128
Investments	7	1	1
NET FIXED ASSETS		186,173	121,129
Current assets			
Debtors	8	305,864	286,623
Cash at bank and in hand		204,635	270,321
TOTAL CURRENT ASSETS		510,499	556,944
Liabilities			
Creditors: amounts falling due within one year	9	(199,851)	(248,245)
NET CURRENT ASSETS		310,648	308,699
NET ASSETS		496,821	429,828
The funds of the charity			
Restricted income funds	10	121,815	105,624
Unrestricted income funds	10	375,006	324,204
TOTAL CHARITY FUNDS		496,821	429,828

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and were approved by the Board of Trustees and authorised for issue on 30 July 2020 and were signed on its behalf by:



Terry Hunt
Trustee



Julian Herbert
Trustee

Company registration No. 04881803. The notes on pages 38 to 46 form part of these financial statements.

Statement of cash flows

As at 31st December 2019

	Notes	31/12/2019 (£)	31/12/2018 (£)
Cash flows from operating activities			
Net cash provided by (used in) operating activities	17	16,349	129,261
Cash flows from investing activities			
Net interest received		625	504
Purchase of tangible assets		(82,660)	(61,741)
Net cash (used in) financing activities		(82,035)	(61,237)
Change in cash and cash equivalents in the reporting period		(65,686)	68,024
Cash and cash equivalents at 1 January		270,321	202,297
Cash and cash equivalents at 31 December	18	204,635	270,321

Notes

(Forming part of the financial statements)

1. Accounting Policies

Basis of accounting

The annual report and accounts for the year ended 31 December 2019 have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(effective 1 January 2019) – (Charities SORP (FRS102)) Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Inspire Suffolk is an incorporated Charity domiciled and registered in England, which constitutes a public benefit

entity as defined by FRS102. Assets and liabilities are initially assigned at cost or transaction value unless otherwise stated in the relevant accounting policy notes. The accounts have been reported in Sterling and rounded to the nearest £1 in both the current and previous accounting periods.

Funds

Restricted funds are funds that have restrictions imposed by donors and can only be applied for the particular purposes specified by donors. Designated reserves are those that, although not restricted, have been reserved by

the Charity for a specific project alone. Unrestricted funds are funds that have no restriction as to how they are to be applied. There are no Endowment funds.

Going Concern

The Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees Responsibilities.

In accordance with government directives issued on 23 March 2020 the charity is currently substantially closed as a result of restrictions imposed on charitable activities and social distancing relating to the spread of coronavirus. The impact of the coronavirus will have a very significant effect on the economy and the charity during 2020. The trustees have prepared revised forecasts which anticipate that the charity will be able continue to meet its liabilities as they fall due. The future of the world economy is unclear at this present time due to the ongoing COVID-19 outbreak and it is therefore difficult to evaluate all of the potential implications on the charity's activities, customers, donors and the wider economy.

Financial Instruments

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

The following accounting policies have been applied consistently in dealing with items that are considered material in relation to the Company's financial statements.

Tangible Fixed Assets and Depreciation

Tangible Fixed Assets costing more than £500 are capitalised at cost including any incidental costs of acquisition. Depreciation is calculated on the cost of the fixed asset on a straight line basis over the following expected useful life:

Leasehold Improvements – between 10 and 25 years
 Plant and Machinery – Computer Equipment – 3 years
 Plant and Machinery – Equipment – 10 years
 Plant and Machinery – Vehicles – 5 Years

Income

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income is generally recognised on a receivable basis and is reported gross of related expenditure. The specific bases for recognition are:

- Voluntary income includes donations, gifts and general funding and is recognised when receipt is probable.
- Gifts in kind are treated as donations in the period the gift is received.

- Charitable activity includes subscriptions raised on the activity and is accounted for when earned. Activity income earned in advance is deferred until entitlement to the income has arisen, at which time it is credited to the Statement of Financial Activities ('SOFA').
- All fees and other services receivable in respect of courses taking place in subsequent financial years are deferred to the year in question.

Expenditure

All expenditure is accounted for on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be recovered and is reported as part of the expenditure to which it relates. Expenditure is recognised when it is incurred and is reported gross of related income on the following bases:

- Costs of raising funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises direct expenditure including direct staff costs attributable to the Charity's activities. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of the resource as described below.
- Support costs and governance costs have been allocated to activity cost categories on a basis consistent with the use of the resources, e.g. allocating staff costs by the time spent on a project/activity and other costs by usage.

Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Pensions

Contributions to defined contribution pension schemes are charged to the income and expenditure account when payable.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Group accounts

The Charity owns 100% of the share capital of a dormant company and has therefore taken advantage of the exemption to not prepare group accounts.

2. Analysis of Income

	Unrestricted Funds	Restricted Funds	31/12/2019 Total (£)	31/12/2018 Total (£)
Grants and donations	49,027	287,415	336,442	345,143
Fundraising	64,512	-	64,512	53,758
Interest received	625	-	625	504
Charitable activities				
- Education programmes	1,113,121	394	1,113,515	908,710
- Other activities and events	37,631	-	37,631	36,272
	1,264,916	287,809	1,552,725	1,344,387

3. Analysis of Expenditure

	Other Fundraising (£)	Charitable Activities (£)	31/12/2019 Total (£)	31/12/2018 Total (£)
Staff costs	15,716	860,826	876,542	789,299
Direct costs	27,375	367,728	395,103	360,370
Support costs (see note 4)	4,282	209,805	214,087	152,240
	47,373	1,438,359	1,485,732	1,301,909

31st December 2018	41,824	1,260,085	1,301,909
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4. Analysis of Support Costs

The charity identifies its support costs which can't be directly attributed to an activity. These are then apportioned on an appropriate basis between the main activities of the charity.

	31/12/2019 Total (£)	31/12/2018 Total (£)	Basis of apportionment
Depreciation	17,616	16,024	% of staff costs
Subscriptions and licences	34,674	38,175	% of staff costs
Premises costs	74,712	21,896	% of staff costs
Finance and professional	13,894	20,127	% of staff costs
Governance costs	20,750	11,008	
Office and other costs	52,441	45,010	
	214,087	152,240	

The governance costs shown above include auditors' remuneration for this Company of £5,964 (31 December 2018: £5,748).

The finance and professional costs shown above include auditors' remuneration for this Company for Other Services, relating to accountancy support, of £1,560 (31 December 2018: £648).

5. Staff Numbers and Costs

The average number of persons (full time equivalent) employed on the Charity's activities during the period was 40 (2018: 40). The average headcount was 54 (2018: 48).

	31/12/2019 Total (£)	31/12/2018 Total (£)
Wages and salaries	805,312	721,140
Social security costs	53,072	52,750
Other pension costs	18,158	15,409
	876,542	789,299

No members of staff received emoluments between £60,000 – £70,000 in the current account period (2018: One).

The total employment costs of the Senior Management Team, which is comprised of the Chief Executive and 8 other staff members was £290,737 (2018 – Chief Executive and 6 other staff members £251,783). No trustees received any remuneration or reimbursement of any expenses from the Charity. During the period £525 (2018: £271) was paid for Trustee Indemnity insurance.

The average head count and full time equivalent staff of the Charity is split across the following roles:

	FTE		Headcount	
	31/12/2019	31/12/2018	31/12/2019	31/12/2018
Governance	1	1	1	1
Management	7	6	8	6
Admin	5	4	6	5
Delivery	27	30	39	36
	40	41	54	48

6. Tangible Assets

	Leasehold (£)	Computer Equipment (£)	Equipment (£)	Vehicles (£)	Total (£)
Cost					
As at 1 January 2019	86,823	53,631	63,975	23,838	228,267
Additions	16,156	32,938	33,566	-	82,660
Disposals	-	-	-	-	-
As at 31 December 2019	102,979	86,569	97,541	23,838	310,927
Depreciation					
As at 1 January 2019	2,312	46,552	34,437	23,838	107,139
Charge for the Period	3,851	7,979	5,786	-	17,616
On Disposals	-	-	-	-	-
As at 31 December 2019	6,163	54,531	40,223	23,838	124,755
Net Book Value					
As at 31 December 2018	84,511	7,079	29,538	-	121,128
As at 31 December 2019	96,816	32,038	57,318	-	186,172

7. Investments

In 2014 the Charity acquired 100% of the £1 ordinary share capital of a limited company called Healthy Ambitions Trading Limited (07810625), a company registered in England and Wales. The company is dormant and the investment is recorded at cost.

8. Debtors

	31/12/2019 Total (£)	31/12/2018 Total (£)
Trade debtors	138,259	97,232
Prepayments and accrued income	167,605	189,391
	305,864	286,623

9. Creditors: Amounts Falling Due within One Year

	31/12/2019 Total (£)	31/12/2018 Total (£)
Trade creditors	25,778	81,383
Other tax and social security	39,326	37,830
Other creditors	10,659	7,492
Accruals and deferred income	124,088	121,540
	199,851	248,245
Deferred income brought forward	52,828	34,266
Deferred income released	(52,828)	(34,266)
Deferred income adjustment	73,833	52,828
Deferred income carried forward	73,833	52,828

The deferred income arises from income received in advance of contracted services being delivered.

10. Movement in Funds

a) Unrestricted funds – movement in period.	Balance 01/01/2019 (£)	Income (£)	Expended (£)	Transferred (£)	Balance 31/12/2019 (£)
General Unrestricted funds	203,075	1,264,916	(1,235,879)	(43,279)	188,833
Unrestricted Fixed Assets	121,129	-	-	65,044	186,173
Total Unrestricted Funds	324,204	1,264,916	(1,235,879)	21,765	375,006

b) Restricted funds – movement in period.	Balance 01/01/2019 (£)	Income (£)	Expended (£)	Transferred (£)	Balance 31/12/2019 (£)
Mrs LD Rope	1,500	3,000	(1,500)	-	3,000
SCF – New Anglia LEP	11,648	394	(12,042)	-	-
Annie Tranmer Charitable Trust	1,500	-	(1,500)	-	-
Ganzoni Charitable Trust	2,000	-	-	-	2,000
Active Suffolk Satellite Club	-	6,889	(2,386)	-	4,503
EDF – Lowestoft	-	25,000	(218)	-	24,782
EDF – Leiston	-	30,000	(7,432)	(300)	22,268
Leiston Town Council	-	250	(68)	-	182
Councillor Russ Rainger	-	1,200	-	-	1,200
Police and Crime Commissioner	-	14,289	(9,141)	-	5,148
Norfolk County Council (European Social Fund)	-	4,973	(5,621)	-	(648)
Big Lottery	73,333	164,414	(187,557)	(1,569)	48,621
Hope House & Gippeswyk Educational Trust	657	-	-	-	657
Capital Grants	4,998	-	-	(3,480)	1,518
National Lottery Awards for All	9,988	-	(9,988)	-	-
The Clothworkers Foundation	-	25,000	-	(16,416)	8,584
Frank Jackson Foundation (SCF)	-	2,100	(2,100)	-	-
Sanctuary Group	-	5,000	(5,000)	-	-
IBC – Community Cash Grants	-	5,000	(5,000)	-	-
Thetford Town Council	-	300	(300)	-	-
	105,624	287,809	(249,853)	(21,765)	121,815

The funds are as follows:

During the year grants and donations were received that were restricted to certain projects as set out above. The balances unspent at year end will be spent during 2020. The transfer between funds relate to capital spend.

11. Analysis of NET Assets between funds

	Unrestricted funds (£)	Restricted funds (£)	Total funds Dec 2019 (£)	Funds Dec 2018 (£)
Fund balances at 31 December 2019 are represented by:				
Tangible fixed assets	186,172	-	186,172	121,128
Investments	1	-	1	1
Current assets	388,684	121,815	510,499	556,944
Current liabilities	(199,851)	-	(199,851)	(248,245)
Total net assets	375,006	121,815	496,821	429,828

12. Member's Guarantee

The Company has no share capital but is limited by guarantee. The member of the Company is a Guarantor and undertakes to contribute to the assets of the Company in the event of it being wound up, such amount as may be required. The member's liability is limited to £1.

13. Operating Lease Commitments

In 2013 the charity entered into a 10 year lease agreement with a peppercorn rent for the Ipswich site.

In 2018 the charity entered into a 99 year lease agreement with a peppercorn rent for the Lowestoft site.

14. Capital Commitments

The Charity had no capital commitments at 31 December 2019 (2018: £Nil)

15. Contingent Liabilities

In the opinion of the trustees there were no contingent liabilities at 31 December 2019 (2018: £Nil)

16. Related Party Disclosures

Flagship Homes Limited is treated as a related party, as the Trustees, Lisa Collen, is a trustee of the company. The following balances and transactions are therefore disclosed:

Income and Expenditure Account	
Finance and professional costs	
HR services	£4,595 (2018: £2,160)
Trade creditor balance	£635 (2018: Nil)

Birketts LLP is treated as a related party, as the Trustees, Liz Brownsell, is a Senior Associate of the partnership. The following balances and transactions are therefore disclosed:

Income and Expenditure Account	
Finance and professional costs	
Legal and professional fees	£6,579 (2018: £2,489)

Asset Education Academy Trust is treated as a related party, as the wife of Trustee, Julian Herbert, is the Trust Finance Officer. The following balances and transactions are therefore disclosed:

Income and Expenditure Account	
Charitable activity income	
Education programmes	£39,000 (2018: £76,793)

Bombay Nite is treated as a related party, as the Trustee, Mahbub Shamin, is the proprietor. The following balances and transactions are therefore disclosed:

Income and Expenditure Account	
Direct costs	
Other fundraising	£2,000 (2018: £1,000)
Accruals	£1,000 (2018: Nil)

MHA Macintyre Hudson is treated as a related party, as the Trustee, Cara Miller, is a Partner of the partnership. The following balances and transactions are therefore disclosed:

Income and Expenditure Account	
Finance and professional costs	
Legal and professional fees £4,200 (2018: Nil)	

17. Reconciliation of NET income/(expenditure) to NET cash flow from operating activities

	2019	2018
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	66,993	42,478
Adjustments for:		
Depreciation charges	17,616	16,024
Interest receivable	(625)	(504)
(Increase)/decrease in debtors	(19,241)	(36,885)
Increase/(decrease) in creditors	(48,394)	108,148
Net cash provided by (used in) operating activities	16,349	129,261

18. Analysis of cash and cash equivalents

	2019	2018
Cash in hand	204,635	270,321
Total cash and cash equivalents	204,635	270,321

19. Analysis of changes in net debt

	Balance 01/01/2019	Arising from cash flows	Balance 31/12/2019
Cash at bank	270,321	(65,686)	204,635
Total cash and cash equivalents	270,231	(65,686)	204,635

20. Prior period SOFA

		31/12/2018 Unrestricted funds (£)	31/12/2018 Restricted funds (£)	31/12/2018 Total funds (£)
Income				
Donations and legacies		83,623	261,520	345,143
Charitable activities		944,982	-	944,982
Other trading activities (fundraising)		53,758	-	53,758
Investments		504	-	504
Total income		1,082,867	261,520	1,344,387
Expenditure				
Fundraising activity		(41,824)	-	(41,824)
Charitable activities		(1,020,414)	(239,671)	(1,260,085)
Total expenditure		(1,062,238)	(239,671)	(1,301,909)
Net movement in funds		20,629	21,849	42,478
Reconciliation of funds				
Total funds brought forward		250,692	136,658	387,350
Transfers between funds		52,883	(52,883)	-
Total funds carried forward		324,204	105,624	429,828

21. Post Balance Sheet Events

Since the year end, the UK, and the whole world, has been struck by the Covid 19 pandemic. This does not have an effect on the financial position shown by these accounts and they continue to be drawn up on a going concern basis as explained in the accounting policies. It will have a significant effect on the results for 2020.

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