

Registered number: 05047204
Charity number: 1102267

**BLUEPRINT FOR ALL (FORMERLY KNOWN AS THE STEPHEN
LAWRENCE CHARITABLE TRUST)**

(A company limited by guarantee)

UNAUDITED

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

RPG CROUCH CHAPMAN LLP
Chartered Accountants
5th Floor, 14-16 Dowgate Hill
London
EC4R 2SU

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2020**

Trustees	Sir Keith Ajegbo, Chair Caroline Clark Andrea Gregory Christopher Jackson Paul Karakusevic Neil Pinder Paul Read Gary De Ferry (appointed 3 December 2019, resigned 23 July 2020) Stuart Lawrence (resigned 17 August 2020)
Company registered number	05047204
Charity registered number	1102267
Registered office	39 Brookmill Road Deptford London SE8 4HU
Company secretary	Michael Stewart
Chief executive officer	Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Clerk to Governors	Chelsea Way
Founder	Baroness Lawrence of Clarendon
Accountants	RPG Crouch Chapman LLP Chartered Accountants 14-16 Dowgate Hill London EC4R 2SU
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE
Independent Examiner	Paul Randall ACA 14-16 Dowgate Hill London EC4R 2SU

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**LETTERS FROM THE CHAIR AND THE CEO
FOR THE YEAR ENDED 31 MARCH 2020**

Dear Supporter,

I am prefacing this report with a letter to all the people involved in Blueprint for All (formerly known as The Stephen Lawrence Charitable Trust) who have made this such an exceptional year for the Charity. This report highlights the Charity's performance for the year ending March 2020 against its core objectives.

The Charity was founded in 1998 by Stephen's mother, Baroness Lawrence, with a vision of tackling inequality in all its forms. From its early focus on supporting young people of black heritage into careers in architecture, the career Stephen himself hoped to pursue, the Charity has broadened its work and programmes so we are now working across industries and with young people, community groups and partner organisations to create long-term systemic change.

Stephen remains the foundation stone of the Charity and will always be part of our story. We are extremely proud of everything that we have achieved in his name, and we will always plan to run the Building Futures programme in his honour, which to date has created 152 qualified Architects. We are at an exciting time in our journey as an organisation and will continue to develop our work based on our values of opportunity, inclusion and systemic change.

The death of George Floyd on May 25th moved the world to recognise just how deeply change is still needed to create a world free of discrimination. Because of the strong position of the Charity in terms of governance and evidence based charitable objectives we were very proud to receive a number of donations in the light of this worldwide response and the Black Lives Matter campaign. It is significant that FTSE 100 organisations have trusted us with donations to deliver outcomes that support inclusion.

Although this year has brought about a vast amount of uncertainty due to the Covid-19 pandemic, I would like to recognise the determined and practical response from all at the Charity. A thank you is due to our CEO, Sonia Watson, Chelsea Way, Carolyn Yamoah and Sue Watson for their dedicated work keeping the Charity operative throughout those months. They planned with extreme thoroughness for the Charity's survival, furloughed all operation staff, utilised reserves and continued to secure funds.

With our best financial performance for many years, we are involved in an increasing range of activities providing opportunities for disadvantaged, ambitious young people to fulfil their potential.

Our success has been delivered and managed by our inspiring CEO, Sonia Watson, our Blueprint for All Team, our Board of Trustees and volunteers, who work tirelessly on the Charity's behalf. Thank you to the Stephen Lawrence Day project team for working incredibly hard to achieve against project ambitions and objectives for the second year, especially to Chelsea Way for creating the communities strand, Martha Barton, who embraced the digital marketing and social media campaign, Julie Fenner for masterminding the communications project and Louise Allen, Dr Judy Larsen and Valerie Bunting for designing and delivering the astounding Schools strand.

Throughout this year, I have been supported endlessly by the Trustees who have very carefully considered the strategic direction of the Charity and its future. Their insight and expertise are invaluable and I have been extremely grateful for their guidance ensuring the Charity always moves in the best direction.

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LETTERS FROM THE CHAIR AND THE CEO (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

2021 will be an exciting year for the Charity. Through the Stephen Lawrence Day Foundation, Baroness Lawrence will take over running the Stephen Lawrence Day as part of the Stephen Lawrence Day Foundation and we will be renaming at the request of Baroness Lawrence who has asked that The Stephen Lawrence Day Foundation, founded in January 2020 be the only charity to directly reference Stephen Lawrence by name which Trustees finally felt it important to agree to. We are proud to confirm our charitable purpose and indeed all our work to ensure opportunities denied to Stephen Lawrence due to race, ethnicity or background are rooted in our objectives forever, including the flagship Building Futures Programme, which continues to thrive as you will see from this report. The renaming was achieved with sincere thanks for the exceptional project masterminded by the talented Lothar Bohm Associates (LBA), who despite our protestations, delivered the challenging project 100% Probono. On 10th December 2020, our name was changed to Blueprint for All, as requested. We are proud LBA found a way to name subtly reference both Stephen Lawrence's ambition to become an Architect and is of course inspired by the seminal 1967 speech by Martin Luther King 'Blueprint for Life'.

Ours is a blueprint for a more inclusive society to grow.

Yours sincerely,

K.O. Ajegbo

Sir Keith Ajegbo
Chair of Trustees

16 February 2021

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LETTERS FROM THE CHAIR AND THE CEO (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

CEO Statement

It has certainly been an extraordinary year. The world was turned on its head in March by the Covid-19 pandemic, yet I am fortunate and proud that my statement will be resplendent with 'thankyous'.

Primarily these go to our small yet mighty team at the Charity who worked tirelessly to ensure our vital work could continue to serve our beneficiaries. I would also like to thank our Partners, who have helped us continue to deliver exceptional programmes and ensure we were able to survive many months of uncertainty due to Covid-19. Throughout the year the unwavering support of the Trustees has been invaluable. Their wealth of knowledge and expertise will help guide our ambitious new strategy for 2021.

The death of George Floyd on 25th May 2020 increased support for our work, leads me to thank each and every one who was moved to donate, offer support or volunteer to us. Particular thanks go to the Volunteers who are named below, coordinated by Tracey Harrison, who penned circa 32,000 thank you letters in June and July 2020 to honour our policy to thank everyone regardless of the size of donation; Amber Bavister, Maddy Bavister, Isabella Bromfield, Gabriella Bromfield, Zoe Cowan, Sara Hodgson, Izzy Holdborough, Jared Lee, Eloise Mayer, Max Mayer, Izzy Maynard and Mia Roach Penn.

I am particularly honoured that we comfortably passed stringent due diligence checks to secure a number of corporate donations which has enabled us to accelerate our mission to deliver phase 1 of our transformation to become a truly national charity. This forms an incredible springboard for the future, with inclusion and social mobility as key drivers, proving that talent is everywhere. We will strive to ensure the opportunity matches it!

Our hope is that, rising from the ashes of a challenging year for many, you will continue to drive the financial security needed to accelerate and sustain the impact charities like ours can bring about. We need systemic change nationally so that everyone can live in a world where their lives are valued, their aspirations are encouraged, and they are seen and treated equally. Racism, discrimination, and under-representation are attitudes and behaviours we are determined to play our part to eradicate.

A few highlights from our Annual Report: Our Pathways to Professions programme has provided face-to-face career guidance, industry talks and work experience for nearly 400 young people aged 13 to 18 and we have reached over 1,200 digitally. This year alone (2020) we have provided bursaries to students at 13 different universities who would otherwise struggle to stay in education, and through our Building Futures programme we are currently supporting 145 young people from disadvantaged and under-represented backgrounds to qualify as architects. Building on our support for young people in the early stages of their career, in March 2020 we launched our ground-breaking Be More Inclusive partnership with recruitment specialist Urban, connecting talented young people from under-represented backgrounds with employers in the built environment. Urban, like us, recognise that everyone should be able to reach their full potential based on their skills and abilities, not their background.

Stephen Lawrence Day 2020 was delivered digitally! We managed through with incredible fortitude, creativity and perseverance of the team. The future outcomes and themes of the day from 2021 will be determined by the Stephen Lawrence Day foundation.

Our work to support community groups includes our vibrant BME Network of over 100 members and we are currently recruiting participants to our 2020 Leadership Academy. At the end of October 2020, we ran our first national Black Third Sector Summit and our recently launched #ChangeMakers campaign, that highlights some of the incredible people and groups we support. Part of our work is

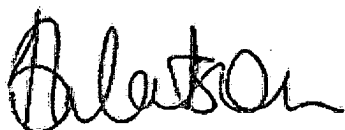
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LETTERS FROM THE CHAIR AND THE CEO (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

connecting those groups to funding and support.

The Charity continues to grow from strength to strength after another positive financial performance which is a testament to our remarkable team who continue to over-deliver and ensure our beneficiaries come first.

In recent years, the Charity has grown and expanded its work and programmes, and we are excited to be re-branding in January 2021 to better reflect our current successes, future aspirations and unwavering support for Baroness Lawrence's new foundation and new ambitions for Stephen Lawrence day. On 21 October 2020 our name was changed to Blueprint for All. Ours is a blueprint for a future where talent is respected and nurtured irrespective of where it comes from.



Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Chief Executive
Blueprint for All

16 February 2021

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2020

The Trustees present their annual report together with the financial statements of Blueprint For All (formerly known as The Stephen Lawrence Charitable Trust) for the year 1 April 2019 to 31 March 2020. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) 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).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Overview

Our report highlights the performance of Blueprint for All (formerly known as The Stephen Lawrence Charitable Trust) for the year ending March 2020 against its core objectives of creating a society in which everyone, regardless of their background, has the opportunity and support to flourish.

Blueprint for All was established in 1998 as The Stephen Lawrence Charitable Trust, by Baroness Lawrence OBE in memory of her murdered son Stephen. A lot has changed since Stephen Lawrence's murder in a racist attack in 1993, but some things have stayed the same. Many young people today still struggle to succeed because they are disadvantaged due to their ethnicity and/or social circumstances beyond their control.

We know that creating a society that is fairer to all will take time, but we are already making a difference to the people we work with every day, and this is carried into the rest of their lives. Our vision is that every person, regardless of their background, has the opportunity and support to flourish in a society that treats them with fairness and respect.

At Blueprint for All, we don't accept that your background defines what you can achieve. We work with young people aged 13 to 30 to broaden their view of what's possible. We help them to gain the knowledge, skills and qualifications they need to pursue the career of their choice, and we support them to progress through the early stages of their career. We work with schools to broaden young people's view of what's possible and help them gain the knowledge, skills and qualifications they need. We support them through further education, and we help them as they progress through the early stages of their career, when many feel the challenges most keenly. We work with community groups, companies and others to create a fairer society in which everyone can thrive. We also work with government, business and communities to create a society in which everyone, regardless of their background, has the opportunity and support to flourish.

The Charity also worked in partnership with the government and Baroness Lawrence to deliver the very first Stephen Lawrence Day in April 2019, as announced by then Prime Minister, The Rt. Hon. Theresa May at the memorial service marking 25 years since his death. Stephen Lawrence Day was an opportunity to encourage and support young people in achieving their dreams, and to reflect on Stephen's life, death and the positive change he has inspired.

Vision & Mission (2018-21)

In April 2018, Blueprint for All (then known as The Stephen Lawrence Charitable Trust) re-focused its vision and developed a strategic plan for 2018–2021.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

Our Vision:

Every person, regardless of their background, has the opportunity and support to flourish in a society that treats them with fairness and respect.

Our Mission:

We inspire and support young people from disadvantaged backgrounds, and work to create a fairer society in which everyone, regardless of their background, can flourish.

What we do:

We work with young people from disadvantaged and underrepresented backgrounds aged 13 to 30 to inspire and enable them to succeed in the career of their choice. We empower individuals and communities to create better places for people to live and work. And we influence others to create a fairer society in which everyone, regardless of their background, can flourish.

- Built environment – we support young people from disadvantaged backgrounds into the career Stephen hoped to enter
- Schools and further education – we give young people the knowledge, skills and confidence to pursue the career of their choice
- Communities – we run programmes that empower community groups and their leaders to maximise their impact
- Stephen Lawrence Consulting – we help organisations in the public, private and third sector to meet their objectives and achieve positive social impact
- Your Space – we provide affordable co-working and event space for local communities, start-ups and entrepreneurs

Strategic Objectives (2018-21)

We have focused on seven strategic objectives enabling us to realise our mission and ensuring Stephen Lawrence Day is incorporated into our core activities. The objectives are to:

1. Deliver the Stephen Lawrence Building Futures programme supporting aspiring architects and young people wishing to pursue careers in the Built Environment.
2. Deliver all-age community programmes with an emphasis on offering support for hard to reach citizens.
3. Deliver Stephen Lawrence Day including Employment & Enterprise programmes to young people aged 13-30.
4. Grow our social enterprise activity to be a highly effective social business.
5. Maximise the use of the Stephen Lawrence Centre.
6. Continue to grow our Voice of Transformation work in pursuit of achieving social justice for all.
7. Grow unrestricted income to underpin Charity objectives.

The Charity hopes that these new strategic objectives will enable us to deliver real opportunity to socioeconomically disadvantaged young people, developing and nurturing their talent, championing aspirations and thereby achieving real social change.

Fundraising

We are proud of our allies who give up their time to help young people on our programmes and to support our vital work. Allies who have donated both time and money during 2019-20 included:

- Corporate partnerships, we were successfully selected for two Charity of the Year partnerships
- Charitable Trusts – our work with young people and communities is supported by a number of

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- Charitable Trusts and Foundations.
- Individual supporters – we receive donations from our supporters in a number of ways including regular direct debits, payroll giving, long term supporter commitments, one off gifts and responses from fundraising appeals.
 - Fundraising on our behalf, for example by taking part in an event like the London Marathon or a supporter fundraising in local communities.
 - Support and advice – a number of our partner organisations and supporters provide their experience to Blueprint for All (then SLCT).

We continue to carry out our fundraising activities in line with the Code of Fundraising practise and have not received any complaints in this regard.

- In the financial year we awarded £33,607 in bursaries to students attending 13 different universities across the UK who would otherwise struggle to stay in education
- Currently 143 young people have received bursaries from the Charity
- Launch of new partnership with recruitment specialist Urban to connect talented young people from diverse backgrounds with employers in the built environment
- There are 343 alumni from our Building Futures programme, changing the industries they work in and inspiring others
- 85 members of our Lewisham BME Network
- Social Action Project launched in partnership with the Volunteer Police Cadets
- Over 4000 young people aged 13-18 took part in activities on and around Stephen Lawrence Day
- We work across 9 schools in 3 UK cities - Birmingham, Manchester & London providing careers advice and guidance
- Over 85% of our young people are from BAME backgrounds
- We have reached 380 young people face-to-face with one to one support via our Pathways to Professions Programme.

2019-2020 Timeline - Visual timeline

April

Stephen Lawrence Day – 22nd April 2019, (Section 1, Strategic Objective 3)

The first annual Stephen Lawrence Day was a celebration of Stephen's life and legacy which was announced by Theresa May at the 25th anniversary memorial service in 2018.

Virgin Money London Marathon – 28th April 2019, (Section 2, Strategic Objective 1)

The Marathon is one of the greatest sporting events in the world, so we were thrilled that so many people, including our Chief Executive Sonia Watson, ran it to help raise money for our work.

Launch of BAME Leadership Academy Project, (Section 1, Strategic Objective 2)

The Lewisham BAME Leadership Academy is a new and innovative 12-month community support pilot project which aims to improve the quality of Leadership available to Black, Asian and Minority Ethnic frontline led community sector groups operating in Lewisham.

May

Launch of the Pathways to Professions Programme, (Section 1, Strategic Objective 3)

We launched our Pathways to Professions programme, funded by the Clothworkers' Foundation's Better Futures initiative, which will provide young people from disadvantaged and under-represented backgrounds with career-focused learning and opportunities.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

June

Our Chief Executive awarded an OBE

In June our Chief Executive, Sonia Watson, was awarded an OBE in recognition of her work improving diversity in the Architecture sector and supporting aspiring Black and Minority Ethnic architects to succeed.

July

Awarding of Stephen Lawrence Annual bursaries. We were incredibly impressed by the quality of the applicants and look forward to working with and supporting them as they develop their careers.

August

Prudential Ride London – 9th August 2019, (Section 2, Strategic Objective 1)

Congratulations to the 9 fantastic fundraisers who completed the 46 and 100 mile Prudential Ride London courses on the 4th August this year, raising almost £3,000.

September

Annual Memorial Lecture – 10th September 2019, (Section 1, Strategic Objective 1)

On the 10th of September, we joined forces with the Royal Institute of British Architecture (RIBA) for the 19th annual Stephen Lawrence memorial lecture. Held in the beautiful backdrop of Florence Hall at the RIBA headquarters, the evening was filled with discussions about the themes and early findings of our research project called Connecting People and Places.

Serpentine Swim, (Section 2, Strategic Objective 1)

On Saturday 21st September three of our lovely supporters braved the cold water to take on the one-mile challenge at the 2019 Swim Serpentine, raising vital funds for the Charity.

October

Launch of Mile Marker Competition, (Section 1, Strategic Objective 1)

In partnership with London Marathon Events Ltd we launched a competition for Part 2 architecture students and recent Part 2 graduates from UK universities to design a new mile-marker structure for every one of the 26 miles on the iconic Virgin Money London Marathon course.

January

Launch of Partnership with Urban, (Section 1, Strategic Objective 1)

In partnership with Urban, we launched a ground-breaking project to make the important connection between skilled people from under-represented groups and employers in the built environment who want to foster a diverse and inclusive workforce.

Launch of Bursaries – Newcastle University, (Section 1, Strategic Objective 1)

Newcastle University launched a new bursary scheme that will offer people from black, Asian and minority ethnic backgrounds the chance to have the cost of their part I architecture studies fully met.

February

Mile Marker 2020 Winners Announced, (Section 1, Strategic Objective 1)

In February, in partnership with London Marathon Events Ltd, we announced the winning team of aspiring young architects that will design the Mile 18 marker for the 2020 Virgin Money London Marathon. The competition has provided a rare opportunity for young architects to have their design built and seen by the 40,100 runners in the marathon and millions more around the world watching the race on television.

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March

Vitality Big Half – 10th March 2020, (Section 2, Strategic Objective 1)

Seventeen wonderful runners, including our CEO Sonia Watson, who braved the stormy conditions on 10 March to run the Vitality Big Half in support of Blueprint for All (then known as The Stephen Lawrence Charitable Trust) this year.

School Day in partnership with HKS and London Marathon Events Ltd – 6th March 2020, (Section 1, Strategic Objective 3)

The team raised a fantastic £12,600, which will go towards our work with young people from disadvantaged backgrounds, aspiring architects and community groups. On 6th March, the Stephen Lawrence Charitable Trust, in partnership with London Marathon Events Ltd and international architecture firm HKS Architects, was delighted to welcome nearly 50 pupils in years 9 and 10 to learn about careers in architecture. The day was designed to build on the excitement of the Charity's recent competition run in partnership with London Marathon Events for aspiring architects to design a new mile marker for this year's Virgin Money London Marathon.

Our Beneficiaries

The profile of our beneficiaries is:

- BAME or underrepresented (70%+)
- 13-30 years old
- Not in Education, Employment or Training [NEET] or 'at risk' of becoming NEET
- Experience more recognised socio-economic deprivation factors/indicators including, but not limited to, living in an economically deprived post code, coming from a low-income or single-parent household, previous contact with the criminal justice system, at risk of so-called gang membership/affiliation, previous free school meals eligibility, a special education/learning need, disability etc.

Statistics evidence that young people from BAME backgrounds face attainment limitations in higher education and employment relative to their mainstream peers and can be underrepresented in professions, organisations and various industries e.g. Higher Education and Career Aspiration:

- In 2016/17, students from underprivileged backgrounds were more likely to drop out of university in their first year than their peers: 8.8% compared to 6% of full-time first degree students under 21. These figures also show an increased gap from the previous year.
- Young people from BAME backgrounds are more likely to accept an unconditional offer which are more likely to be offered for less academic subjects.
- Black Caribbean pupils are twice as likely to be temporarily excluded and three times as likely to be permanently excluded as white British pupils (<https://www.ethnicity-facts-figures.service.gov.uk/summaries/black-caribbean-ethnic-group>).
- In all subjects and at all key stages, black Caribbean pupils' attainment was below the average for England (<https://www.ethnicity-facts-figures.service.gov.uk/summaries/black-caribbean-ethnic-group>).
- White British students are more than three times as likely to get grade A or above in 3 subjects at a-level, the qualification that determines university (<https://www.ethnicity-facts-figures.service.gov.uk/summaries/black-caribbean-ethnic-group>).
- Careers education in England is 'currently patterned in ways that may be working to promote inequalities relating to gender, ethnicity and social class.'
(<https://researchbriefings.files.parliament.uk/documents/CBP-7236/CBP-7236.pdf>)
- Only 1 in 5 schools report having a stable career programme (July 2019)
(<https://researchbriefings.files.parliament.uk/documents/CBP-7236/CBP-7236.pdf>)
- Young people who are uncertain or uninformed about their career options and pathways are

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- less likely to gain the skills and qualifications they need.
- Only 12.3% of apprentices in England are from Black, Asian and Minority Ethnic (BAME) backgrounds, although 20% of applicants come from those backgrounds (<http://bameaa.co.uk/increasing-diversity-apprenticeships-interview-isa-mutlib-bame-apprenticeship-alliance/>)

Young people from disadvantaged and BAME backgrounds are under-represented across different professions, e.g.:

Law (<https://www.sra.org.uk/sra/equality-diversity/key-findings/diverse-legal-profession/>)

- 21% of lawyers are from BAME backgrounds but only 3% of those are black
- The progression of women and ethnic minorities to senior roles in law firms remains an issue – just 23.3% of partners are women and only 5.6% are from ethnic minorities.

Politics

- In September 2019, 8% of MP's were from non-white backgrounds and just 5.8% of Peers.

Architecture

- BAME architects constitute 12% of the profession, compared to 20% of the UK population as a whole
- From our recent national survey in conjunction with the renowned Architects Journal
 - 43% of BAME respondents said racism is 'widely prevalent' - an increase from 2018
 - 27% reported experiencing racism in the workplace.

Health Care

- In London, 45% of the population and 41% of its NHS staff is made up of BAME people. However, just 8% of Charity Board members, and 2.5% of Chief Executives and Chairs are from BAME backgrounds.

Communication and Digital Media

- The 2019 salary and organisational culture report found that a staggering 93% of communications professionals are white.

At Blueprint for All we understand that people who meet our beneficiary criteria are disadvantaged by a context in the UK that is currently characterised by preventable inequalities and artificial barriers. In the UK people identified as BAME are overrepresented in unemployment, underemployed, and low-paid statistics. All stages and strata of this programme have been expertly designed with reference to our current and past successful intervention programmes and knowledge in the UK to help to level the playing field and dismantle the artificial barriers impeding progress.

According to the Office for National Statistics 'There were 800,000 young people (aged 16 to 24 years) in the UK who were not in education, employment or training (NEET) in July to September 2019' this was an increase of over 40,000 from the same period the year prior. We also are aware that data does not accurately capture those who are at risk of becoming NEET, but this figure is also unacceptably high.

We also have an evidence base of working with beneficiaries who have experience of one, or a number of socio-economic deprivation factors. We understand how these combine to represent artificial barriers for people when accessing EET and with succeeding in life. Our understanding is that talent is everywhere, and that everyone deserves a chance to succeed and so we have expertly crafted a programme that has layered interventions that will acknowledge the impacts and effects of the myriad of socio-economic deprivation features and effectively tackle them long-term.

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Our Ambitions

We have a three-pronged approach that looks at:

- How do we equip young people to succeed
 - o Know their career options and understand the pathways into the career of their choice
 - o Support to gain the skills and qualifications they need
 - o Support through the early stages of their career
- How do we enable communities to thrive
 - o Enable community groups to address the specific challenges within their community e.g. health, education and employment through;
 - o Funding and resources
 - o Skills and capacity
 - o A strong voice in local decision-making
- How do we ensure organisations build diversity in their workforce and business practices
 - o Attract and retain talented people from diverse backgrounds
 - o Connect with a demographically broad range of clients

We believe that each of these approaches supports and reinforces the other, creating a virtuous circle and works towards achieving our key strategic objectives.

Stephen Lawrence Day Project

Funded by The Home Office and National Community Lottery Fund (Section 1, Strategic Objective 3).

The concept for Stephen Lawrence Day Project was created, coordinated and delivered by the Blueprint for All (formerly The Stephen Lawrence Charitable Trust) (2018-2020).

Stephen Lawrence Day is a day of celebration of Stephen's life and legacy and was announced by Theresa May at the 25th anniversary memorial service in 2018. The key purpose of the day is about recognising the part we all play in creating a society in which everyone can flourish. It is an opportunity for children and young people to have their voices heard, make the changes they'd like to see and build a society that treats everyone with fairness and respect.

Through Stephen Lawrence Day, we want young people to learn about Stephen's story and be inspired about what they can achieve in their own lives. We want them to get involved in creating the kind of community they want to live in, and we want them to have a strong voice in building a fairer and more inclusive society.

The objectives of the day are to:

- Inspire and support children and young people to make choices and actions that enable them and others to live their best lives
- Encourage and enable children and young people to play an active role in building stronger communities in which everyone can flourish
- Give children and young people a strong voice in driving social change and creating a society that treats everyone with fairness and respect.

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TRUSTEES' REPORT (CONTINUED)
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Our heartfelt thanks also must go to a number of individuals and organisations who supported Blueprint for All (then SLCT), to ensure the inaugural Stephen Lawrence Day was a great success and a special thanks to the many supporters for working alongside Blueprint for All (then SLCT) on this amazing journey which has made an incredible difference in enabling the Charity to achieve great outcomes against ambitious project objectives.

Thank you to London & Partners who made us charity of the year, for their outstanding contribution to guiding us to produce exceptional marketing and promotional resources.

Stephen Lawrence Day: Schools Strand

In 2019, Stephen Lawrence Day was focused on two main pieces of work: a schools' strand, and a community strand.

The Schools strand involved a suite of age-appropriate resources for Early Years groups through to Key Stage 5 and Post-16 including assemblies, philosophy lesson plans and additional activities. These resources were downloadable through The Stephen Lawrence Day website, and an information booklet about Stephen Lawrence Day was sent to 27,000 schools across England.

By using schools as an access point, we want every young person to be involved in activities that help them to understand the part they play in creating an environment of tolerance, fairness and respect, and to consider the steps they need to take, at this point in their lives, in order to fulfil their dreams and ambitions.

We have developed a package of resource materials and activities that can be used on and around Stephen Lawrence Day to inspire and engage children and young people.

Stephen Lawrence Day is an opportunity for Schools to:

- Understand the changes that have been made as a result of Stephen's story and the changes that are still needed.
- Identify actions they can take to help them fulfil their dreams and ambitions.
- Identify actions they can take, or a wider change that they can contribute to, which will improve the lives of people in their community.

Stephen Lawrence Day: School Strand Achievements

The Schools strand involved a suite of age-appropriate resources for Early Years groups through to Key Stage 5 and Post-16 including assemblies, philosophy lesson plans and additional activities. These resources were downloadable through The Stephen Lawrence Day website, and an information booklet about Stephen Lawrence Day was sent to 27,000 schools across England.

By using schools as an access point, we want every young person to be involved in activities that help them to understand the part they play in creating an environment of tolerance, fairness and respect, and to consider the steps they need to take, at this point in their lives, in order to fulfil their dreams and ambitions.

- A wide range of schools from across the country, from 9 regions, participated in Stephen Lawrence Day 2019.
- A number of schools overseas delivered Stephen Lawrence Day activities including Australia!
- Hard copies of Stephen Lawrence Memorial and Schools' Information booklets and poster were sent to 27,000 schools across England.
- Around 180 schools registered on the website. Many schools extended activities to a week.

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- The majority of schools suggested they intend embedding Stephen Lawrence Day into their annual calendar and, as appropriate throughout the year.
- 9 Ambassador Schools will aim to increase school participation across the UK.

Stephen Lawrence Day: School Strand Case Studies

Pupils from Co-op Academy Leeds celebrated Stephen Lawrence Day with a range of activities organised by the pupil-led Stephen Lawrence Committee. Students enjoyed a lecture from a University of Leeds lecturer, and trustee of the Racial Justice Network and participated in a workshop led by West Yorkshire Police and ex-offenders.

During collective worship at Edward Betham Primary School, the children were introduced to Stephen's story. Each class teacher's English lesson and circle time focused on relevant themes. The school had purchased some recommended books from the booklist on the Stephen Lawrence website, which teachers and pupils enjoyed reading together.

James Allen Girls' School embarked on a cross-curricula themed week, based on the life of Stephen. There were special visitors, including Baroness Lawrence, and a Criminal Barrister. Pupils were invited to wear something 'orange' to remember Stephen, and students and staff joined together to walk a mile in Stephen's memory.

Stephen Lawrence Day: Communities Strand

Working alongside schools, communities, young people, and other youth organisations we encouraged groups and individuals to come together to deliver activities and events that have the potential to deliver positive change for young people. Using Stephen Lawrence Day as a 'crescendo moment' to celebrate community activity, to deliver a year-round community initiative. The model is set to create sustainable, lasting change for grass root community groups.

Over the past year, we have been working alongside community groups, and individuals to make a lasting impact on community integration including:

- Galvanising communities including young people to tackle serious crime and violence
- Supporting Government ambitions to prevent crime and intervening early with those at risk of engaging in criminality
- School-led based activities based on Stephen's story and associated messages on community integration
- Encouraging young people to get involved in Social Action working with the Volunteer Police Cadets and other uniformed youth services
- Encouraging community groups and the people who lead them to share what is important to them and make positive changes to improve things for their local communities and young people across the country.

The early intervention and community-based activities support a number of policy areas including serious violence, counter extremism, hate crime, character, resilience and well-being.

Stephen Lawrence Day: Small Grants Scheme

We know that one of the quickest ways to have a positive impact on our local communities is to fund organisations that are already doing great work and helping them to achieve more. Our Community Projects Small Grant funding awarded grants of up to £4,000 to enable not-for-profit organisations to act on issues that matter to them aligning with the Home Offices policy areas including Serious Crime

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and Violence and early intervention.

The Small- Grants funding, supported by the Home Office, was offered to community groups in urban and coastal areas delivering activities which focused on risk factors identified in the 2018 Home Office Serious Crime and Violence Strategy and aligned with the Stephen Lawrence Day Communities Guiding Principles.

Our initial objective was to target urban/coastal areas including London, Manchester and Hastings but in reality, we exceeded expectations, reaching every region across England. Our grant guidelines were developed in conjunction with local grassroots groups in Lewisham to ensure they were accessible to our target community groups.

Achievements

- We engaged with 221 voluntary umbrella organisations across the country to ensure that grassroots community groups could access the funding and hosted a number of application feedback workshops at both the Stephen Lawrence Centre and via telephone to ensure groups felt supported through the application process.
- In total, 22 organisations received support with their application to apply for funding.
- 6 Organisations secured match funding for their projects including funding from the Arts Council and Wakenham Trust.
- The Small Grant funding initiative received over 60 applications and awarded 27 small grants for community groups to deliver activities aimed at inspiring and supporting young people to make positive choices and act in ways that enabled them and those in their local community to 'live their best life'.

Activities took place across the country, from spoken word events and drama workshops, to 'come dine with us' afternoons, our community projects allowed groups to act on issues that mattered to them.

Focusing on the overarching theme Live Our Best Life, the grants supported local community groups to plan and organise activities for young people on and around the 22nd April.

The opportunities available to community groups through Stephen Lawrence Day were promoted widely to audiences as diverse as the demography of the UK itself. We will continue to work with our partners in Local Authorities and local Infrastructure organisations to reach out to grassroots groups of micro and small local communities that typically don't engage with mainstream services.

Social Action in action in partnership with Volunteer Police Cadets

The core purpose of the Stephen Lawrence Day Communities strand was to engage with young people and those that are delivering effective Social Action Projects that have the potential to create positive change for local communities, using Stephen's story and its relevance to them and their lives to empower them to make a difference.

We are very proud to have worked with the Volunteer Police Cadets, who are the uniformed youth group of the UK police service, for the inaugural day. Together, we designed and developed 14 youth-led Social Action Projects to improve the lives of people living in their local communities, challenging negative perceptions to make a real difference. The purpose of the VPC is not to recruit police officers of the future, but to encourage the spirit of adventure and good citizenship amongst its members.

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We will continue to use the platform provided by Stephen Lawrence Day to enable the participation of young people in debates of national significance, to ensure their voices are heard and their perspectives taken seriously – e.g. young people have recently presented their views to committees in the House of Commons and House of Lords, consultation groups with the Police & Scotland Yard, and community events on Hate Crime.

Stephen Lawrence Day: Social Media Campaign

Achievements

- We trended on twitter on 22nd April.
- We successfully placed pieces in The Guardian (the most widely read digital newspaper and read by 8m people across all its formats) and the Times Educational Supplement (circulation of 58,000), both of which reach our key audiences.
- Our first post on Twitter on Stephen Lawrence Day ('Today is the first SL day and a chance to reflect on Stephen's life) achieved 388,213 impressions, 14,209 engagements including 2,484 likes and 1,575 re-tweets.
- Across all our social media platforms, a video about the day by Theresa May was the single most viewed piece of content (350,000 views on twitter). The 'BecauseofStephen...' card was widely used by community groups posting about their own activities as much as by organisations and individuals.

Community Programmes (Section 1, Strategic Objective 2)

We believe that when communities make decisions about their shared priorities, and when they work together to achieve them, we not only create better places for people to live and work, but a fairer and more equal society.

We run community programmes that empower community groups and the people who lead them to share what's important to them, influence how decisions are made, and make positive changes to improve things for local people.

At the core of all our programmes is a commitment to social action and capacity building. We support people and groups to solve the real-life problems that are important in their communities. We also help them to develop their infrastructure and ways of working that maximise their impact. And we help them to develop the knowledge, skills, and confidence they need to drive positive change.

We recognise that the way society and structures are organised means some people, groups and communities can end up being excluded. Our programmes focus on ensuring that the individuals and groups at risk of being marginalised are empowered to play their part as active citizens.

Through our community programmes we also build relationships between the community and the organisations that operate in it, strengthening the bonds that create positive places to live and work.

Through our mix of programmes, we:

- Create a pipeline of community leaders by inspiring young people about the impact they can have and by giving them the skills and confidence to become the community leaders of the future.
- Support community groups to sustain and maximise their impact individually and as a group, by helping them to develop their skills and infrastructure and by providing a forum for tackling shared challenges.

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- Upskill community leaders to address the specific challenges associated with leading community groups that support under-represented or marginalised groups.

Ambitions: Community Programmes

We want to continue to run community programmes (year-round) that empower community groups and the people who lead them to share what's important to them, influence how decisions are made and make positive changes to improve things for local people.

We are delighted to have been successful in continuation funding from Lewisham Council over the next 3 years to improve the capacity of an additional 30 grassroots BAMER (Black, Asian, minority ethnic and refugee) groups to work with other Lewisham stakeholders to improve outcomes in areas such as public health and education experienced by Lewisham's BAMER communities.

We support a vibrant and growing network of over 100 community groups that work with people on the ground providing support on issues such as education, employment and health, where inequality has such an impact.

The average charity working with people from BAME backgrounds in the UK has an income of less than £80,000 a year, but most companies' corporate social responsibility policy means they only support those with much larger turnovers – often more than £1m. In addition to the support we provide ourselves, we are now helping companies connect with organisations who wouldn't normally meet their criteria but where their support can have a huge impact.

Lewisham BME Network

Funded by Lewisham Council (Section 1, Strategic Objective 2)

Lewisham is one of the most diverse boroughs in London and has a vibrant community sector. We leverage the experience and skills of leaders from Lewisham's community sector and community resources in order to enhance collaboration, capacity and impact of BAMER groups to ultimately reduce socioeconomic inequalities in Lewisham.

Smaller voluntary and community groups, many of whom work with BAME communities, struggle to develop the infrastructure and ways of working that would help them to maximise their impact. At the same time, the experiences of people from BAME backgrounds are often underrepresented in decision-making by local authorities and others. This leads to less effective outcomes for people from those groups, reinforcing disadvantage.

Our BME Network works with over 200 stakeholders in Lewisham, providing a paradigm for how to engage and strengthen groups who are often termed 'hard-to-reach' or 'underrepresented'. The network brings together community groups, statutory organisations and local businesses to build a stronger community.

Through the BME network we:

- Provide a forum for exchange of ideas, sharing of skills and resources, and co-ordination with other community organisations.
- Help communities to develop a strong voice in decision making and to work with public bodies and partner organisations to improve how services are run.
- Provide capacity building, helping organisations to develop their thinking, skills and infrastructure to maximise their impact.

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Achievements:

- We have worked very closely over the past 18 months with Council officers, to disseminate information about Council initiatives to local BAMER groups. This engagement has facilitated significantly improved communications, understanding and relationships between the Council and grassroots BAME groups.
- Through our collaboration with Lewisham's Neighbourhood Community Development Partnership, members have reported at least 8 BAMER group collaborations which resulted in joint project funding.

Our BAMER Health Subgroup, have collaborated with Lewisham Health Watch and 4 BAMER groups to progress the establishment of an independent BAMER project consortium led by Health Watch which will work to initiate and nurture BAMER Health related projects in Lewisham.

Lewisham Young Leaders Programme (Section 1, Strategic Objective 2)

Funded by Esmée Fairbairn from October 2017-19 (Formerly known as 'Active Citizens')

The Lewisham Young Leaders Academy is an AQA-accredited programme for young people from disadvantaged backgrounds aged 15-24. Participants on the programme reflect the rich and diverse mix of racial, cultural and economic backgrounds of young people living in the London boroughs of Lewisham and Greenwich.

- 90% of young people who enrolled on the project were from BAME backgrounds.
- Over 75% of young people have been stigmatised in some way through negative experiences with the police.
- Over 80% of young people from Deptford Green and Addey & Stanhope, were overwhelmingly from low income families or received free school meals.

The programme includes a range of activities, events and workshops, covering essential skills like digital content creation. It explores the political landscape and how it works, including a trip to the Houses of Parliament, and provides each young person with a mentor to explore their skills and challenges and help them reach their full potential.

As part of the programme, each participant undertakes up to 30 hours of office-based voluntary experience in support of a local charity or community group, working in areas such as communications, marketing, social media, campaigning and fundraising.

Participants also work together to identify a local issue they feel strongly about and develop a local campaign to address it. At the end of the programme, participants receive AQA level 3 accreditation in Volunteering Skills.

The BAME Leadership Academy (Section 1, Strategic Objective 2), Funded by the National Lottery Community Fund

The Lewisham BAME Leadership Academy was a new and innovative community 12-month support pilot project which aimed to improve the quality of Leadership available to Black Asian and Minority Ethnic frontline led community sector groups operating in Lewisham.

The Academy was funded by the National Lottery Community Fund and was established to support, marginal BAME led organisations in Lewisham with neither the leadership capacity nor the financial resources to invest in the skills required to help their organisations survive and thrive.

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The Programme was delivered by a leadership consultant at Trustee Fellowship and was a combination of practical workshops, mentoring and coaching all aimed squarely at building the capacity of local BAME leaders to help each other and themselves to develop more resilient community organisations.

Local leaders were provided with access to the skills and knowledge needed to help their organisations adapt, survive and thrive in the context of austerity and increased demand for services among Lewisham's BAME community sector.

The Built Environment Programmes, (Section 1, Strategic Objective 1)

We believe that architecture as a profession and the built environment that surrounds us should be designed by the people who live in it, celebrating and giving voice to the rich and diverse cultural heritage of people from every background.

But this can only be achieved when young people from diverse backgrounds are inspired to become architects, when they are supported on the long journey to qualify, and when communities are truly involved in shaping the environment around them.

Inspired by Stephen's personal aspiration and journey to become an architect, we work with BAME and underrepresented young people to fulfil the dreams to join and enrich the built environment sector and built environment professionals to make their organisations and initiatives more inclusive and reflective of the rich society we live in.

Our Building Futures programme supports young people from disadvantaged backgrounds and under-represented groups to study architecture, gain work experience and qualify as architects. Programme support includes:

- Financial support – We provide bursaries to help students with the cost of study, including architecture field trips, model making equipment, laptop, printing costs, and living costs.
- Specialist workshops – We run workshops facilitated by our partner practices and industry experts to help students expand their skill-set and strengthen their job applications.
- Industry in practice – We organise visits to live construction projects and architecture offices to learn how architecture theory is put into practice.
- Mentoring – Our partner practices provide students with one-to-one support to explore their personal challenges and find solutions, from building their portfolio to finding a work placement.
- Showcasing work – We provide opportunities for students to showcase their work online, at exhibitions and through our communications with partner organisations.
- Peer networking – Our unique network of peers from other universities and alumni of the programme provides informal support and insights.
- Ambassador role – All our students, past and present, are ambassadors for the Charity and which includes opportunities to attend and speak at a diverse range of events, building their profile and networks.

Ambitions: Built Environment Programmes

We believe that everyone should have the opportunity to enter and progress in the career of their choice. Recruitment specialist Urban is a long-time supporter of the Charity, and shares our belief that everyone should be able to reach their full potential based on their skills and abilities, not their background.

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In partnership with urban, we have set up a ground-breaking partnership to make the important connection between skilled people from under-represented groups and employers in the built environment who want to foster a diverse and inclusive workforce.

Through the #BeMoreInclusive programme, Urban will connect part 1 graduates on our Building Futures programme with job opportunities in the built environment; and will support candidates with detailed CV advice and interview preparation.

For those further along in their careers, whenever Urban successfully places a candidate in any architect, BIM, interior design or technical role, regardless of seniority or demographic, with an organisation that supports the Charity, Urban will donate £1,000 to the Charity from its fee.

Connecting People & Places (Section 1, Strategic Objective 1), Funded by Historic England

We believe that heritage is the expression of our society's history and, as such, stories from a range of communities need to be represented, with everyone getting the opportunity to be involved in the conversation.

This research project aims to identify and celebrate the built environment within the context of BAME local community and heritage in England. The significance of these buildings, landmarks and architects of interest will highlight the value within our communities today and how they have shaped history. The people and narratives behind the buildings will shape the approach to the research.

Research of this kind is needed; diversifying the sector provides opportunity for growth, collaborative thinking and new perspectives.

The wider project encompasses 2 phases;

1. Research: Exploring the BAME Built Environment heritage of Historic England's 6 regions
2. Touring Exhibition: Showcasing findings in an interactive and visual format Publication: Co-creating a printed resource to disseminate widely.

We have been awarded funding by Heritage Lottery Fund to deliver phase 2 which will consist of workshops where participants will learn the skills they need to create and compile a touring exhibition and publication.

The same exhibition will tour the 6 research regions and will be held in schools of architecture at partner Universities and activities will encourage a large range of individuals to be involved. The content and information gathered from the research and the visuals from the exhibition will be used to create an online resource, also made available in hard copy. This publication will launch alongside the exhibition. We will ensure the information collected is widely accessible and appropriate to our target audience.

Stephen Lawrence Bursaries

The awarding of the Stephen Lawrence Bursary is an important annual event for the Charity. The bursary is designed to help students who are struggling with the financial impact of studying to become an architect, a career path that commonly takes around seven years. The bursary awards are targeted at talented young people from around the UK facing financial hardship who would otherwise struggle with the costs of the long journey to qualify. The bursaries help with the cost of study, including architecture field trips, model making equipment, laptop, printing costs, and living costs. And the money that recipients receive from the award can often be the deciding factor in

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whether they can complete their studies.

Bursary-holders not only benefit from financial support, but meet monthly with a mentor from one of the architecture practices that supports the Charity's Building Futures programme. They also join a network of current bursary holders and alumni and enjoy other opportunities provided through the programme.

We are delighted that we awarded 19 young people bursaries, including 9 awards made to previous bursary holders, to support their journey to become qualified architects – the career Stephen Lawrence himself had hoped to pursue. This year the bursary scheme has been significantly increased due to monies pledged by those who attended a fundraising dinner underwritten by the Royal Institute of British Architects, reflecting the RIBA and Charity's commitment to increasing access and diversity within architecture.

The bursary programme runs annually and is open to students from a BAME background with a place to study architecture at a UK university.

In Partnership with Newcastle University, we have launched a bursary scheme which will provide financial assistance for two BAME students to study BA (Hons) Architecture, providing talented individuals with a life-changing experience and the chance to follow their dreams.

Bursary Awardees

Remi Phillips-Hood, who is currently studying for his masters in Architecture at the University of Manchester said 'This bursary represents the positivity Stephen's legacy has left for all of us, and I am inspired to take the leaps in his honour.'

Asher Bourne, who has previously received support from the Charity and is now entering the final year of his masters said 'Without the bursaries the Charity have given me I would have had a more difficult university experience and a portfolio that would not reflect the true extent of my academic abilities but my financial hardship. The Charity's Building Futures programme helped me secure an interview and part 1 placement at Foster + Partners and their networking events lead to a part time placement at PRP Architects which I was able to do whilst studying. My history along with that of the friends and peers I have met through the Charity are evidence that Charity isn't just building able individuals for the architectural profession but a strong community that will help transform the built environment to reflect the true diversity of this country.'

Schools and Further Education programmes

Pathways to Professions (Section 1, Strategic Objective 3), Funded by the Clothworkers Foundation

Blueprint for All (formerly The Stephen Lawrence Charitable Trust) believe all schools should have an embedded programme of careers education and guidance that is known and understood by students, parents, teachers, and governors.

Pathways to Professions is a 3-year programme, funded by the Clothworker Foundation which supports young people aged 13 – 15 years across three locations in England: London, Manchester, and Birmingham. This programme aims to support young people, at an early stage, to understand the breadth of career opportunities available in today's economy and to help them acquire the requisite skills for success in the workplaces of the future.

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By targeting schools as an access point, we aim to encourage young people to consider and identify the requisite steps to involve them in activities that not only fulfil their career aspirations but also help them realise their own potential in creating an environment of tolerance, fairness, and respect.

Quote:

'My employable skills are better' Daniel - Stretford High, Manchester

'It [the workshop] helps boost confidence'- Lucy - Chorlton High, Manchester

Ambitions: Schools and further education

We are pleased with both the deliverable outputs, outcomes and the learning that has occurred in this programme year. We are confident that moving forward into year 2 we are in an even stronger place to perform against our programme outcomes for years 2-3 including:

- Building the career aspirations of young people aged 13-15
- Working with students who are from disadvantaged and minority backgrounds
- Improving the confidence and knowledge of those students.

Supporters & Fundraising

A huge thank you to the seventeen wonderful runners, including our CEO Sonia Watson, who braved the stormy conditions on 10 March 2020 to run the Vitality Big Half in support of Blueprint for All (then known as The Stephen Lawrence Charitable Trust) this year.

The team raised a fantastic £12,600, which will go towards our work with young people from disadvantaged backgrounds, aspiring architects and community groups.

Prudential Ride London

Congratulations to the 9 fantastic fundraisers who completed the 46- and 100-mile Prudential Ride London courses on the 4th August this year, raising almost £3,000.

This is the first time Blueprint for All (then The Stephen Lawrence Charitable Trust) has had places in the event, and all proceeds will go directly towards our work building stronger and safer communities and improving the career chances of young people from disadvantaged and underrepresented backgrounds.

Though they surely had very sore muscles, it was all smiles at the finish line for a well-deserved rest and a much-needed sugar boost!

In another first, on Saturday 21st September three of our lovely supporters braved the cold water to take on the one-mile challenge at the 2019 Swim Serpentine, raising vital funds for the Charity.

All three have trained and fundraised tirelessly and it shows in their excellent times and happy faces – though we're pretty sure the hot tubs in the finisher's area helped with that too!

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QUOTE

'When I signed up to do the Swim Serpentine for the Charity I could only swim four strokes, but on the day I swam front crawl for 45 minutes! Doing this event gave me something positive to focus on, as well as a way to raise money and the profile of SLCT. I was left feeling totally inspired and would definitely encourage others to try doing something new today'.

TRACY, SWIM SERPENTINE FINISHER

Aside from participation events like the Ride London and the Swim Serpentine, our supporters have also been fundraising by setting themselves their own personal challenges.

One of these was Kaylee, who raised more than £1,250 for the Charity in June by abseiling down the Orbit Tower in the Queen Elizabeth Olympic Park as part of RBS' Do Good Feel Good campaign. The sculpture is 114.5 metres high, and is the largest piece of public art in Britain, offering the highest freefall abseil in the UK – 260ft!

In Partnership with Blueprint for All (formerly known as the Stephen Lawrence Charitable Trust)

Memorial Lecture – Royal Institute of British Architecture (RIBA)

On the 10th of September, we joined forces with the Royal Institute of British Architecture (RIBA) for the 19th annual Stephen Lawrence memorial lecture.

Held in the beautiful backdrop of Florence Hall at the RIBA headquarters, the evening was filled with discussions about the themes and early findings of our research project called Connecting People and Places.

This young person-led, community participatory research project was funded by Historic England and launched in response to 'The race Diversity Survey', which was published in collaboration with the Architects Journal last year. The project aims to identify and celebrate the built environment within the context of BAME local community and heritage, in doing so strived to ask the question "How have BAME communities had a voice in the planning and design of sites that are significant to them?"

We will continue to work with RIBA on educational projects in schools across the country, building upon the RIBA's National School Programme, which has reached over 21,500 children across the UK. The RIBA also plan to fund a full-time member of staff at the Charity to lead on partnership projects, and the RIBA's regional teams will help the Charity to expand their reach outside of London.

In celebration of Stephen Lawrence Day, the RIBA came to the Charity to speak to two of our Blueprint for All (then known as SLCT) Alumni and the Chair of the RIBA's equality, diversity and inclusion expert panel (Architects for Change) Femi Oresanya about the impact the Charity has on young, aspiring architects.

London Marathon Events LTD

The Mile Marker Competition in partnership with London Marathon Events Ltd.

The competition builds on the success of last year's ground-breaking competition to design the Mile 18 Marker. It provides a rare opportunity for young architects to have their design built and showcased at the world's most popular marathon, where their design will be seen by more than 43,000 runners and a TV audience of millions in more than 190 countries across the globe.

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The winning design was developed by four Part II architecture students – Chantal Banker, Haider Bokarie, Davina Lyn and Athish Rashid – from the University Of Huddersfield School Of Art, Design & Architecture. The judges were excited by the design's unusual hexagonal structure, which will be 3D-printed from recycled plastics. The intention is that the mile markers will also be used in future years – supporting London Marathon Events aim of making the event as sustainable as possible.

HKS Architects

On 6th March, Blueprint for All (then known as The Stephen Lawrence Charitable Trust), in partnership with London Marathon Events Ltd and prestigious international architecture firm HKS Architects, was delighted to welcome nearly 50 pupils in years 9 and 10 to learn about careers in architecture. The day was designed to build on the excitement of the Charity's recent competition run in partnership with London Marathon Events for aspiring architects to design a new mile marker for this year's Virgin Money London Marathon.

The students, who came from three London-based schools and one school in Manchester, also had the opportunity to meet members of the team who won the competition, Chantal Banker, Athish Rashid and Haider Bokarie, who are themselves currently studying at the University of Huddersfield and team members from some of the shortlisted teams. As well as being able to talk to and learn from the HKS Architects team, staff from the Arena Group, who are responsible for building the mile markers, were also on hand to answer questions.

The Architect Journey – Race Diversity Survey

The Architects' Journal, in partnership with the Charity, launched a new survey to gather up-to-date evidence on race diversity within architecture. Following on from the first such survey two years ago, which found many architects from diverse backgrounds reporting challenges not faced by other colleagues, the new survey aims to see whether attitudes have shifted over the last two years.

Charity Chief Executive, Sonia Watson, said 'People from BAME backgrounds make up less than 7 per cent of registered architects. In reality the number of practising architects is half that percentage, while the population is 13 per cent BAME. There are two main things wrong with this. Firstly, architecture has a social responsibility and an ever more evident business imperative, as do all industries, to ensure artificial barriers to equal opportunities to enter the profession are tackled in order to ensure spaces and places designed for diverse communities are informed by the communities they serve. Secondly, the profession is missing a trick by not being as diverse as it ought to be. Diversity in ethnicity means diversity of experience and true representation of inclusive thoughts and ideas.'

Charity of the Year Partnerships

London & Partners

London & Partners is the Mayor of London's official promotional company for London, supporting the Mayor's priorities by promoting London internationally, as a world-leading city in which to invest, work, study and visit. As part of their commitment to giving back to the community, London & Partners have chosen to support Blueprint for All (then known as The Stephen Lawrence Charitable Trust) throughout 2019. Staff have been busy undertaking fundraising activities, from selling Valentine's Day appreciation tokens and running a Cricket World Cup fun Friday to taking on running challenges like the Vitality Big Half.

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In addition, each staff member has two volunteer days, which proved invaluable in providing skills-based support for our first national Stephen Lawrence Day campaign. Employees from across the organisation pitched in to provide pro bono support ranging from design work and social media training to PR support and content advice.

Formation Architects

Through their Formation Community work, London based architecture firm Formation Architects have chosen to support Blueprint for All (then Stephen Lawrence Charitable Trust) as their charity of the year partner for 2019, sharing our vision of creating a fairer society in which everyone can succeed. Staff have embraced the opportunity to raise vital funds for our work, from signing up to Payroll giving and entering a team into the Vitality Big Half marathon to hosting a supper club at Cafe Van Gogh and organising a white-water rafting event involving their suppliers and clients.

Purcell Architects

Your Space – Tenancies (Section 1, Strategic objective 5)

Our charitable aims are further supported by regular tenants and social businesses who are based at Your Space. These tenants have a permanent fixed office space; our current tenants are Playback Studios, Mi-Soul Radio and Dignity Direct.

Volunteers (Section 1, Strategic objective 6)

The Charity receives a lot of help from volunteers, without whom we would be unable to operate. Volunteers assist the organisation in many ways - the Trustees who set the strategy for the Charity, volunteers who assist in the managerial process and provide advice on human resources and budgeting, and the students who support the events we put on.

Governing Document

The organisation is a charitable company limited by guarantee. The company was incorporated on 17th February 2004. On 1st April 2004 the company took on the activities of the Charitable Trust of the same name whose charity number was 1070860. The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Financial Review

The charity's results for the year are set out in the Statement of Financial Activities. The charity had net incoming resources on unrestricted funds of £133,902 for the year (2019: £150,772). Together with the accumulated surplus brought forward from previous years and transfers, the charity had an accumulated surplus on unrestricted funds of £796,838 (2019: £662,936). Restricted funds carried forward at 31 March 2020 amounted to £1,621,116 (2019: £1,635,282). This is appropriate for the purpose for which the funds were provided, details of which can be found in note 13 to the financial statements.

Recruitment and Appointment of Board of Trustees

The directors of the company are also charity Trustees for the purposes of charity law and under the Company's Articles are known as members of the Board of Trustees. Under the requirements of the

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

Articles of Association one-third of Trustees must retire by rotation at the annual general meeting and, being eligible, offer themselves for re-election.

The Charity's work focuses on equality and diversity, access to education and learning, and the urban design professions. The Board of Trustees seeks to ensure that this focus is appropriately reflected through the diversity of the Trustee body. To enhance the potential pool of Trustees, maintain a broad skill mix and in the event of skills being lost due to retirements, the charity has approached individuals to offer themselves for election to the Board of Trustees.

The existing Board of Trustees is drawn from a mix of professionals and educators. They recognise the need to refresh the board to incorporate the skills and competencies necessary to move the board forward.

The Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day to day responsibility for the provision of the services and operational management rest with the Chief Executive.

The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity. This report sets out those objectives and describes how they have been met in the current year.

Trustee Induction and Training

The Trustees are appointed in accordance with the Articles of Association of the company, being by election at annual general meeting by members. The company was not under the control of any one person or corporation. Most Trustees are already familiar with the work of the charity and their training involves briefings on their duties and liabilities from professional advisors and Board of Trustees workshops/ away-days focusing on policy development and governance. Additionally, new Trustees receive an induction pack including:

- The Charity's Memorandum & Articles of Association; Business Plan; latest published annual report and accounts; financial projections and budgets; and project and programme plans and publications.
- Trustee details and staff structure
- The Essential Trustee: What you need to know' (Charity Commission).
- Minutes and reports submitted to previous meetings of the Board of Trustees.

Key Management Remuneration

The Trustees convene an annual remuneration sub-committee who determine the salary increases (if appropriate) for senior members of staff

Reserves Policy

The Blueprint for All Reserves Policy is to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to three months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

Key Performance Indicators

The Charity adheres to key performance and outcome indicators set out by funders and contained within signed funding agreements, namely:

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

- Trust for London
- Lewisham Council
- The National Lottery Community Fund
- The Clothworkers Foundation
- Esmée Fairbairn
- Historic England
- Home Office
- Historic England

In addition, the Charity has performance indicators relating to:

- Bursaries awarded annually
- Social media statistics

Risk Management

The Trustees consider the following as the primary risks to which the Charity is exposed.

'Yourspace': The building is now fully occupied and covering its costs for the first time, there is always a risk that one of the licensees could move out causing a reduction in income, particularly during the re-development of the centre.

Funding: Trusts and Foundations predominantly provide funding for the Charity. Long-term continuation funding bids are in the pipeline for a further £750,000. In line with recommendations of Small Charities published by Lloyds Foundation and others, we are seeking to diversify income generation via Your Space, our Friendship Scheme and Stephen Lawrence Consulting.

In addition to the above,

- A robust and comprehensive Board Approved Business Plan covering all aspects of the Charity's operations, and its related action plan that is implemented, monitored, reviewed, and revised in a timely manner by the Charity's executive and non-executive Board as appropriate.
- A Board of Trustees with the full range of experience, competence, influence, and time to lead and develop the Charity to success and to ensure that all aspects of its operation are effectively implemented with appropriate performance oversight, management arrangements and procedures.
- A committed and professional executive management and staff team with the essential competences that work on behalf of and closely with the non-executive Board.
- The charity is committed to maintaining existing, developing new and building upon key stakeholder relationships.

Statement of the Trustees responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

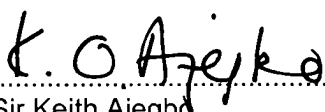
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 16th February 2021 and signed on their behalf by:


.....
Sir Keith Ajegbo
Chair of the Trustees

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BLUEPRINT FOR ALL (FORMERLY KNOWN AS THE STEPHEN LAWRENCE CHARITABLE TRUST)
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**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2020**

Independent Examiner's Report to the Trustees of Blueprint for All (formerly known as The Stephen Lawrence Charitable Trust) ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2020.

Responsibilities and Basis of Report

As the Trustees of the charity (and 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 charity 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 the charity's accounts 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 the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 charity 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.

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INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

RPG Crouch Chapman LLP
Signed:

Dated:

17 February 2021

Paul Randall ACA

RPG Crouch Chapman LLP
5th Floor
14-16 Dowgate Hill
London
EC4R 2SU

BLUEPRINT FOR ALL (FORMERLY KNOWN AS THE STEPHEN LAWRENCE CHARITABLE TRUST)
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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2020

	Note	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations and legacies	4,5	583,476	122,100	705,576	1,482,567
Charitable activities:	4,5				
Rent and room hire income		-	137,348	137,348	111,307
Lectures and presentations		-	-	-	31,950
Fundraising income		-	63,613	63,613	116,546
Memorial lecture ticket sales		-	1,921	1,921	2,246
Other charitable activities		-	5,127	5,127	-
Investments		-	7	7	4
Other income		1,075	9,024	10,099	2,172
Total income		<u>584,551</u>	<u>339,140</u>	<u>923,691</u>	<u>1,746,792</u>
Expenditure on:					
Raising funds		-	46,435	46,435	29,497
Charitable activities		560,858	53,125	613,983	608,874
Other expenditure		37,859	105,678	143,537	856,155
Total expenditure	6	<u>598,717</u>	<u>205,238</u>	<u>803,955</u>	<u>1,494,526</u>
Net movement in funds		<u>(14,166)</u>	<u>133,902</u>	<u>119,736</u>	<u>252,266</u>
Reconciliation of funds:					
Total funds brought forward		1,635,282	662,936	2,298,218	2,045,952
Net movement in funds		(14,166)	133,902	119,736	252,266
Total funds carried forward		<u>1,621,116</u>	<u>796,838</u>	<u>2,417,954</u>	<u>2,298,218</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 34 to 49 form part of these financial statements.

BLUEPRINT FOR ALL (FORMERLY KNOWN AS THE STEPHEN LAWRENCE CHARITABLE TRUST)
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BALANCE SHEET
AS AT 31 MARCH 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	10	1,894,309	1,929,038
		<u>1,894,309</u>	<u>1,929,038</u>
Current assets			
Debtors	11	17,794	36,845
Cash at bank and in hand		569,905	503,172
		<u>587,699</u>	<u>540,017</u>
Creditors: amounts falling due within one year	12	(64,054)	(170,837)
Net current assets		<u>523,645</u>	<u>369,180</u>
Total assets less current liabilities		<u>2,417,954</u>	<u>2,298,218</u>
Total net assets		<u><u>2,417,954</u></u>	<u><u>2,298,218</u></u>
Charity funds			
Restricted funds	13	1,621,116	1,635,282
Unrestricted funds	13	796,838	662,936
Total funds		<u><u>2,417,954</u></u>	<u><u>2,298,218</u></u>

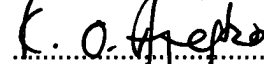
The charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 16th February 2021 and signed on their behalf by:



 Sir Keith Ajegbo (Chair)

The notes on pages 34 to 49 form part of these financial statements.

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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2020

	2020 £	2019 £
Cash flows from operating activities		
Net cash used in operating activities	69,856	274,891
Cash flows from investing activities		
Dividends, interests and rents from investments	7	4
Proceeds from the sale of intangible assets	(3,130)	(21,700)
Net cash used in investing activities	(3,123)	(21,696)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	66,733	253,195
Cash and cash equivalents at the beginning of the year	503,172	249,977
Cash and cash equivalents at the end of the year	569,905	503,172

The notes on pages 34 to 49 form part of these financial statements

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

1. General information

The charity is a company limited by guarantee incorporated in England and Wales with the company number 05047204. The registered office address is The Stephen Lawrence Centre, 39 Brookmill Road, Deptford, London SE8 4HU. The members of the company are the Trustee named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The principal activity of the charitable company remained that of promoting equality and diversity and supporting disadvantaged members of the Black, Asian and Minority Ethnic Community.

2. Accounting policies

Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Blueprint for All (formerly known as The Stephen Lawrence Charitable Trust) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Going concern

At the time of approval of the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

2. Accounting policies (continued)

Income (continued)

shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the charity's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

2. Accounting policies (continued)

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the 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 of the 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.

Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Long-term leasehold property	- 2% Straight Line
Fixtures and fittings	- 20-33 1/3% Straight Line
Computer equipment	- 20-25% Straight Line

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

2. Accounting policies (continued)

Liabilities and provisions (continued)

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

Bursaries

The full amounts of bursary grants approved by the Trustees are included in expenditure in the year in which they are awarded. Amounts unpaid at the year end are included in creditors payable within twelve months and after twelve months, as appropriate.

Volunteers and donated services and facilities

The value of services provided by volunteers is incorporated into these financial statements. Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimated useful lives and residual values of fixed assets

Depreciation of tangible fixed assets has been based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and will be revised as appropriate. This particularly affects the Stephen Lawrence Centre, whose depreciation has a significant impact on the SOFA.

Critical areas of judgment:

The carrying value of fixed assets, in particular The Stephen Lawrence Centre, is reviewed and assessed periodically and adjustments to the carrying value are made by the Trustees if indications for a change in value are present.

Pro bono donations for services are included in the accounts at fair value, this being based on information provided by the suppliers as to how much they would charge for similar services on the open market.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

3. Financial performance of the charity

	Unrestricted Funds	Restricted Funds - Centre	Restricted Funds - Operations	Total Funds	Total Funds
	2020	2020	2020	2020	2020
	£	£	£	£	£
Income	339,140	-	584,551	923,691	1,746,792
Expenditure before depreciation	(205,238)	-	(560,858)	(766,096)	(1,494,526)
	<u>133,902</u>	<u>-</u>	<u>23,693</u>	<u>157,595</u>	<u>252,266</u>
Depreciation adjustment	-	(34,000)	(3,858)	(34,000)	(37,612)
Total	<u>133,902</u>	<u>(34,000)</u>	<u>19,835</u>	<u>123,595</u>	<u>214,654</u>

The Trustees regard the result before deprecation of a surplus of £157,595 (2019: £252,266) as key to understanding the underlying results of the charity.

4. Income

	Grants	Fees for Activities	Donations	Investment Income	Total
	2020	2020	2020	2020	2020
	£	£	£	£	£
Educational, Equality, Diversity and Social Cohesion	<u>508,434</u>	<u>233,867</u>	<u>181,385</u>	<u>7</u>	<u>923,693</u>

	Grants	Fees for Activities	Donations	Investment Income	Total
	2019	2019	2019	2019	2019
	£	£	£	£	£
Educational, Equality, Diversity and Social Cohesion	<u>568,216</u>	<u>317,687</u>	<u>860,885</u>	<u>6</u>	<u>1,746,794</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

5. Income

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Home Office	200,000	-	200,000
Centre Income	-	137,349	137,349
Community Fundraising/ Special Events	36,100	93,950	130,050
Clothworkers Grant	106,000	-	106,000
The Big Lottery Fund	103,036	-	103,036
London Borough of Lewisham	43,644	-	43,644
Karakusevic Carson Architects	23,000	-	23,000
Historic England	18,504	-	18,504
Marco Goldschmied	15,625	-	15,625
Esmee Fairbairn	14,250	-	14,250
The Makin Family	-	10,000	10,000
Stephenson Harwood	-	7,617	7,617
L&Q Chobham Manor LLP	6,352	-	6,352
Gregory Crump	-	6,000	6,000
The Marchus Trust	5,000	-	5,000
Janus Henderson Foundation	-	3,985	3,985
Formation Architects Limited	3,865	-	3,865
Pilkington Charitable Trust	-	3,000	3,000
Management, Lectures & Similar Fees	1,000	7,048	8,048
Liberty Specialty	-	2,500	2,500
Allford Hall Monaghan Morris Architects	2,000	-	2,000
John Thompson & Partners LLP	2,000	-	2,000
Donations less than £2,000	4,100	58,640	62,740
Bank Interest and Other Income	75	9,054	9,129
	<u>584,551</u>	<u>339,143</u>	<u>923,694</u>

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	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Home Office Grant	300,000	7,500	307,500
Community Fundraising/ Special Events	4,468	163,204	167,672
Centre Income	-	111,307	111,307
The Big Lottery Funds	67,937	-	67,937
Clothworkers Foundation	56,250	-	56,250
London Borough of Lewisham	34,586	-	34,586
Consultancy Fees	-	31,729	31,729
Esmee Fairbairn	29,000	-	29,000
Karakusevic Carson Architects	32,100	-	32,100
Corporate Donations	21,700	-	21,700
Historic England	18,000	-	18,000
Fonterra Building Products Ltd	10,000	-	10,000
The Williams Family	-	10,000	10,000
Anonymous Donor	-	9,999	9,999
Marco Goldschmied Foundation	9,375	-	9,375
Adam Khan Architects	7,679	-	7,679
Management, Lectures & Similar Fees	2,450	3,740	6,190
Gregory Crump	6,000	-	6,000
L & Q Chobham Manor LLP	5,825	-	5,825
Trust for London	5,375	-	5,375
HTA Design LLP	5,018	-	5,018
Stephenson Harwood	5,000	-	5,000
The DeGrey Marchus Trust	5,000	-	5,000
Late James Berry (Legacy)	-	4,709	4,709
Awards for All	3,964	-	3,964
A J Architects Awards	2,171	-	2,171
Darling Associates	2,000	-	2,000
John Thompson & Partners LLP	2,000	-	2,000
Bank Interest and Other Income	-	793	793
Donations of less than £2,000	7,230	40,683	47,913
Market value of pro-bono services for the refurbishment of the Stephen Lawrence Centre	720,000	-	720,000
	<u>1,363,128</u>	<u>383,664</u>	<u>1,746,792</u>

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NOTES TO THE FINANCIAL STATEMENTS
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6. Expenditure - Education, Equality, Diversity and Social Cohesion

	Fees and Staff Costs 2020 £	Other Direct Costs 2020 £	Support Costs 2020 £	Total funds 2020 £
Expenditure on raising funds	31,912	3,141	11,852	46,905
Charitable activities	339,786	207,019	69,952	616,757
Other expenditure	47,255	77,537	15,501	140,293
	<u>418,953</u>	<u>287,697</u>	<u>97,305</u>	<u>803,955</u>

	Fees and Staff Costs 2019 £	Other Direct Costs 2019 £	Support Costs 2019 £	Total funds 2019 £
Expenditure on raising funds	18,512	4,259	6,726	29,497
Charitable activities	295,947	266,454	46,473	608,874
Other expenditure	35,613	812,593	7,949	856,155
	<u>350,072</u>	<u>1,083,306</u>	<u>61,148</u>	<u>1,494,526</u>

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7. Support Costs

	Office and General 2020 £	Premise Costs 2020 £	Total funds 2020 £
Educational, Equality, Diversity and Social Cohesion	53,136	43,215	96,351
Other expenditure	526	428	954
	<u>53,662</u>	<u>43,643</u>	<u>97,305</u>

	Office and General 2019 £	Premise Costs 2019 £	Total funds 2019 £
Educational, Equality, Diversity and Social Cohesion	35,574	25,421	60,995
Other expenditure	89	64	153
	<u>35,663</u>	<u>25,485</u>	<u>61,148</u>

8. Staff costs

	2020 £	2019 £
Wages & Salaries	364,423	312,372
Social Security Costs	33,681	28,518
Pension Costs	6,007	3,502
	<u>404,111</u>	<u>344,392</u>

The average number of persons employed by the charity during the year was as follows:

	2020 No.	2019 No.
Staff excluding directors	11	9
Directors	9	8
	<u>20</u>	<u>17</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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8. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020 No.	2019 No.
In the band £100,001 - £110,000	1	1

Apart from the trustees, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £207,574 (2019: £195,613).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

During the year ended 31 March 2020, no Trustee expenses have been incurred (2019 - £NIL).

10. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
<u>Cost or valuation</u>				
At 1 April 2019	2,000,000	54,303	30,048	2,084,351
Additions	-	523	2,606	3,129
At 31 March 2020	<u>2,000,000</u>	<u>54,826</u>	<u>32,654</u>	<u>2,087,480</u>
<u>Depreciation</u>				
At 1 April 2019	102,000	23,265	30,048	155,313
Charge for the year	34,000	3,206	652	37,858
At 31 March 2020	<u>136,000</u>	<u>26,471</u>	<u>30,700</u>	<u>193,171</u>
<u>Net book value</u>				
At 31 March 2020	<u>1,864,000</u>	<u>28,355</u>	<u>1,954</u>	<u>1,894,309</u>
At 31 March 2019	<u>1,898,000</u>	<u>31,038</u>	<u>-</u>	<u>1,929,038</u>

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11. Debtors

	2020 £	2019 £
<u>Due within one year</u>		
Trade debtors	4,550	25,782
Other debtors	5,524	3,892
Prepayments and accrued income	7,720	7,171
	<u>17,794</u>	<u>36,845</u>

12. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	17,720	21,818
Other taxation and social security	12,775	10,626
Other creditors	6,680	2,523
Accruals and deferred income	26,879	135,870
	<u>64,054</u>	<u>170,837</u>

	2020 £	2019 £
Deferred income at 1 April	114,274	143,878
Amounts deferred during the year	1,964	114,274
Amounts released to the Statement of Financial Activities	(114,274)	(143,878)
<u>Deferred income at 31 March</u>	<u>1,964</u>	<u>114,274</u>

	2020 £	2019 £
Marco Goldschmied	-	15,625
RIBA Dinner & Dance pledges	-	36,100
Karachusevic Carson	-	23,000
London Marathon sponsorship	-	7,442
Esmee Fairbairn	-	14,250
Big Lottery Fund	-	16,418
Room hire in advance	1,964	1,439
	<u>1,964</u>	<u>114,274</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
<u>Unrestricted funds</u>				
General Funds	662,936	339,140	(205,238)	796,838
<u>Restricted funds</u>				
The Stephen Lawrence Centre	1,463,640	-	(34,000)	1,429,640
Other Tangible Assets	32,593	-	(3,859)	28,734
The Built Environment Programmes	32,813	146,596	(113,269)	66,140
Schools & Further Educational Programmes	1,222	106,000	(69,811)	37,411
Community Programmes	7,071	90,730	(80,435)	17,366
Stephen Lawrence Day Programme	97,943	241,225	(297,343)	41,825
	<u>1,635,282</u>	<u>584,551</u>	<u>(598,717)</u>	<u>1,621,116</u>
Restricted Funds tied up in the Stephen Lawrence Centre represent the charity's building, The Stephen Lawrence Centre.				
<u>Total of funds</u>	<u>2,298,218</u>	<u>923,691</u>	<u>(803,955)</u>	<u>2,417,954</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2018 £	Income £	Expenditure £	Balance at 31 March 2019 £
<u>Unrestricted funds</u>				
General Funds	512,164	383,664	(232,892)	662,936
<u>Restricted funds</u>				
The Stephen Lawrence Centre	1,500,407	720,000	(756,767)	1,463,640
Other Tangible Assets	14,506	21,700	(3,613)	32,593
The Built Environment Programmes	18,875	127,155	(113,217)	32,813
Schools & Further Educational Programmes	-	110,687	(109,465)	1,222
Community Programmes	-	63,586	(56,515)	7,071
Stephen Lawrence Day Programme	-	320,000	(222,057)	97,943
	<u>1,533,788</u>	<u>1,363,128</u>	<u>(1,261,634)</u>	<u>1,635,282</u>
<u>Total of funds</u>	<u>2,045,952</u>	<u>1,746,792</u>	<u>(1,494,526)</u>	<u>2,298,218</u>

14. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	1,458,374	435,935	1,894,309
Current assets	176,138	411,561	587,699
Creditors due within one year	(13,396)	(50,658)	(64,054)
<u>Total</u>	<u>1,621,116</u>	<u>796,838</u>	<u>2,417,954</u>

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14. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	1,506,481	422,557	1,929,038
Current assets	259,727	280,290	540,017
Creditors due within one year	(130,926)	(39,911)	(170,837)
Total	<u>1,635,282</u>	<u>662,936</u>	<u>2,298,218</u>

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	2019 £
Net income for the period (as per Statement of Financial Activities)	<u>119,736</u>	<u>252,266</u>
<u>Adjustments for:</u>		
Depreciation charges	37,858	37,612
Dividends, interests and rents from investments	(7)	(4)
Decrease in debtors	19,051	4,292
Decrease in creditors	(106,782)	(19,275)
<u>Net cash provided by operating activities</u>	<u>69,856</u>	<u>274,891</u>

16. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	<u>569,905</u>	<u>503,172</u>
<u>Total cash and cash equivalents</u>	<u>569,905</u>	<u>503,172</u>

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17. Analysis of changes in net debt

	At 1 April 2019 £	Cash flows £	At 31 March 2020 £
Cash at bank and in hand	503,172	66,733	569,905
	<u>503,172</u>	<u>66,733</u>	<u>569,905</u>

18. Related party transactions

During the year, the Charity received donations of £23,000 (2019: £50,000) from Karakusevic Carson Architects. Paul Karakusevic (Trustee) is a partner in Karakusevic Carson Architects.

19. Post balance sheet events

The Charity changed its name from The Stephen Lawrence Charitable Trust to Blueprint for All on 10 December 2020.