

Blueprint for All

Registered number: 05047204 Charity number: 1102267

(A company limited by guarantee)



BLUEPRINT FOR ALL

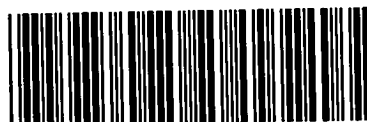
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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023**

Registered number: 05047204

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COMPANIES HOUSE

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Blueprint for All



@blueprint_for_all



@blueprintforall



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Reference and administrative details of the charity, its Trustees and advisers

Trustees	<p>Sir Keith Ajegbo, Chair Caroline Clark Andrea Gregory Christopher Jackson Paul Karakusevic Neil Pinder Fabrice Khullar (app. Sept 2022) Kevin Antao (app. Sept 2022) Mark Macleod (app. Sept 2022) Sarah Kemp (September 2022 - November 2022)</p>
Company Registration Number	05047204
Charity Registered Number	1102267
Registered Office	<p>39 Brookmill Road Deptford London SE8 4HU</p>
Company Secretary	Michael Stewart
Chief Executive Officer	Sonia Watson OBE, Hon.FRIBA, Hon.FRIAS
Auditor	<p>RPG Crouch Chapman LLP Chartered Accountants and Statutory Auditors 14-16 Dowgate Hill London EC4R 2SU</p>
Solicitor	<p>Bates Wells 10 Queen Street Place London EC4R 1BE</p>



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**Reference and administrative details of the charity, its
Trustees and advisers**

Investment Provider	Cazenove Capital 1 London Wall Place London EC2Y 5AU
Bank Provider	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN Redwood Bank The Nexus Building Broadway Letchworth Garden City Hertfordshire SG6 3TA

Letter from the Chair of Trustees

Dear Supporter,

Thank you for continuing to demonstrate your commitment to inclusion by supporting us with your donations and by working with us to ensure an inclusive society.

With the unwavering support of every individual and organisation that supports us, we are determined to continue to work hard to eradicate inequality and disparity and to allow all young people, no matter their background, to thrive. Blueprint for All remains committed to our purpose and we are proud to evidence advancement towards achieving this goal. This year we would particularly like to thank Stephenson Harwood LLP for their support over many years, ensuring our contractual processes are second to none.

We provide support to individuals up to the age of 30, addressing the various challenges they encounter during different stages of their career journey. Through workshops, bursaries, career opportunities, and exclusive events we actively tackle the systemic barriers in place that impact people's ability to thrive. Whether young individuals aspire to pursue a career in the creative arts, financial sector, entrepreneurial ventures, or any other domain, our mission is to offer guidance and showcase the multitude of pathways to success that exist

Earlier this year, we took an enormous step forward to creating a more equitable society through our digital transformation project. Our digital platform, 'My Blueprint for All', connects talented and ambitious young people from diverse, under-represented backgrounds with opportunities with employers and in industries that would normally be out of their reach. Our platform is ground-breaking and will be a vital tool for helping young people across the country, as well as employers, create a society where everyone is equipped with the tools to build a career. Thank you to Deloitte Digital for building our platform which was recently honoured with the prestigious 'Charity Times Digital Transformation of the Year' award!

“

I am also delighted to announce we were winners, for outstanding achievement, of the equally prestigious 'Acquisition International Non-profit Organisation Award: Most Inspirational Youth Education Charity 2023'. These awards symbolise our commitment to positive change. We are now more determined than ever to continue empowering young people and communities.

I would like to welcome our newer Trustees Kevin Antao, Fabrice Khullar, Mark Macleod to our Board of Trustees and to thank all the board who continue to provide governance and strategic direction that without doubt ensures Blueprint for All continues to develop into a national charity with outcomes which speak for themselves.

My final thanks go to Sonia Watson, our CEO, and all the team at Blueprint for All for their continued hard work, enthusiasm and dedication to the cause. They are the people making the difference.

K.O. Ajegbo

Best wishes,
Sir Keith Ajegbo
Chair of the Trustees



About Blueprint for All

We work with young people, communities, and organisations to create an inclusive society in which everyone, regardless of race, ethnicity or background is provided with tangible opportunities to thrive.

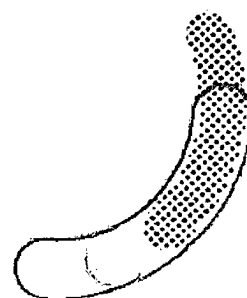
Every person, regardless of their background, has the opportunity and support to flourish in a society that recognises and values them.

Talent is everywhere, opportunity is not.

We believe in a future where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce and where our communities can come together and thrive. This is our blueprint to set the foundations for a more inclusive society to grow.

Our high impact programmes work with young people and communities, giving them the best possible chance of making a difference in the world whilst driving systemic change in organisations and society.

We work across the UK to drive sustainability into community groups enabling them to support the demographic we serve. Finally, we drive systemic change by offering bespoke consulting services designed to challenge those organisations committed to creating an inclusive workplace culture.



WHY WE MATTER

Young people who have experienced disadvantages are considering leaving education at over twice the rate of those from advantaged backgrounds due to the strain on their finances caused by the pandemic.



73% of young people from vulnerable socio-economic backgrounds have taken on work to supplement their student loan.

Unemployment has increased by 21,000 for those from a diverse ethnic heritage...

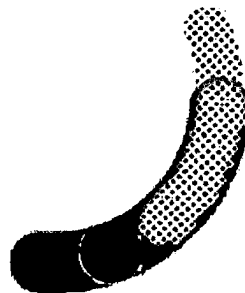
...whilst it has decreased by 108,000 for people from a white ethnic background.

In 2022, the ethnicity pay gap in the UK showed that, on average, those from

diverse heritage backgrounds earned 5.7% less than their white counterparts.

45% of students from vulnerable socio-economic backgrounds have abandoned plans for a professional career because of factors related to the pandemic.

Job applicants of a diverse ethnic heritage have to send 10 times as many applications to get the same interest as majority groups.



Our Strategy

Aligned to our vision and mission are our six strategic themes. These themes provide structure and clarity and will encourage us all to focus on what we need to do and how we will do it.

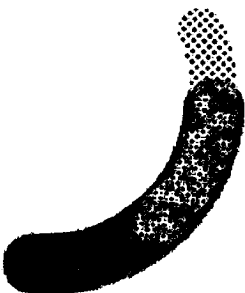
- 1. Support higher numbers of under-represented and disadvantaged young people.**
We will work with young people from disadvantaged and under-represented backgrounds, aged 13 to 30 to inspire and enable them to succeed in their choice of education and career.
- 2. Strengthen and empower community groups.** We will enable community groups, facilitating their development into sustainable and thriving organisations. Being able to support, within their communities, disadvantaged and under-represented young people.
- 3. Influence societal change and social policy.** We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.
- 4. Establish national reach for our programmes and our purpose.** We will deliver our programmes across the four UK Nations by designing locally relevant content to support under-represented and disadvantaged young people. Blueprint for All will become known, across the UK, as a result of its reach and impact.
- 5. Develop sustainable relationships with sponsors and partners.** We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.
- 6. Challenge ourselves to be the best charity that we can be.** We will adhere to good governance practices and organise ourselves and the way we work to demonstrate best in class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.



Our Values

- ➔ We hold ourselves to high account - acting with bravery, honesty and integrity.
- ➔ We foster a culture of mutual respect, where difference is valued and people feel empowered.
- ➔ We are passionate about what we do and have the courage to challenge with positive intent.
- ➔ We build rich collaborative relationships to enable long-lasting change.
- ➔ We show unwavering determination to make inclusion outcomes a reality.

'I truly mean it when I say it's thanks to you all - as I definitely wouldn't have heard about [the job opportunity] without you reaching out'.



Our Programmes

Blueprint for All provides 10 programmes under 3 strands: Building Careers, Supporting Communities, Enriching Society. Our national programmes maximise positive impact and create change for local people, especially those from diverse and challenging socio-economic backgrounds. We partner with schools, universities, community groups, and employers to help young people aged 10-30 from disadvantaged backgrounds pursue their desired careers. From career advice to developing critical foundations for success, we nurture and support young people on their journey to a fulfilling career.

Our Approach:

Equipping young people to succeed by:

1. Knowing their career options & understanding the pathways into the career of their choice
2. Support to gain the skills & qualifications they need to reach their potential.
3. Support through the early stages of their career
4. Access to careers' advice, opportunities and resources via My Blueprint for All.
5. Creating direct access to career industries and pathways.

Enabling communities to thrive by addressing the specific challenges within their community by:

- Funding, signposting and resources
- Skills and capacity building (including leadership coaching)
- A strong voice in local decision-making.

Ensuring organisations build diversity in their workforce and business practices

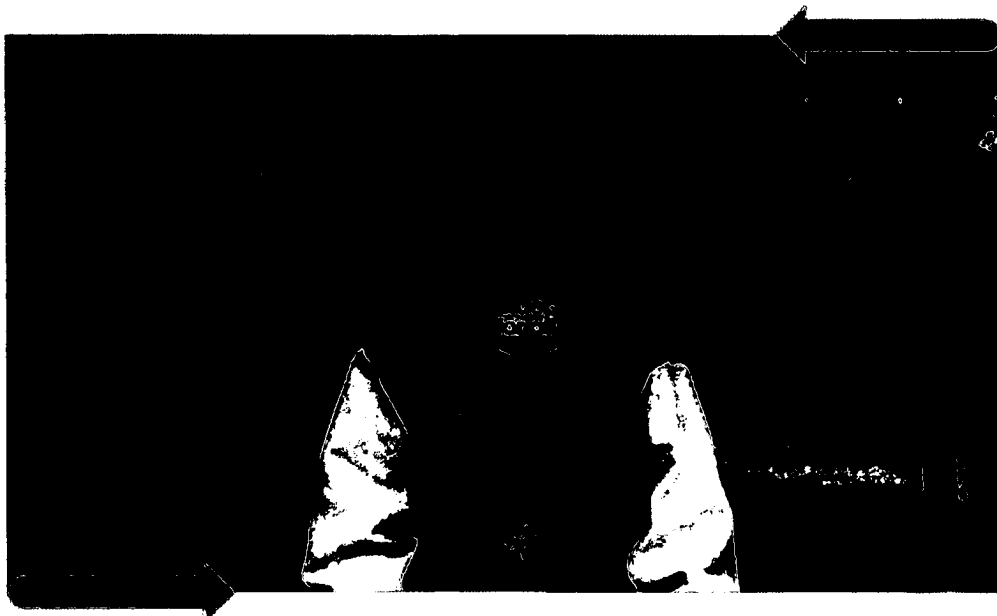
- Through our Consultancy, we offer a bespoke combination of consultancy, training, coaching and workshops to help businesses, leadership and employees create purposeful change within their organisation.

OUR IMPACT

In the last year:

- We have engaged with 3752 young people across our Programmes.
- We have increased bursaries by 100% since 2020 year on year, providing financial support to fund young adults higher education (take a look at our 2020/21 bursary awardees [here](#)).
- We are working with young adults in all careers across the UK. The careers content on our Digital platform has been viewed 2,000 times since we 'soft-launched' in March 2023.
- We have engaged face to face with 500 new participants on our school careers' programme and our resources have been shared with over 2,000 new young people.
- We have engaged with 149 new community groups. We plan to increase our presence across all regions of the UK by replicating our Community Leadership Academy Network in every region where our evidence shows the need is the greatest.

Check out our latest case study below, from an awardee and participant of Blueprint for All's programmes:



As part of Blueprint for All's ongoing mission to spotlight diversity, we commissioned a series of original research reports with over 500 young people to get to not only understand how the Covid-19 pandemic impacted their path to higher education/professional careers, but to hear directly from the people we support to better understand their perspective.

In our Life Chances survey, Blueprint for All uncovered stark findings that revealed that young people who've encountered cultural disadvantages in their life were disproportionately affected by the pandemic. We found that:

- 73% of young people from vulnerable socio-economic backgrounds have had to take on a job/work to supplement their student loan, which is a key barrier to staying in education.
- 45% of students from vulnerable socio-economic backgrounds agree that they have abandoned their plans for a professional career because of factors related to the pandemic.
- 64% of young people surveyed have had to take on additional work to supplement their student loan, with a far higher percentage (73%) of young people from a disadvantaged background compared to those from a non-disadvantaged background (39%).

These alarming statistics underscore the importance of supporting individuals from disadvantaged backgrounds, whether through financial aid via our Deloitte Bursary programme or career assistance provided through initiatives like Building Futures or our Pathways to Professions programmes.

Our Terminology Report provided insight into young people's preferred language to describe themselves in public discourse; to understand how cultural and racial descriptors are used to provide a positive or negative perception. The results were illuminating, revealing that the widely used term 'BAME' is not an inclusive acronym. Instead, the phrase 'people of diverse ethnic heritage' emerged as the most favoured descriptor for discussing ethnicity and identity. This focus on inclusivity and elevating diverse voices is central to Blueprint for All's ideology.



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MY BLUEPRINT FOR ALL

Our new platform can be found [here](#). Blueprint for All's digital transformation is helping the charity to become an online pioneer. Our work to create the online platform My Blueprint for All is transforming how we support young people. It will allow us to extrapolate our reach and transform lives as well as accelerating diversity within a whole range of industries.

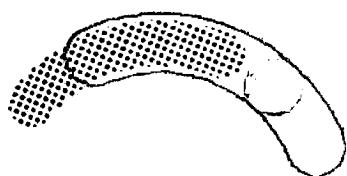
With digital investment and the capacity of our delivery team strengthened, we believe the Platform will go on to reach 10,000+ young people, alongside the indirect benefit that comes from the wider network of programmes, resources and support offered by Blueprint for All and our range of partners.

Early Impact of My Blueprint for All

- ➡ 80% of users are from a Diverse Ethnic Heritage.
- ➡ 65% of users stated that their awareness of professional options has improved.
- ➡ We have a customer satisfaction score of 4.2 out of 5; and a returning visitor rate of 54%.

Our digital transformation has created something unique: until now there is not one careers platform that exists that has all the support a young person of diverse ethnic heritage would need. When this is considered in line with an increasingly challenging socio-economic environment whereby people of diverse heritage are twice as likely to experience deep poverty, our work has never been more needed.

'I would like to express my gratitude to the entire team for organising such a wonderful program and conducting an exceptional mock interview session'





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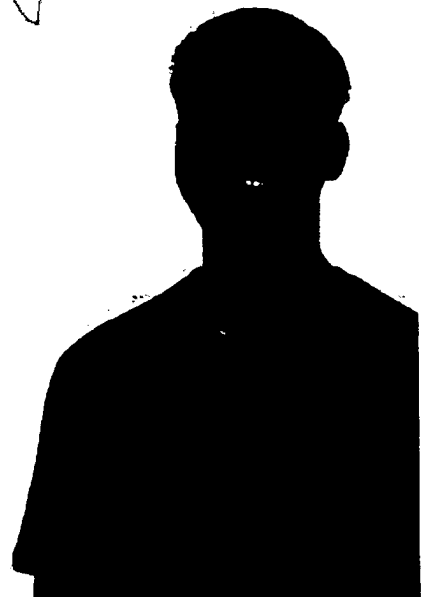
OUR CONSULTANCY

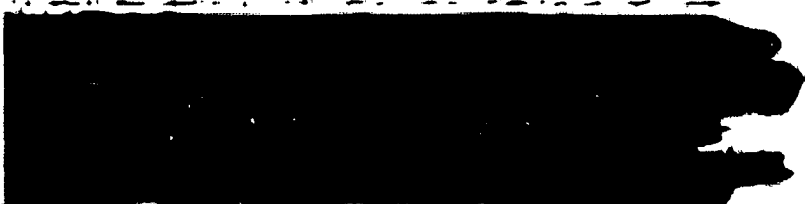
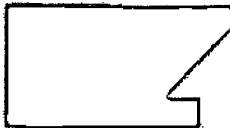
Our consultancy offers a bespoke suite of inclusion solutions to help businesses, leadership and employees create purposeful change within their organisation; enabling us to help transform workplaces around the UK to become places where our participants can thrive.

YOUR SPACE

We will continue to maximise the use of our co-working space and will be increasing the capacity of both tenants and co-workers next year. The event space continues to be popular with the local community and we will continue to market its availability as a resource.

"The whole programme was so eye-opening, so informative, amazing, 100% would recommend it"





Trustees' report for the year ended 31st March 2023

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2022 - 31st March 2023. 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 1st 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.

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.

The Charity's results for the year are set out in the Statement of Financial Activities.

The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity, including the guidance 'Public benefit: running a charity (PB2)'. This report sets out those objectives and describes how they have been met in the current year.

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

Blueprint for All's work focuses on equality and diversity, access to education and learning and career opportunities. The Board of Trustees seeks to ensure that this focus is appropriately reflected through the diversity of Blueprint for All 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 Officer.

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.

Trustee Induction:

- Blueprint for All Memorandum and Articles of Association
- Business plan

- The latest published annual report and accounts
- Financial projections and budgets
- 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.

Financial Results

During the year, the group had incoming resources of £2,644,583 (2022: £2,764,855), of which £1,288,579 (2022: £619,345) represented restricted income and the remainder being unrestricted.

Total expenditure amounted to £1,950,892 (2022: £1,611,656), with £1,094,140 (2022: £655,051) representing restricted expenditure and the remainder being unrestricted.

This resulted in net restricted income, after fund transfers of £75,688 (2022: £20,200), of £270,127 (2022: net restricted expenditure of £15,506).

Net unrestricted income, after fund transfers, is £423,564 (2022: £1,168,705).

Total restricted funds carried forward at the year end amounted to £1,979,370 (2022: £1,709,243) and net unrestricted funds carried forward amounts to £7,168,605 (2022: £6,745,041).

Reserves policy

The Trustees look at the high level financial projections over a 10 year planning horizon, based upon the charity's strategy, to build our Reserves Strategy Model. The Trustees have set a level equivalent to 12 months of operating costs for the organisation as a minimum level of reserves that must be maintained at all times. Currently, the charity holds surplus reserves i.e. actual free reserves are significantly in excess of this minimum level. By the later years in the 10 year model the actual reserves are projected to be more modestly in

excess of the minimum.

The Trustees have then reviewed expected drawdowns of the surplus free reserves over the next 10 years, caused by running annual deficits. In the earlier years of this planning horizon the charity is continuing the development and running of 'My Blueprint for All' and for the expansion of our current programmes. It is not expected that these planned commitments can be met by anticipated future income alone, and so deficits are projected. In the later years of the planning horizon, it is anticipated that as the charity matures further its income growth will be sufficient such that general costs can be covered, and so annual surpluses are projected.

After making appropriate enquiries with management, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Investment Policy

The Trustees have agreed a framework for the ongoing management of the charity's investments. The framework seeks to earn a competitive financial return on the charity's investments, whilst also addressing:

- concentration risk, so that reserves are held across more than a single counterparty
- credit risk, so reserves are not placed at high risk counterparties
- liquidity risk, so that sufficient reserves can be accessed when they are expected to be required

Cash is held at Lloyds Bank for day-to-day working capital requirements. The charity also holds cash at Flagstone, which is a platform widely used across the charity sector offering access to a range of underlying bank deposit accounts.

The charity's Reserves Strategy Model shows that in the next 10 years, reserves are not expected to be below £2m. Therefore the charity is moving towards the placement of up to £2m level in the Sustainable Multi-Asset Fund managed by Cazenove, to manage this portion of the overall reserves over a longer time horizon. The fund is a multi asset fund with investments across a range of equities, bonds, and infrastructure assets.

Principal Risks and Uncertainties

The charity has developed an extensive Risk Register, which the leadership team use to record and monitor risks, and to develop action plans for the management of these risks where necessary. Trustees are alerted to any risks which are reportable and mitigating actions planned or implemented. The Trustees review the register each year, as part of their oversight of the charity's governance, to ensure appropriate attention is being devoted to the principal risks.

The principal risks identified in the register are: Sustainability of funding pipeline and Employee recruitment and retention

Key performance Indicators

Blueprint for All adheres to key performance and outcome indicators set out by funders and contained within signed funding agreement.

Risk management

The Trustees consider risks to which the Charity Trust is exposed at Quarterly Board Meetings.

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:

- 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.

Disclosure of information to auditor

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditor

The auditor, RPG Crouch Chapman LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Small companies note

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the Board of Trustees on 30/11/2023 and signed on their behalf by:

K. O. Ajegbo

Sir Keith Ajegbo

Chair of the Trustees



Independent Auditor's Report

FOR THE YEAR ENDED 31ST MARCH 2023

Independent Auditor's Report to the Members of Blueprint for All ('the Charity')

OPINION

We have audited the financial statements of Blueprint for All (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows, the Charity Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

In our evaluation of the Trustees' conclusions, we considered the risks associated with the Group's and its business model, including the effects arising from macro economic uncertainties such as COVID 19 and analysed how those risks might affect the Group's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the Charity will continue in operation.

Other information

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

We have nothing to report in this regard.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the Group and the industry in which it operates, and considered the risk of acts by the Charity and its subsidiary which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with Companies Act 2006, the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

basis of these financial statements.

Irregularities, including fraud, are instances of non compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed in the relevant paragraph above.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Paul Randall ACA (Senior Statutory Auditor) (Senior statutory auditor)

for and on behalf of

RPG Crouch Chapman LLP

Chartered Accountants and Statutory Auditors

14-16 Dowgate Hill

London

EC4R 2SU

Date:

1 December 2023

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

		Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	Note	£	£	£	£
Income from:					
Donations and legacies	4	1,288,419	1,142,035	2,430,454	2,548,200
Charitable activities:	5				
Rent and room hire income		-	114,627	114,627	111,352
Speakers' fees		-	-	-	500
Other trading activities	6	-	53,549	53,549	51,750
Investments	7	-	29,316	29,316	968
Other income	8	160	16,477	16,637	52,085
Total income		1,288,579	1,356,004	2,644,583	2,764,855


Expenditure on:					
Raising funds	9	-	404,051	404,051	480,507
Charitable activities	10	1,094,140	377,602	1,471,742	1,076,892
Other expenditure	11	-	75,099	75,099	54,257
Total Expenditure		1,094,140	856,752	1,950,892	1,611,656

		Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	Note	£	£	£	£
Net income		194,439	499,252	693,691	1,153,199
Transfers between funds	22	75,688	(75,688)	-	-
Net movement in funds		270,127	423,564	693,691	1,153,199
Reconciliation of funds:					
Total funds brought forward		1,709,243	6,745,041	8,454,284	7,301,085
Net movement in funds		270,127	423,564	693,691	1,153,199
Total funds carried forward		1,979,370	7,168,605	9,147,975	8,454,284

The notes on pages 34 to 59 form part of these financial statements.

CONSOLIDATED BALANCE SHEET AS AT 31 MARCH 2023

		2023	2022
	Note	£	£
Fixed assets:			
Intangible assets	16	1,265,321	-
Tangible assets	17	1,830,176	1,875,553
Investments	18	985,471	-
		4,080,968	1,875,553
Current assets:			
Debtors	19	83,200	231,423
Cash at bank and in hand		5,168,915	6,482,979
		5,252,115	6,714,402
Creditors: amounts falling due within one year	20	(185,108)	(135,671)
Net current assets		5,067,007	6,578,731
Total assets less current liabilities		9,147,975	8,454,284
Total net assets		9,147,975	8,454,284

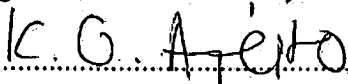


Charity funds:			
Restricted funds	22	1,979,370	1,709,243
Unrestricted funds	22	7,168,605	6,745,041
Total funds		9,147,975	8,454,284

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 and signed on their behalf by:


 Sir Keith Ajegbo (Chair)

Date: 30/11/2023

The notes on pages 34 to 59 form part of these financial statements.

CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2023

		2023	2022
	Note	£	£
Fixed assets:			
Intangible assets	16	1,265,321	-
Tangible assets	17	1,830,176	1,875,553
Investments	18	985,472	1
		4,080,969	1,875,554
Current assets:			
Debtors	19	160,098	263,029
Cash at bank and in hand		5,137,281	6,448,301
		5,297,379	6,711,330
Creditors: amounts falling due within one year	20	(191,261)	(132,602)
Net current assets		5,106,118	6,578,728

Total assets less current liabilities

9,187,087

8,454,282

Total net assets

9,187,087

8,454,282

Charity funds:

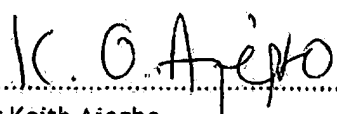
Restricted funds	22	1,877,560	1,709,241
Unrestricted funds	22	7,309,527	6,745,041
Total funds		9,187,087	8,454,282

The Charity's net movement in funds for the year was £732,803 (2022 - £1,170,199).

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

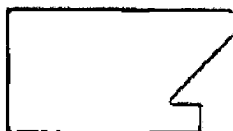
The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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


.....
Sir Keith Ajegbo

Date: 30/11/2023

The notes on pages 34 to 59 form part of these financial statements.



CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
Cash flows from operating activities:		
Net cash used in operating activities	931,769	1,203,132
Cash flows from investing activities:		
Dividends, interests and rents from investments	29,316	968
Purchase of intangible assets	(1,265,321)	-
Purchase of tangible fixed assets	(9,829)	(35,060)
Purchase of investments	(1,000,000)	-
Net cash used in investing activities	(2,245,834)	(34,092)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(1,314,065)	1,169,040
Cash and cash equivalents at the beginning of the year	6,482,979	5,313,939
Cash and cash equivalents at the end of the year	5,168,914	6,482,979

The notes on pages 34 to 59 form part of these financial statements.

CHARITY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
Cash flows from operating activities:		
Net cash used in operating activities	934,811	1,168,456
Cash flows from investing activities:		
Dividends, interests and rents from investments	29,316	968
Proceeds from the sale of tangible fixed assets	-	-
Purchase of intangible assets	(1,265,321)	-
Purchase of tangible fixed assets	(9,829)	(35,060)
Purchase of investments	(1,000,000)	-
Net cash used in investing activities	(2,245,834)	(34,092)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(1,311,023)	1,134,364
Cash and cash equivalents at the beginning of the year	6,448,303	5,313,939
Cash and cash equivalents at the end of the year	5,137,280	6,448,303

The notes on pages 34 to 59 form part of these financial statements.

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 Your Space, 39 Brookmill Road, Deptford, London SE8 4HU. The members of the charitable 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.

The charitable company's wholly owned subsidiary, Building Inclusive Futures Consulting Ltd, is a private limited company with a share capital of £1. Its company number is 09160878 and its registered office address is Your Space, 39 Brookmill Road, Deptford, London SE8 4HU. The principal activity of the company is that of management consultancy.

2. Accounting policies

2.1 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 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.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2 Basis of consolidation

The financial statements consolidate the accounts of Blueprint for All and its subsidiary undertaking, Building Inclusive Futures Consulting Limited.

2.3 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.

2.4 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 Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is 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.

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.

2.5 Turnover

Turnover comprises revenue recognised by the Group in respect of consultancy services provided during the year, inclusive of Value Added Tax but exclusive of trade discounts.

2.6 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.

2.7 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

2.8 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.

2.9 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.

2.10 Pensions

The charity contributes to personal pension plans for its employees and pension contributions are included in the Statement of Financial Activities.

2.11 Intangible assets and amortisation

The only intangible assets held by the Charity and the Charity is "My Blueprint For All", an online portal. The asset is amortised over its expected useful life, which the Trustees consider to be 7 years, commencing from the date it became operational. As this was 31 March 2023, no amortisation is included in the accounts for the year ended 31 March 2023.

Amortisation is provided on the following basis:

Development expenditure - 14% Straight Line (being 7 years)

2.12 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

2.13 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.14 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.

2.15 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.

2.16 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.

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 Consolidated statement of financial activities as a finance cost.

2.17 Financial instruments

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

Fixed asset investments are included at their year end value; more information is included in policy 2.13.

2.18 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.

2.19 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.

2.20 Volunteers and donated services and facilities

The value of services provided by volunteers is incorporated into these financial statements if it can be measured reliably. 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.

3. 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 an adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimated useful lives and residual values of tangible and intangible fixed assets:

Depreciation and amortisation of tangible and intangible fixed assets is based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and are revised as appropriate. In the year to 31 March 2023 this is particularly affected by the Charity's headquarters, Your Space, 39 Brookmill Road, whose depreciation has a significant impact on the SOFA, but in future will also include the amortisation on "My Blueprint for All", the Charity's online platform.

Critical areas of judgment:

The carrying value of fixed assets, in particular Charity's property, 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.

When applicable, 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.

Non-charitable wages are wages spent on business conducted by the charity's subsidiary and is calculated on the estimated time spent by charity employees on company matters.

4. Income from donations and legacies

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Donations	-	1,142,035	1,142,035
Grants	1,288,419	-	1,288,419
	1,288,419	1,142,035	2,430,454

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Donations	-	1,928,855	1,928,855
Grants	619,345	-	619,345
	619,345	1,928,855	2,548,200

5. Income from charitable activities

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Rent and room hire	114,627	114,627	111,352
Other charitable activities	-	-	500
Total 2023	114,627	114,627	111,852



6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Consultancy Fees	43,549	43,549	51,750
Licence Fees	10,000	10,000	-
	53,549	53,549	51,750

7. Investment income

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Bank interest and dividends	29,316	29,316	968

8. Other incoming resources

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Sundry income	160	16,477	16,637

		Unrestricted funds 2022	Total funds 2022
		£	£
Sundry income		52,085	52,085

9. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Direct Fundraising	33,596	33,596	44,043
Wages & Salaries	228,247	228,247	197,188
Social Security	23,750	23,750	19,595
Pension	22,181	22,181	3,538
Allocated centrally incurred fundraising and governance costs	78,715	78,715	198,400
	386,489	386,489	462,764

Other trading expenses

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Trading expenses	11,478	11,478	14,118
Administration expenses	6,084	6,084	3,625
	17,562	17,562	17,743

Reconciliation of expenditure on raising funds to the SOFA

	2023	2022
	£	£
Cost of raising voluntary income	386,489	462,764
Other trading expenses	17,562	17,743
	404,051	480,507

10. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Education, Equality, Diversity and Social Cohesion	1,094,140	377,602	1,471,742

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Education, Equality, Diversity and Social Cohesion	655,051	421,841	1,076,892

11. Other expenditure - non-charitable

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Other expenses	-	-	13,545
Other resources expended wages and salaries	56,534	56,534	38,038
Other resources expended - NI	6,349	6,349	2,112
Other resources expended pension costs	12,216	12,216	562
	75,099	75,099	54,257

Non charitable expenses are expenses incurred by the charity's trading subsidiary, Building Inclusive Futures Consulting Ltd.

12. Analysis of expenditure by activities

	Activities undertaken directly 2023	Support costs 2023	Total funds 2023
	£	£	£
Education, Equality, Diversity and Social Cohesion	807,832	663,910	1,471,742

	Activities undertaken directly 2022	Support costs 2022	Total funds 2022
	£	£	£
Education, Equality, Diversity and Social Cohesion	566,728	510,164	1,076,892



Analysis of support costs

	<i>Total funds 2023</i>	<i>Total funds 2022</i>
	£	£
Staff costs	452,394	221,196
Depreciation	7,978	5,945
Office and general costs	104,518	145,138
Premise costs	41,093	29,378
Staffing costs (non payroll)	57,927	108,507
	663,910	510,164

Total Support Costs

	<i>Total funds 2023</i>	<i>Total funds 2022</i>
	£	£
Fundraising support costs	78,715	198,400
Direct support costs	663,910	510,164
	742,625	708,564

13. Auditor's remuneration

	<i>2023</i>	<i>2022</i>
	£	£
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	9,125	8,500
Fees payable to the Charity's auditor in respect of:		

Fees payable to the charity's auditor in respect of the preparation of the financial statements of the charity's subsidiaries	1,350	1,260
Fees payable to the charity's auditor in respect of the auditing of accounts of the charity's subsidiaries	2,000	1,740
Consolidation and audit of consolidated financial statements	3,750	3,500

14. Staff costs

	<i>Group 2023</i>	<i>Group 2022</i>	<i>Charity 2023</i>	<i>Charity 2022</i>
	£	£	£	£
Wages and salaries	1,061,639	739,107	1,061,639	739,107
Social security costs	110,932	71,777	110,932	71,777
Contribution to defined contribution pension schemes	109,892	13,140	109,892	13,140
	1,282,463	824,024	1,282,463	824,024

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

	<i>Group 2023</i>	<i>Group 2022</i>	<i>Charity 2023</i>	<i>Charity 2022</i>
	No.	No.	No.	No.
Staff excluding directors	29	20	29	20
Directors	9	7	9	7
	38	27	38	27

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

	<i>Group 2023</i>	<i>Group 2022</i>
	No.	No.
In the band £60,001 - £70,000	1	-
In the band £70,001 - £80,000	1	1
In the band £130,000 - £140,000	-	1
In the band £140,000 - £150,000	1	-

Apart from the trustees, who give their time freely, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £290,167 (2022: £264,519).

15. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

16. Intangible assets

Group and Charity

	<i>My Blueprint for All</i>
	£
Cost	
At 1 April 2022	-
Additions	1,265,321
At 31 March 2023	1,265,321
At 1 April 2022	-

Net book value

	My Blueprint for All
	£
At 31 March 2023	1,265,321
At 31 March 2022	-

My Blueprint For All is the Group's online platform. The Trustees are of the opinion that it will have a useful life of 7 years and amortisation commences with the date on which it became operational, which was 31 March 2023. The Trustees have therefore not included any amortisation in the accounts for the year ended 31 March 2023.

17. Tangible fixed assets Group and Charity

	Freehold property	Fixtures and fittings	Computer equipment	Total
	£	£	£	£
Cost or valuation				
At 1 April 2022	2,000,000	92,331	77,084	2,169,415
Additions	-	319	9,510	9,829
At 31 March 2023	2,000,000	92,650	86,594	2,179,244

Depreciation				
At 1 April 2022	204,000	40,194	49,668	293,862
Charge for the year	34,000	7,069	14,137	55,206
At 31 March 2023	238,000	47,263	63,805	349,068

Net book value				
At 31 March 2023	1,762,000	45,387	22,789	1,830,176
At 31 March 2022	1,796,000	52,137	27,416	1,875,553

18. Fixed asset investments

	Listed investments
	£
Group	
Cost or valuation	
At 1 April 2022	-
Additions	1,000,000
Revaluations	(14,529)
At 31 March 2023	985,471

Net book value	
At 31 March 2023	985,471

	Investments in subsidiary companies	Listed investments	Total
Charity	£	£	£
Cost or valuation			
At 1 April 2022	1		1
Additions	-	1,000,000	1,000,000
Revaluations	-	(14,529)	(14,529)
At 31 March 2023	1	985,471	985,472

Net book value

At 31 March 2023 1 985,471 985,472

At 31 March 2022 1 - 1

19. Debtors

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Trade debtors	51,404	56,102	48,962	42,747
Amounts owed by group undertakings	-	-	79,349	4,250
Other debtors	8,131	165,004	8,131	205,715
Prepayments and accrued income	23,665	10,317	23,656	10,317
	83,200	231,423	160,098	263,029

Included in trade debtors in 2022 are £5,298 and included in other debtors in 2022 are £40,712 owed by the subsidiary, Building Inclusive Futures Consulting Ltd. The amounts are eliminated upon consolidation. Any amounts owed by the subsidiary in 2023 are fully included in amounts owed by group undertakings.

20. Creditors: Amounts falling due within one year

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Trade creditors	45,367	34,419	45,269	34,409
Amounts owed to group undertakings	-	-	10,000	-
Other taxation and social security	27,440	27,032	27,440	27,032

Other creditors	11,616	14,131	11,617	14,132
Accruals and deferred income	100,685	60,089	96,935	57,029
	185,108	135,671	191,261	132,602

Included in other creditors is £1 (2022: £1) owed to the subsidiary, Building Inclusive Futures Consulting Ltd. The amount is eliminated upon consolidation.

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Deferred income at 1 April 2022	31,638	21,671	31,638	21,671
Resources deferred during the year	73,724	31,638	73,724	31,638
Amounts released from previous periods	(31,638)	(21,671)	(31,638)	(21,671)
	73,724	31,638	73,724	31,638

21. Financial instruments

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Financial assets				
Financial assets measured at fair value through income and expenditure	985,471	-	985,471	1

Financial assets measured at fair value through income and expenditure comprise the group's (which is the charity's) investment portfolio and the charity's investment in its subsidiary.

22. Consolidated statement of funds
Statement of funds current year

	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Unrestricted funds					
General Funds Charity	6,745,040	1,302,455	(764,091)	(75,688)	7,207,716
General Funds Subsidiary	1	53,549	(92,661)	-	(39,111)
	6,745,041	1,356,004	(856,752)	(75,688)	7,168,605

Restricted funds

	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Your Space - 39 Brookmill Road	1,361,640	-	(34,000)	-	1,327,640
Other Tangible Assets	21,156	-	(4,922)	-	16,234
My Blueprint For All	-	405,771	(75,688)	75,688	405,771
Career Strand programmes	263,669	736,934	(780,429)	-	220,174
Community Strand Programmes	-	115,670	(115,223)	-	447
Societies Strand Programmes	62,778	30,204	(83,878)	-	9,104
	1,709,243	1,288,579	(1,094,140)	75,688	1,979,370

Total of funds

	8,454,284	2,644,583	(1,950,892)	-	9,147,975
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Restricted Funds tied up in Your Space represent the charity's headquarters at 39 Brookmill Road, Deptford. Other restricted tangible fixed assets are assets related to the building.

During the year, the charity also received restricted support for the creation of an online portal, My Blueprint For All.

The charity divides its restricted programmes into three categories: The Career Strand Programmes, the Societies Strands Programmes and the Communities Programmes, as follows:

The Career Strand Programmes:

The Building Futures Programme aims to provide career opportunities for those of diverse ethnic heritage and underrepresented architecture and BE hopefuls and to increase diversity and representation in the Built Environment sector.

The Bursary Programme aims to provide bursaries for those of diverse ethnic heritage and/or underprivileged students of defined areas: architecture, law and finance.

Building Futures Secondary aims to provide careers support and development for secondary students in fields of creative and entrepreneurial pathways and to provide training for teachers in these fields.

The Building Futures at Risk aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/or exclusion.

The Building Futures Adults Programme aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/or exclusion.

The Pathways to Professions Secondary Programme aims to provide careers support and resources in all professional pathways for secondary students.

The Pathways to Professions 6th Form Programme aims to provide careers support and resources in all professional pathways for sixth form students in Lewisham/ SE London.

The Communities Strand Programs:

The Community Leadership Academy was set up to develop leadership skills for small / micro-charities and community organisations spearheaded by leaders of diverse ethnic heritage and/or where a high proportion of beneficiaries are from a diverse ethnic heritage.

The LSL Sexual Health Partnership was set up to include and improve sex and relationship provision for those from diverse communities and stakeholders in Lambeth, Southwark and Lewisham.

The Lewisham BME Network was set up to convene BME sector in Lewisham, share opportunities, delivery capacity building, improve representation in local council key meetings and improve connectivity with infrastructure organisations.

The Societies Programmes:

Delivering Differently was set up to continue programmes digitally with BF and School beneficiaries and to provide mental health and skills support in a new way.

The Connecting People and Places Project was set up to share learning from phase 1 research and continue the heritage conversation with diverse communities UK wide in 3 media: podcasts, exhibitions and a publication.

Statement of funds - prior year

	<i>Balance at 1 April 2021</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 31 March 2022</i>
	£	£	£	£	£
Unrestricted funds					
General Funds - Charity	5,559,335	2,093,760	(887,855)	(20,200)	6,745,040
General Funds - Subsidiary	17,001	51,750	(68,750)	-	1
	5,576,336	2,145,510	(956,605)	(20,200)	6,745,041

Restricted funds					
YourSpace - 39 Brookmill Road	1,395,640	-	(34,000)	-	1,361,640
Other Tangible Assets	27,079	-	(5,921)	-	21,158
My Blueprint For All	-	-	-	-	-
Career Strand Programmes	206,755	511,845	(454,931)	-	263,669
Community Strand Programmes	87,276	107,500	(132,000)	-	62,776
Societies Strand Programmes	7,999	-	(28,199)	20,200	-
	1,724,749	619,345	(655,051)	(20,200)	1,709,243
Total funds					
	7,301,085	2,764,855	(1,611,656)		8,454,284

23. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Tangible fixed assets	1,343,874	486,302	1,830,176
Intangible fixed assets	405,771	859,550	1,265,321
Fixed asset investments	-	985,471	985,471
Current assets	301,812	4,950,303	5,252,115
Creditors due within one year	(72,087)	(113,021)	(185,108)
Total	1,979,370	7,168,605	9,147,975

Analysis of net assets between funds - prior year

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Tangible fixed assets:	1,394,074	481,479	1,875,553
Current assets	345,167	6,369,235	6,714,402
Creditors due within one year	(30,000)	(105,671)	(135,671)
Total	1,709,241	6,745,043	8,454,284

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

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Net income for the year (as per Statement of Financial Activities)	693,691	1,153,199	732,803	1,170,199
Adjustments for:				
Depreciation charges	55,206	53,747	55,206	53,747
Loss on investments	14,529	-	14,529	-
Dividends, interests and rents from investments	(29,316)	(968)	(29,316)	(968)
Decrease/(increase) in debtors	148,222	(90,150)	102,930	(81,045)
Increase in creditors	49,437	29,592	58,659	26,523
Net cash provided by operating activities	931,769	1,145,420	934,811	1,168,456

25. Analysis of cash and cash equivalents

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Cash in hand	5,168,914	6,482,979	5,137,280	6,448,303
Total cash and cash equivalents:	5,168,914	6,482,979	5,137,280	6,448,303

26. Analysis of changes in net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	6,482,979	(1,314,064)	5,168,915
	6,482,979	(1,314,064)	5,168,915

27. Related party transactions

During the year, the charity received a donation of £Nil (2022: £10,000) from Karakusevic Carson Architects. Paul Karakusevic is a partner in Karakusevic Carson and a Trustee in Blueprint for All.

During the year, the charity accrued £75,099 (2022: £44,962) for services and staff provided to the subsidiary, Building Inclusive Futures Consulting Ltd.

At the year end, the charity was owed £69,349 (2022: £50,357) by the subsidiary. The loan is interest free and repayable on demand.

28. Principal subsidiaries

The following was a subsidiary undertaking of the Charity:

Name	Company Number	Registered office or principal place of business	Principal activity
Building Inclusive Futures Consulting Ltd	09160878	39 Brookmill Road, Deptford, London, SE8 4HU	Management Consultancy

Class of shares	Holding	Included in consolidation
Ordinary A Shares	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income	Expenditure	Profit/(Loss)/ Surplus/ (Deficit) for the year	Net assets
	£	£	£	£
Building Inclusive Futures Consulting Ltd	53,549	(92,661)	(39,112)	(39,111)